

## RISK ASSESSMENT

Name:		Job Title:	
Risk Assessment:	Pregnancy or New Mothers	Prepared by:	H&S Co-ordinators – S.L & V.D
		Assessed by SLT:	
Location:	ROSEWOOD FREE SCHOOL, SO16 5NA	Date of Assessment	
		Review Date:	

**IT IS AN EMPLOYEES PERSONAL RESPONSIBILITY TO READ THIS RISK ASSESSMENT & FOLLOW IT.  
IF THIS DOCUMENT EXPIRES PAST THE REVIEW DATE THE PERSONALISED  
CONTROL MEASURES ARE VOID.**

- Still make use of the individual job role risk assessment for relevant control measures.

Hazard	Hazards Identified which may cause harm – consequences	Existing Level of Risk	Control Measure and Precautions Taken	Additional Control Measures or Further Action Required	Remaining level of Risk
Moving & handling of Learners	Staff member is more susceptible to Musculoskeletal injury and muscle and ligament injury's whilst reaching, stretching, repetitive physical activities and hoisting.	High - 20	Level transfers and related unaided lifts are to be avoided. Physical tasks become more difficult to achieve as pregnancy progresses so amount of physical work will be reduced e.g. physio sessions, personal care, managing Learner's behaviour.	Follow all Learner risk assessments & passport and avoid parts where necessary. Communicate with colleagues.	Med – 10
Slips, trips & falls	Increased risk of injury due to physical change and/or hormonal changes.	Med - 10	Maintain high levels of housekeeping in all work areas. Flat terrain with no stairs on site.	<b>Refer to Environment Risk Assessment</b>	Low - 5
Access/Egress	Mobility may be impaired during later stages of pregnancy.	Med - 8	Modify work task to avoid walking long distances.		Low - 4
Use of essential oils	Some evidence suggests certain essential oils may be linked to an increased risk of miscarriage.	High - 20	Staff member will not use any essential oils for the duration of her pregnancy. Use shop bought body lotions as an alternative, or plain grape seed oil can be provided.	School Aroma therapist to provide when necessary	Low - 5

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Hydrotherapy - higher temperatures and humidity	Lower tolerance to heat and humidity could result in discomfort, fainting, heat exhaustion and dehydration	Med - 9	Staff member not required to assist in any aspect of hydrotherapy for the duration of their pregnancy but may support hydro if they wish with their own individual capability in mind. Refer to the M&H team for individual advice. Temperature of the environment will be suitably controlled.	Fans available if required. Fresh drinking water available at all times.	Low - 5
Fatigue	Fatigue from prolonged standing or physical activity	Med - 6	Avoid long periods of standing. Staff member will be involved with supporting in lessons whilst seated. A 10 minute morning break a 45 minute lunch break and an additional break in the afternoon as the pregnancy progresses, if necessary for L.A's. PCA's to have contracted break during shift.	Aspects of work may need to be modified as physical capability will reduce as a result of pregnancy.	Low - 3
Risk of infection to Mother & Baby e.g. H.I.V, CMV, Hep B, Rubella, Norovirus etc.	Cross contamination or open wounds. Bites (from Learners). Bodily contact.	High - 24	Good personal hygiene precautions at all times. Refer to Learner's risk assessment. Avoid contact. All staff advised to get Hep B vaccination.	Being alert to up to date Learners medical conditions / infections	Med - 8
Sitting for prolonged periods of time e.g. at the computer or during a lesson	Increased susceptibility to musculoskeletal disorders and DVT	Med - 9	Staff member to follow all advice and training on posture to prevent musculoskeletal problems. Adjust working practices to avoid sitting for prolonged periods.	Support & advice from midwife concerning DVT	Low - 3
Work related stress	Staff member vulnerable to stress due to hormonal, psychological and physiological changes during pregnancy	Med - 10	Monitoring and reductions of risks in relation to work demands, relationships with colleagues/managers and requirements of role.	Line management to facilitate where necessary	Low - 5
Lifting & carrying loads	Staff member more susceptible to Musculoskeletal injury.	Med - 9	Carrying or moving of medium & heavy loads are to be avoided including the lunch trolley.		Low - 3

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Rebound therapy	Staff member more susceptible to Musculoskeletal injury. Impact injury.	Med - 10	No physically leading rebound or supporting learners as a 2 <sup>nd</sup> on the trampoline (fine to be a spotter).		Low - 5
Welfare and personal safety	Long hours, shift work or out of hours working can affect the health of pregnant women. Travelling long distances can increase risk of issues from prolonged sitting, DVT, and fatigue. Inadequate access to toilet facilities can increase risk of infections. Staff member may be required to work alone.	Med - 10	<u>Staff member</u> to work a standard school day with adequate breaks and access to the staff room and quieter places to rest during their breaks. <u>Teachers</u> to consult with SLT regarding workload outside of the school day. Allowance made for any tiredness and nausea at the beginning of the pregnancy. Roles here at Rosewood do not involve any long distance or international travelling. Should any longer journey be required, staff to have a rest/stretch stop, and drink plenty of fluids. Staff may visit the toilet facilities whenever required and sufficient cubicles are available around the school building. Follow lone worker policy.	Communication between parties necessary	Low - 5
Typical working day – returning to work	Softening of ligaments	Med - 9	Return to normal duties and ensure to follow all M & H recommendations covered in training	Laisse with M&H Team on return to work	Low - 3
<b>High</b> likelihood of risk – Likely to occur immediately or in the near future <b>Medium</b> likelihood of risk – will occur in time if no preventative action is taken <b>Low</b> likelihood of risk – Remote or unlikely to occur					

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Date for Review	Comments & information only	Signature of M&H Lead	Current date
1 <sup>st</sup> trimester – 0 to 13 weeks			
2nd trimester – 14 to 26 weeks			
3rd trimester – 27 to 40 weeks			

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