

St Andrew's C E Primary School



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Pregnant Staff Risk Assessment**

Pregnant staff are strongly advised to amend and personalise this Risk Assessment to suit their own particular needs and share with their line manager and headteacher.

Covered by this assessment: All Staff and Pupils	
Completed assessment: Headteacher/SLT	Review interval: Annually and as and when needed.

Related documents
Health and Safety Policy, School Emergency Incident Procedure, COVID 19 Risk Assessment

Risk Rating		Likelihood of occurrence		
		Probable	Possible	Remote
Likely impact	Major Causes major injury, disability or ill-health.	High (H)	High	Medium (M)
	Severe Causes injury requiring medical treatment.	High	Medium	Low (L)
	Minor Causes injury requiring first aid treatment.	Medium	Low	Low

Risk/Issue	Risk rating prior to action H/M/L	Recommended controls	In place? Yes/No	Recommended further actions to be taken to reduce risks	By whom	Deadline	Risk rating following action H/M/L
Policy and procedures	M	<ul style="list-style-type: none"> Written procedures for ensuring the health and safety of pregnant staff members are in place. They are agreed by the governing body and reviewed annually. Existing risk assessments are in place based on knowledge, experience and training. 	Y	<ul style="list-style-type: none"> Review Health and Safety Policy in light of any updated guidance. 	Headteacher/SLT	Annually and when new guidance is published	L
Physical effects of pregnancy: Morning sickness, nausea, backache, varicose veins, frequent visits to the toilet, tiredness	L	<ul style="list-style-type: none"> Established quiet area available with suitable furnishings. Hygiene facilities are sufficient and pregnant staff members are within reasonable distance from facilities when working. 	Y	Seek medical advice from midwife/health visitor/GP	Headteacher/SLT	On going	L
Staff member's personal medical requirements / history: High blood pressure, medical complications	M	<ul style="list-style-type: none"> Adequate arrangements in place for specific nutritional needs and sufficient opportunity given for breaks when required. 	Y	Seek medical advice - GP	Headteacher/SLT	On going	L

Challenging pupils and behaviour: Emotional stress, fatigue, verbal / physical assault	L	<ul style="list-style-type: none"> • Contact with known or potentially violent / challenging pupils prevented, where possible, for duration of pregnancy. 	Y	Advice from line manager and headteacher	Headteacher/SLT	On going	L
Exposure to communicable diseases/infections: COVID 19, Chickenpox, influenza etc.	H	<ul style="list-style-type: none"> • Awareness of infection control in schools. • Good hygiene practice followed. • Pregnant staff members seek advice from their GP / midwife after direct contact with someone with an infectious disease. • Leave available for pregnant staff members who become infected. 	Y	<ul style="list-style-type: none"> • Female staff to have evidence MMR vaccine, blood test from the Dr. 	Headteacher/SLT	On going	L
Environmental hazards: Exposure to hazardous substances	L	<ul style="list-style-type: none"> • Premises / classrooms regularly checked. • Defects are promptly repaired / replaced. • Spillages are immediately cleaned. • Good housekeeping is maintained. 	Y	Health and Safety Policy	Headteacher/SLT	On going	L

		<ul style="list-style-type: none"> Alternative rooms made available as needed. 					
Hazards arising from duties: Long working hours, lack of rest time, prolonged periods of standing, prolonged working postures, manual handling	L	<ul style="list-style-type: none"> No manual handling of heavy loads is undertaken for the duration of the pregnancy. Staff members request assistance when needed. Communication measures in place for monitoring and providing immediate support. 	Y	<p>Speak to line manager re support for long standing, work life balance etc. Breaks available if needed.</p>	Headteacher/SLT	On going	L
Out of hours working	L	<ul style="list-style-type: none"> Allowances made for tiredness and nausea at all stages. Modification of working hours as necessary. Avoidance of night work. Avoidance of lone working where possible. 	Y	<ul style="list-style-type: none"> Provision of lone working training. Ideally not work alone. 	Headteacher/SLT	On going	L
Working at height	L	<ul style="list-style-type: none"> Duties are modified to eliminate all requirements to work at height. 	Y	Health and safety training.	Headteacher/SLT	On going	L

				Reduce risk of working at height.			
Access / egress	L	<ul style="list-style-type: none"> Staff members' tasks and locations are modified to avoid walking significant distances and the use of stairs. 	Y	<ul style="list-style-type: none"> Process established for assistance during evacuations. 	Headteacher/SLT	On going	L
Temperature / humidity	L	<ul style="list-style-type: none"> The temperature of the working environment is suitably controlled. Access to fresh air ensured during the working day. Access to drinking water also made available. 	Y	<ul style="list-style-type: none"> Equipment provided to suitably heat / cool environment as needed. 	Headteacher/SLT	On going	L
Risk of infection or kidney disease	L	<ul style="list-style-type: none"> Easy access to toilet facilities. 	Y	Seek medical advice.	Headteacher/SLT	On going	L
Risk of contracting COVID 19 in school	H	<ul style="list-style-type: none"> Encourage social distancing. Masks in classrooms if staff feel more comfortable. Staff to ideally be double jabbed. 	Y	Gov guidance/Public Health/ Medical advice	Headteacher/SLT	On going	M

		<ul style="list-style-type: none">• Staff over 28 weeks to be more cautious - less contact with children if possible. If cases rise risk staff may need to work from home or in another area of the school.					
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Gov guidance: You should only continue working if the risk assessment advises that it is safe to do so.

This means that your employer should remove or manage any risks. If this cannot be done, you should be offered suitable alternative work or working arrangements (including working from home) or be suspended on your normal pay.

In respect to women who are pregnant and in their third trimester (more than 28 weeks' pregnant), advice and guidance produced by the UK Government expects all employers to take a 'more precautionary approach', particularly as there is evidence which suggests a link between the symptoms of Covid-19 and complications in and around the time of birth, including premature birth, pre-eclampsia, the need for an emergency caesarean, and stillbirth.

If you are pregnant and vaccinated, unvaccinated or not fully vaccinated, school should take a more precautionary approach. This is because you have an increased risk of becoming severely ill and of pre-term birth if you contract COVID-19. Therefore, you should seriously consider getting the COVID-19 vaccine and completing your vaccination schedule of 2 doses to protect yourself and your baby.