

All Hampstead Hill School Policies are always to be read and considered in conjunction with Equal Opportunities, Race Equality and Inclusion Policies. This Policy of Hampstead Hill School applies to all sections of the school including the Early Years Foundation Stage.

Hampstead Hill School

Health and Safety Policy: New and Expectant Mothers



Introduction

Pregnancy should not be equated with ill health. It should be regarded as part of everyday life and its health and safety implications can be adequately addressed by normal health and safety management procedures.

Many women work while they are pregnant, and many return to work while they are still breastfeeding. Some hazards in the workplace may affect the health and safety of new and expectant mothers and their children.

What will be done to protect the health and safety of a new and expectant mother and her child?

The law specifically requires the employer to take particular account of potential risks to new and expectant mothers when assessing the risks associated with existing work activities.

As a result of the above requirements the Central Health and Safety Team have produced a risk assessment template that addresses the issue of new and expectant mothers. This must be completed as soon as the employee makes her pregnancy known. **The relevant line manager and the expectant mother will complete this process.** In most cases risks to a new and expectant mothers and/or her child should be reduced to acceptable levels, that is to say, at or below those expected outside the workplace, by implementing the standard hierarchy of control as described in the section covering Risk Assessment.

In the event that this is not the case the school to protect the new or expectant mother and/or her baby by implementing the following steps:

- Temporarily adjust her working conditions and/or hours of work; or if it is not reasonable to do so, or would not avoid the risk:
- Offer her suitable alternative work if any is available; or if that is not feasible
- Give her paid leave for as long as necessary to protect her safety or health or that of her baby

What must the employee do?

In order that the School can take steps to protect the expectant mother adequately she must inform her line manager in writing that she is pregnant.

Facilities

Facilities for pregnant or nursing mothers to rest must be provided. Wherever practicable, these should be conveniently situated in relation to sanitary conveniences and include the facility to lie down.

If it does not prove practical to have a separate room within the building for this purpose, the minimum requirement would be to provide a reclining chair with leg support in a space which can be made private.

A suitable facility to express milk and store it under refrigerated conditions should also be provided in the event that any mother returning to work requires this. It would be appropriate to provide a separate, small fridge for this purpose, if so required.

Date adopted: September 2016

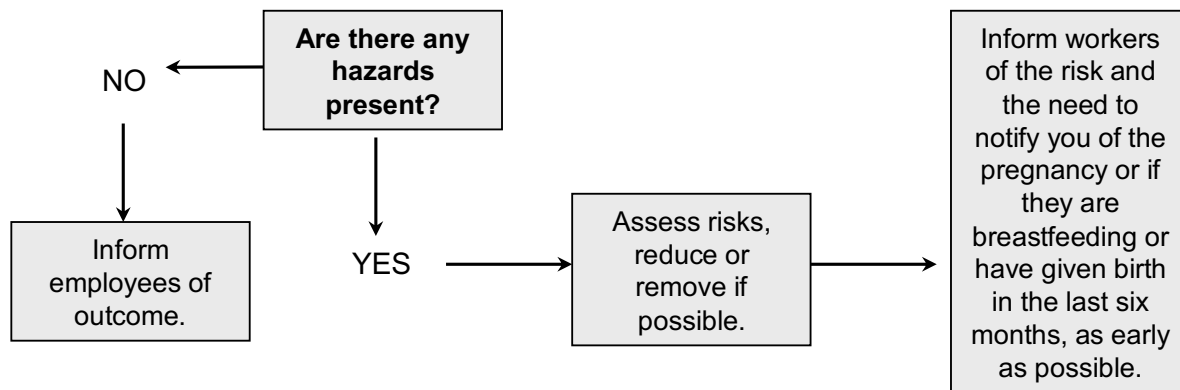
Updated September 2019

Name: Andrea Taylor



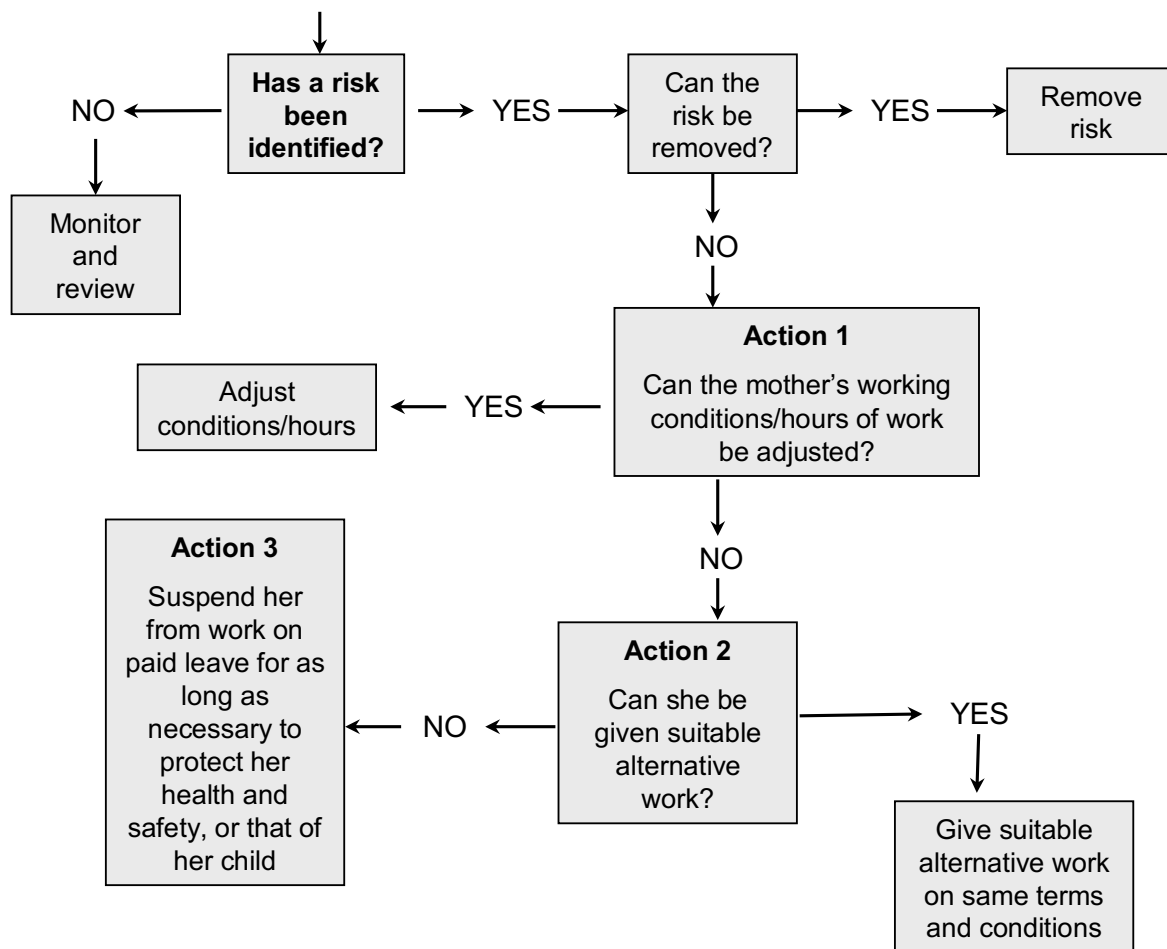
Signed:

Stage One – Initial Risk Assessment



Stage Two – On notification of pregnancy, birth or breastfeeding

Carry out a specific risk assessment based on initial assessment



All of the above actions should be monitored and reviewed on a regular basis.

Filename: Pregnant Workers.doc
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Template: /Users/lora 1/Library/Group
Containers/UBF8T346G9.Office/User
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Title: L10 - Pregnant Workers
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