

# Expectant and New Mothers Risk Assessment



Assessed by		Job title	
Date		Date for next review	
Details of workplace/activity	Expectant and New Mothers: Any member of staff who notifies the playgroup that she is pregnant or who returns to playgroup after giving birth requires a specific risk assessment to be carried out.	<b>Risk Rating</b> <b>Major:</b> Causes major injury, disability or ill-health <b>Severe:</b> Causes injury requiring medical treatment <b>Minor:</b> Causes injury requiring first aid treatment.	<b>Likelihood of occurrence</b> <b>Probable:</b> High <b>Possible:</b> Medium <b>Remote:</b> Low
Employee Name		Job title	
Date of expected child birth		New Mothers: Date of return to MMP	

Hazards and Risks	Control Measures	Risk Level	Likelihood	Further Actions	Comments
<b>Standing and Walking</b>	Control Measures	Risk Level	Likelihood	Further Actions	Comments
Standing for long periods of time.	Ensure that adequate breaks are taken and suitable seating is provided.				
Excessive strain on back and legs to expectant mother.	Ensure that adequate welfare facilities are provided so as to allow for quiet periods of rest to be taken.				

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Exposure to noise and stressful environment.	Time out to be granted as and when needed. Management and team to ensure provision of support to deal with situations that may cause undue stress.				
<b>Manual handling.</b>	Control Measures	Risk Level	Likelihood	Further Actions	Comments
Excessive lifting/bending. Hormonal changes and postural problems may increase any risks associated with manual handling. Strain to back, arms, legs, raised blood pressure, damage to unborn child.	Member of staff should not carry heavy bags or large amounts of learning resources. Assistance should be available for manual handling tasks. Ensure that colleagues are available to support with set up of materials to be used throughout the day.				
<b>Risk of trips</b>	Control Measures	Risk Level	Likelihood	Further Actions	Comments
Risk of slips, trips and falls.	Member of staff should limit access to areas with greater trip hazards. Consideration should be given to providing alternative working location where possible.				
Physical exertion can lead to complications in pregnancy.	Member of staff should limit moving objects/furniture. Colleagues should carry/hold children when required.				

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Possible difficulty in emergency evacuation where pregnant worker cannot move quickly.	Member of staff should move towards the exit and assist children and other members of staff from there.				
<b>Floor surfaces</b>	Control Measures	Risk Level	Likelihood	Further Actions	Comments
Are they in poor condition, cluttered?	Ensure floor surfaces are clear and in good condition.				
Slips and trips may occur	Any issues to be reported urgently.				
<b>Working at height</b>	Control Measures	Risk Level	Likelihood	Further Actions	Comments
Low blood or high blood pressure, which can cause loss of concentration, dizziness and fainting. Postural problems can affect balance and agility.	Member of staff must not work at height. Assistance to be provided for any activities that involve working at height, including the putting up of displays.				
<b>Prolonged sitting (general), poor posture</b>	Control Measures	Risk Level	Likelihood	Further Actions	Comments
Discomfort, poor circulation, risk of thrombosis or embolism.	The member of staff is advised to vary her position and activities.				
<b>Mental or Physical fatigue</b>	Control Measures	Risk Level	Likelihood	Further Actions	Comments

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Fatigue from high levels of concentration, standing, sitting or walking, or other mental or physical fatigue may cause stress, anxiety and raise blood pressure. Also dizziness, fainting, general feeling of being unwell.	Agree rest area for member of staff. Member of staff advised not to carry heavy resources. Member of staff to be identified as a point of contact. Colleagues made aware of agreed procedures put in place.				
<b>Access to toilets</b>	Control Measures	Risk Level	Likelihood	Further Actions	Comments
May need to use toilet facilities more frequently, particularly during latter stages of pregnancy. Risk of infection or kidney disease.	Consider using toilet before nappy time happens, or use the ladies loos.				
<b>Access to drinking water</b>	Control Measures	Risk Level	Likelihood	Further Actions	Comments
Dehydration in pregnancy can lead to complications.	Keep well hydrated and always have a bottle of water at hand.				
<b>Supervising children</b>	Control Measures	Risk Level	Likelihood	Further Actions	Comments
May be occasions where children become boisterous or anxious which may result in unintentional knocks and bumps.	If incidents are likely or known to occur, member of staff should be precluded from supervisory role.				
<b>Threat of violence in the workplace</b>	Control Measures	Risk Level	Likelihood	Further Actions	Comments

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Physical, verbal threats leading to stress, anxiety, raised blood pressure.	Should not be placed in confrontational situation with staff, children or public. A senior member of staff must attend and provide support when called for. Pregnant member of staff must be allowed time and space after any situation that causes them anxiety. Support to be given to allow staff member time to relax after situations of stress. Quiet space to be used.				
<b>Movement around site</b>	Control Measures	Risk Level	Likelihood	Further Actions	Comments
Strains to arms, legs, etc. Trip or fall due to gatherings of children in one area. Increase in blood pressure, anxiety, stress to mother and unborn child.	Manager must take into account pregnant mother's condition in that she must not be: exposed to extreme temperatures, placed in situations of overcrowding.				
<b>Fire evacuation</b>	Control Measures	Risk Level	Likelihood	Further Actions	Comments
<b>Excessive heat or cold weather, hot or cold environment.</b>	Control Measures	Risk Level	Likelihood	Further Actions	Comments
Pregnant workers may be more liable to heat/cold stress	Localised or general heating/cooling to be provided as necessary.				
<b>Exposure to hazardous substances</b>	Control Measures	Risk Level	Likelihood	Further Actions	Comments

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Depending on the substance, risks to the baby during pregnancy or whilst breastfeeding.	Exposure to hazardous chemicals should be avoided.				
<b>Exposure to infectious diseases</b>	Control Measures	Risk Level	Likelihood	Further Actions	Comments
Those working with children or where there is exposure to syringes etc. are at greater risk which could harm the developing foetus.	Contact with infectious children should be avoided. PPE should be used as a last resort. Where a child or staff member has been diagnosed with an infectious disease, the pregnant member of staff should be advised and seek medical advice from their doctor or midwife.				
<b>Driving to and from work</b>	Control Measures	Risk Level	Likelihood	Further Actions	Comments
Fatigue, stress, static posture, discomfort and accidents	Where a significant risk is identified, a separate driving risk assessment should be completed. Member of staff should avoid sitting in static postures for prolonged periods.				
<b>Uniforms</b>	Control Measures	Risk Level	Likelihood	Further Actions	Comments
Existing uniform may be restrictive as pregnancy progresses.	Larger sizes should not be purchased as these can become a hazard in themselves i.e. longer sleeves dangling.				

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Additional comments:	
Employee signature	
Assessor's signature	
Manager's signature	