

## Pregnant Workers 2021/2022

### Employment

At Ladybirds Nursery we are committed to ensuring the health and Safety of workers who are pregnant or who suspect they may be.

We understand that we have a legal duty to protect the health and safety of pregnant mothers at work. This includes workers who could be pregnant as well as those who know they are pregnant.

The policy places a duty on employees to look after themselves in the workplace. All pregnant workers will undergo a risk assessment as early in their pregnancy as possible, and that risks are identified and controlled as far as reasonably practical.

Where there is concern about the health and safety of expectant mothers as work the risk assessment will be re-visited and updated accordingly.

The manager/deputy is not obliged to make any changes in employment practices or arrangements until we have received written notification from the employee of the pregnancy.

Once the pregnancy has been confirmed to the manager/deputy, they will take account of the potential and actual hazards in the workplace which could adversely affect the wellbeing of the expectant mother and/or the unborn child.

We provide rest facilities for pregnant workers. Pregnant workers may be at risk from manual handling, hormonal changes can affect the ligaments so increasing susceptibility to injury.

Pregnant workers should be aware of their own level of capability and bring to the attention of the manager/deputy, and any tasks they feel may put themselves or the unborn child at risk.

It will be acceptable for pregnant workers to relax the work uniform, wearing trousers in which they feel comfortable. Towards the end of the

pregnancy it will be acceptable for pregnant workers to wear leggings.

There are several aspects of pregnancy that the manager/deputy will take into account and keep under review. These include:

- Morning Sickness
- Backache
- Varicose Veins
- Haemorrhoids
- Frequent visits to the toilet
- Increasing Size
- Tiredness'
- Balance
- Comfort

Issue Date January 2016

Date to be reviewed January 2017

Date reviewed May 2017

Date to be Reviewed May 2018

Review Date May 2018

Date to be Reviewed May 2019

Date Reviewed April 2019

Date to be Reviewed April 2020

Date Reviewed **November 2020 (Italics November updates)**

Date to be Reviewed January 2021

Date Reviewed September 2021

Date to be Reviewed September 2022

Date Reviewed December 2021

Date to be Reviewed December 2022

Date Reviewed March 2022 Covid Restrictions Lifted

Date to be Reviewed March 2023

Date Reviewed

The policy will be reviewed sooner than the review date should any new information be obtained.