






## Pregnancy Risk Assessment

|                            |  |      |  |
|----------------------------|--|------|--|
| Name of assessor           |  | Date |  |
| Time                       |  |      |  |
| Person/Task being assessed |  |      |  |

| ↓ Likelihood / Risk Level → | Negligible (Level 1) | Minor (Level 2) | Moderate (Level 3) | Major (Level 4) | Catastrophic (Level 5) |
|-----------------------------|----------------------|-----------------|--------------------|-----------------|------------------------|
| 1 = Rare                    | 1                    | 2               | 3                  | 4               | 5                      |
| 2 = Unlikely                | 2                    | 4               | 6                  | 8               | 10                     |
| 3 = Possible                | 3                    | 6               | 9                  | 12              | 15                     |
| 4 = Likely                  | 4                    | 8               | 12                 | 16              | 20                     |
| 5 = Almost certain          | 5                    | 10              | 15                 | 20              | 25                     |

|   |  |   |
|---|--|---|
|  Risk acceptable |  Risk level to be reduced if reasonably practicable |  Unacceptable risk |
|---|--|---|

| What is the hazard?   | Who might be harmed?              | How might people be harmed  | Existing risk control measures  | Risk Rating |   |    | Additional Controls and Monitoring  |
|---|-----------------------------------|---|---|-------------|---|----|---|
|   |                                   |   |   | L           | C | R  |   |
| <p>Manual handling activities including equipment.</p> <p>Hormonal changes during pregnancy affecting ligaments and joints.</p> | Expectant worker and unborn child | <p>Physical injury</p> <p>Inability to perform in role due to injury/posture</p> <p>Difficulty achieving and maintaining good posture</p> | <p>Compliance with guidance that new or expectant workers must not lift over 5 kg unless their medical practitioner has indicated otherwise.</p> <p>Expectant staff member advised not to carry out significant handling of equipment or people.</p> <p>Support from colleagues.</p> <p>Other staff members informed of risks.</p> <p>Individual to familiarise themselves with the HSE booklet "Pregnant workers and new mothers: your health and safety".</p> | 2           | 5 | 10 | <p>Review as pregnancy progresses and shape change occurs.</p> <p>Allocation of expectant worker to service users to be carefully considered.</p> |



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|   |                                   |   |  |   |   |    |   |
|---|-----------------------------------|---|--|---|---|----|---|
| Long periods of sitting   | Expectant worker and unborn child | Increased tiredness and fatigue   | <p>Review of working practices and work areas to be ongoing throughout pregnancy to ensure comfort and safety of expectant worker.</p> <p>Encouraged to take regular posture breaks.</p> <p>Communicate fatigue and take rest if necessary.</p> <p>Use of annual leave or flexi time spread out during pregnancy to ensure worker does not go to burn out.</p> <p>Time off for medical appointments.</p>   | 4 | 2 | 8  | <p>Review as pregnancy progresses.</p> <p>Ensure there are comfort breaks if using DBM for prolonged periods.</p>   |
| Workspaces/Offices<br><br>Excessively hot or cold working conditions<br><br>Use of Display Screen Equipment | Expectant worker and unborn child | <p>Increased tiredness and fatigue</p> <p>Feeling unwell</p> <p>Issues with posture may occur</p> | <p>Ongoing review of environment taking into consideration potential impairments to dexterity, agility, balance, co-ordination, speed of movement and reach as pregnancy progresses.</p> <p>Fire procedures adequate in all venues.</p> <p>Hot and cold temperature situations to be avoided.<br/>Heating available in all venues.</p> <p>Workstation risk assessments to be kept under review as pregnancy develops.<br/>Correct posture, regular breaks from DSE work.</p> | 2 | 1 | 2  | <p>Review as pregnancy progresses</p> <p>Expectant worker to discuss with line manager if any problems arise</p> <p>Workstation Risk Assessment to be completed as required</p> |
| Exposure to infection<br><br>Exposure to Rubella and chicken pox  | Expectant worker and unborn child | <p>Illness</p> <p>Loss of life</p>  | <p>Good hygiene practices are promoted and undertaken throughout the service.</p> <p>The worker is to avoid contact with sources of infection and be mindful of contact with animals.</p>  | 2 | 5 | 10 | <p>Management to monitor and inform expectant worker of any outbreaks in the workplace.</p>   |



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|   |                                   |  |  |   |   |    |   |
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| Exposure to Covid   |                                   |  | <p>Office staff to be made aware of the risks for allocation purposes.</p> <p>Worker not to be exposed to any child or young person with Rubella and to be informed if coming into contact with individuals with chicken pox.</p>  |   |   |    | <p>If worker has had Chicken pox then there is insignificant risk. If unsure, worker to contact their GP to have this checked</p> <p>Advise all staff of restrictions</p>                                       |
| <p>Slips, trips and falls</p> <p>Walking for long periods</p>                       | Expectant worker and unborn child | <p>Injury</p> <p>Time off work</p> <p>Loss of life</p>   | <p>Working area to be kept clear of any spills or objects that may cause a potential fall.</p> <p>All staff to be aware of risk of tripping. Expectant worker to dynamically risk assess service users homes upon entering and continuously assess the community when out with service users. Take regular breaks if walking for long periods.</p> <p>Excellent levels of housekeeping and monitoring.</p> <p>Worker to ensure they wear suitable footwear and clothing which does not restrict nor hamper them.</p> | 2 | 5 | 10 | <p>Service users to have clear spaces within their homes, free from objects or spills, for their own safety and that of workers.</p> <p>Precautions to be discussed with office staff and expectant person.</p> |
| Behaviours of concern from service users: physically targeting others, verbal abuse | Expectant worker and unborn child | <p>Injury</p> <p>Stress/anxiety</p> <p>Time off work</p> | <p>Relevant staff (i.e. service co-ordinators) are made aware that staff member is pregnant and may require additional support.</p> <p>Expectant staff member to inform manager if they have concerns about working with specific service users.</p> <p>Expectant staff member not to support those that have the potential to display aggressive or intimidating behaviours.</p>  | 2 | 5 | 10 | <p>Precautions to be discussed with office staff/co-ordinators</p> <p>Expectant person to contact office/OOH with any concerns they have when supporting a service user and they feel unsafe.</p>               |



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|                                  |                                   |   |  |   |   |    |  |
|----------------------------------|-----------------------------------|---|--|---|---|----|--|
|                                  |                                   |   | Expectant staff member to remove themselves from situations which could potentially escalate and cause them injury, and immediately request support from other staff.                            |   |   |    |  |
| Lone working<br>Emotional Impact | Expectant worker                  | Risks as detailed above.<br>Stress/anxiety<br>Time off work | Regular supervision sessions.<br>Individual to ensure they indicate, at the earliest opportunity, any anxieties or stress they may be under.   | 2 | 4 | 8  | Pregnant member of staff to raise any concerns with manager  |
| Personal medical complaints      | Expectant worker and unborn child | Illness<br>Time off work                                    | Request medical opinion if necessary<br>Time off for medical appointments.<br><br>Review working practices: when required re-deployment will be considered.<br><br>Regular supervision sessions. | 2 | 5 | 10 | Expectant person to inform line manager of any issues.<br><br>Expectant person may take early maternity leave. |

|                  |  |           |  |
|------------------|--|-----------|--|
| Next Review date |  | Signature |  |
|------------------|--|-----------|--|