

RISK ASSESMENT

Name:		Job Title:	Non staff -
Risk Assessment:	Pregnancy or New Mothers of Non-employee	Prepared & assessed by:	H&S Co-ordinators – S.L & V.D
		Managers Signature:	
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.**

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	Non 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 & behaviour plans 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.	Refer to Environment Risk Assessment	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
Hydrotherapy - higher temperatures and	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	Fans available if required. Fresh drinking water	Low - 5

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humidity			to from a personal point of view. Refer to the M&H team for individual advice. Temperature of the environment will be suitably controlled.	available at all times.	
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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.	Aspects of work may need to be modified as physical capability will reduce as a result of pregnancy.	Low - 5
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	Low - 3
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	Med - 8
Lifting & carrying loads	Staff member more susceptible to Musculoskeletal injury.	Med - 9	Carrying or moving of medium & heavy loads are to be avoided.		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
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

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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.	Med - 10	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.	Communication between parties necessary	Low - 5
High likelihood of risk – Likely to occur immediately or in the near future Medium likelihood of risk – will occur in time if no preventative action is taken Low 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 st trimester – 0 to 13 weeks			
2nd trimester – 14 to 26 weeks			
3rd trimester –			

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27 to 40 weeks			
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