



The John Moore Primary School
&
Little Foxes Playgroup

Pregnant Workers

Risk Assessment

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Review Cycle:	Annually		
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Table of Contents

1	Introduction	3
2	Risk Assessment	4

1 Introduction

The John Moore Primary School and Little Foxes Playgroup's Governing Body and Headteacher recognise and accept their responsibilities under law and also under Gloucestershire County Council delegation for local management of schools.

As responsible employers and/or persons in control of premises, the requirement to provide a safe and healthy working environment for all employees and others affected by its activities is acknowledged.

This Risk Assessment should be read in conjunction with the Main School Risk Assessment.

It is written with reference to Gloucestershire County Council SHE Guidance Note on Pregnant Workers.

2 Risk Assessment

Hazards	Who is at risk?	What are you already doing?	Is enough to manage the risks?	What further action is necessary?
Manual Handling - Manual handling injury/ backache/ injury to unborn child.	Person Pregnant / Unborn Child	<ul style="list-style-type: none"> Manual Handling Operations Regulations 1992 apply to all employees required to undertake manual handling duties Restrictions on manual handling as the pregnancy progresses if required Support available if any risk involved 	Yes	None
Ergonomics (DSE etc) - Fatigue/ postural problems/ impaired dexterity coordination and balance / backache	Person Pregnant / Unborn Child	<ul style="list-style-type: none"> Breaks from a seated position to help promote good circulation and posture Physical jobs assessed and reduced when necessary More frequent breaks from workstation/other tasks Comfort of the individual at work reviewed regularly and adjustments made as required DSE workstation assessment completed Suitable rest facilities available Advice from OH where necessary Suitable (not child size) seating provided 	Yes	None
Temperature - Medical problems/ fainting etc.	Person Pregnant / Unborn Child	<ul style="list-style-type: none"> First aid arrangements in place Pregnant worker aware of own condition and how to minimise risk Room Temperatures monitored Fans available during warmer weather Natural ventilation Regular breaks 	Yes	None
Standing or sitting for long periods - Medical problems e.g. varicose veins etc.	Person Pregnant / Unborn Child	<ul style="list-style-type: none"> Accessible seating Regular breaks Pregnant worker adheres to medical advice from own doctor 	Yes	None
Frequent visits to the toilet - Difficulty in leaving job or site of work.	Person Pregnant / Unborn Child	<ul style="list-style-type: none"> Suitable sanitary facilities Regular breaks Work site/ task assessed where necessary 	Yes	None

Hazards	Who is at risk?	What are you already doing?	Is enough to manage the risks?	What further action is necessary?
Increasing size/ discomfort/ working in confined areas - Inadequate protective clothing/ illness/ injury.	Person Pregnant / Unborn Child	<ul style="list-style-type: none"> • Arrangements to ensure emergency evacuation is not compromised • DSE and other work tasks risk assessed where necessary • Appropriate size protective clothing provided where necessary 	Yes	None
Fatigue/nausea/ sickness - Overtime / evening work/ parking facilities.	Person Pregnant / Unborn Child	<ul style="list-style-type: none"> • Job/ activities/ working time assessed • Regular breaks • Parking facilities assessed if deemed necessary • Fatigue levels monitored • Suitable alternative daytime work sought if medical advice indicates that a pregnant worker is unfit for night work • Excessive working hours avoided • Good time management encouraged • Flexible working hours considered • Smells in workplace avoided until nausea ceases 	Yes	None
Balance - Working on slippery, wet surfaces working at height	Person Pregnant / Unborn Child	<ul style="list-style-type: none"> • No working at height • PPE provided (shoes etc) and assesses • Job/ activities assessed 	Yes	None
Lone Working - Pregnant women are more likely to need urgent medical attention.	Person Pregnant / Unborn Child	<ul style="list-style-type: none"> • No Lone working permitted 	Yes	None
Chemicals/ biological agents - Exposure/ harm to unborn child	Person Pregnant / Unborn Child	<ul style="list-style-type: none"> • COSHH assessments in place and reviewed regularly • Exposure to chemicals avoided • Suitable information, instruction and training 	Yes	None
Stress - Hormonal, physiological and psychological	Person Pregnant / Unborn Child	<ul style="list-style-type: none"> • Stress Risk Assessment to be adhered to • Protective measure may include adjustments to working conditions or working hours • Pregnant workers allowed greater control over their working day • Consideration given to workload and work demands 	Yes	None

Hazards	Who is at risk?	What are you already doing?	Is enough to manage the risks?	What further action is necessary?
		<ul style="list-style-type: none"> excessive working hours avoided Good time management encouraged Access to drinking water 		
Infectious diseases - Infection/ harm to unborn child	Person Pregnant / Unborn Child	<ul style="list-style-type: none"> Measures taken to reduce exposure, e.g. Avoiding contact with infectious children (slapped cheek) Correct PPE worn etc Contact with Occupational Health where necessary 	Yes	None
Workplace violence - Exposure to violence/ risk of injury to pregnant worker/ unborn child	Person Pregnant / Unborn Child	<ul style="list-style-type: none"> Alternative duties or where the risk is small, adequate support in order to carry out job safely Use of a mobile phone to communicate with an office base Personal attack alarms Offsite visits or interviewing of potentially difficult clients with another officer for support 	Yes	None