

Risk Assessment for Pregnant Women and Mothers Returning to Work

Hazard/ Possible Problem	Nature of the risk	Action
Movement and Posture	<p>Standing for long periods can cause dizziness, faintness and fatigue. It can also increase chances of premature birth or miscarriage.</p> <p>Sitting for long periods increases the risk of thrombosis.</p> <p>Backache is also associated with long periods of standing or sitting, lifting heavy equipment or children especially in later pregnancy.</p>	<p>Adequate seating available at all times.</p> <p>Free movement at all times must be accommodated.</p>
Infectious Diseases	<p>Common childhood diseases can have a devastating effect on unborn/newborn babies.</p> <p>German Measles/Rubella Chicken Pox Slapped cheek syndrome, parvovirus infection, (or Fifth Disease) Measles Mumps Hand, foot and mouth disease</p>	<p>Children diagnosed with any of these childhood infections will be asked not to attend Nursery under any circumstances until given the all clear by their GP.</p> <p>Staff to keep a vigilant eye on children who are unwell or under the weather for symptoms that may indicate the early most infectious stages of disease.</p> <p>With employee permission notify parents asking them to avoid contact with children who have infectious diseases outside of school.</p>
Manual Handling	<p>The hormonal changes in pregnancy increase the risk of manual handling injuries. Postural problems can also increase as pregnancy progresses.</p> <p>Breast feeding mothers may have problems because of increased breast size and sensitivity.</p>	<p>Avoid the lifting and carrying of children, ensure all employees are aware of this risk to the pregnant/returning member of Staff.</p>
Uniforms	<p>Physical changes may make the uniform uncomfortable or difficult to wear.</p>	<p>Notify Management if uniform becomes uncomfortable a suitable alternative will be arranged between Management and Employee.</p>

Working Time	Long hours can affect the health of pregnant women and can disrupt breast-feeding.	Ensure lines of communication are open to employee to discuss working hours if they start to become a problem.
Work Related Stress	New and expectant mothers can be vulnerable to stress because of hormonal, psychological changes around pregnancy. Additional stress may occur if the woman has reason to be anxious about her pregnancy	<p>Ensure colleagues and Management are supportive of employee.</p> <p>Ensure employee knows what course of actions to be taken should she feel bullied or victimized.</p> <p>Ensure the employee is made aware of her rights and how to obtain information.</p> <p>Ensure employee contributes to the risk assessment any concerns about her pregnancy or return to work.</p>
Extremes of heat or cold	Pregnant women are less able to tolerate heat or extreme cold.	<p>Ensure the room temperature is comfortable for the employee, adapting when/where necessary.</p> <p>Provide fans in rooms that employee will be using.</p>
Welfare Issues	<p>Rest Facilities: Rest is particularly important for new and expectant mothers.</p> <p>Hygiene easy access to toilets is essential to protect against risks of infection and kidney disease.</p> <p>Storage facilities: Appropriate arrangements for expressing and storing breast milk may be needed for breast-feeding mothers.</p>	<p>Ensure employee is able to rest quietly and regularly.</p> <p>Ensure toilet breaks are taken when needed.</p> <p>Ensure an appropriate clean, private area is available for breast feeding or expressing breast milk.</p> <p>Ensure there is storage facility for expressed milk available.</p>