

REACH STAFF PREGNANCY - RISK ASSESSMENT

Department/Area	Reach Staff	Date Assessed	February 2025
Person Conducting Assessment	Daniel Clark-Basten (<i>Atlas safety management</i>)	Date Reviewed	February 2026
Managers Name	Dan Palmer	Date Reviewed	
Title of Risk Assessment	Staff Pregnancy Risk Assessment	Date Reviewed	
Detail the source of the risk: The background information, description of the Event.	This assessment though not exhaustive is to highlight the potential hazards to pregnant staff & unborn child while in the work environment and the attributed tasks.		

Item	Who is at Risk	Significant Hazards	Initial Risk			Control Measures	Residual Risk		
			L	S	R		L	S	R

Physical Exertion	Expecting Mother	<ul style="list-style-type: none"> ➤ Running after a fleeing student could harm the foetus ➤ Standing, driving, sitting for long periods of time could cause abdominal pressure or stress 	4	4	16	<ul style="list-style-type: none"> ➤ Staff member (<i>although advised not to</i>) should consider their own fitness and stage of pregnancy before running after a student ➤ Reach is to have a proven process in place for absconding students ➤ Consideration should be given to the potential visit environment and duration to mitigate long periods of standing 	2	4	8
Fatigue	Expecting Mother	<ul style="list-style-type: none"> ➤ Working extended hours ➤ Driving for long periods of time 	4	4	16	<p>Factors to consider during pregnancy at work are:</p> <ul style="list-style-type: none"> ➤ the workload ➤ the work activity ➤ shift timing and duration ➤ direction of shift rotation. (<i>It is better for the shifts to run in a 'forward rotation', ie morning/afternoon/night</i>) ➤ the number and length of breaks within a working day ➤ rest periods between shifts 	2	4	8
Physical Harm	Expecting Mother	<ul style="list-style-type: none"> ➤ Harm such as blunt force trauma to the abdomen could harm to the unborn baby / foetus 	4	4	16	<ul style="list-style-type: none"> ➤ Employers must consider the risks to pregnant employees (<i>including the risk of reasonably foreseeable violence</i>); decide how significant these risks are; decide what to do to prevent or control the risks; and develop a clear management plan to achieve this. ➤ Any threatening behaviour should be reported immediately in line with Reach's policies. 	2	4	8

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Manual Handling	Expecting Mother	<ul style="list-style-type: none"> ➤ Over excursion from lifting, carrying & other manual tasks could result in injury to the mother and, or unborn child 	4	4	16	<ul style="list-style-type: none"> ➤ Expecting mothers are to be aware of their capabilities during pregnancies various stages. ➤ Employers should be mindful of both the physical challenges for an expecting mother and the potential harm to the foetus/child when allocating work/tasks. ➤ Staff should Follow manual handling guidelines considering own physical capability and reduce by 20 – 25% whilst pregnant. 	2	4	8
Welfare	Expecting Mother	<ul style="list-style-type: none"> ➤ No being able to access welfare facilities could result in embarrassing accidents ➤ Inaccessibility to maintain personal hygiene with hot water and soap could lead to Viral infections 	3	3	9	<ul style="list-style-type: none"> ➤ In accordance with the '<i>Health & Safety at work etc Act 1974</i>' employers are to ensure all staff have access to welfare facilities at all times. ➤ Cleaning products to allow for personal hygiene will be available for employees at all times. 	1	3	3
Excessive Noise	Expecting Mother	<ul style="list-style-type: none"> ➤ Repeated exposure to loud noises, bangs, screaming & shouting could lead to elevated stress & cortisone levels in the unborn child 	4	3	12	<ul style="list-style-type: none"> ➤ Expecting mothers should be aware of the potential hazards surrounding high levels of noise and remove themselves from the environment where possible ➤ Employers have a duty of care toward the staff member and ensure they are not exposed to high levels of noise for prolonged periods of time. 	2	3	6
Verbal Abuse	Expecting Mother	<ul style="list-style-type: none"> ➤ Being shouted at or verbally threatened by a student could lead to elevated stress & anxiety leading to pregnancy complications 	4	3	12	<ul style="list-style-type: none"> ➤ Staff are trained in de-escalation techniques. ➤ All reach staff are familiar with the students in their care. ➤ Employers should foresee as far as practicably possible, any potential conflict between staff & Student, pairing them with someone else. ➤ Any verbal abuse should be reported immediately in line with Reach's policies. 	2	3	6
Slips & trips	Expecting Mother	<ul style="list-style-type: none"> ➤ Increased loss of balance due weight distribution in pregnancy stages ➤ Higher levels of fatigue, stairs, steps etc.. 	3	4	12	<ul style="list-style-type: none"> ➤ Employers must take reasonable precautions to ensure the working environment is fully accessible at all times. ➤ Staff should be careful while navigating undulating terrain, such as: gravel/loose stone car parks, fields/lawns, pavements etc. ➤ Expecting mothers should be aware of their surroundings and physical abilities during pregnancy. 	2	4	8

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Lone working	Expecting Mother	<ul style="list-style-type: none"> ➤ Fall from trips & slips resulting in Injury /unconsciousness ➤ Emergency situations 	3	4	12	<ul style="list-style-type: none"> ➤ Lone working should be discouraged due to the various physical constraints while being pregnant. 	2	4	8
Driving	Expecting Mother	<ul style="list-style-type: none"> ➤ Event of collision ➤ Labour while driving ➤ Altercation with student while driving 	3	4	12	<ul style="list-style-type: none"> ➤ Reach should have an emergency procedure in place for the possible outcomes Inform the emergency services ➤ Plan all trips to include not being remote. 	3	4	12
Environment	Expecting Mother	<ul style="list-style-type: none"> ➤ Expectant Mothers may have a lower tolerance to heat, cold and humidity resulting in discomfort / feeling faint, unable to focus ➤ Exposure to certain Chemicals; dust, fumes, gas vapour, mist, liquids solids, fibres could cause harm 	3	3	9	<ul style="list-style-type: none"> ➤ Employers are to ensure the working environment should be of an ambient temperature and free from airborne contaminates. 	2	3	6
Review	Management	<ul style="list-style-type: none"> ➤ Failure to monitor the above listed but not exhaustive hazards in the workplace could lead to serious harm for either the expecting mother or unborn child 	5	4	20	<ul style="list-style-type: none"> ➤ Reach management will work with the expecting mother to agree and facilitate a reasonable workload, that not being detrimental; to either staff members, company or students. ➤ Expecting mothers will maintain regular communications or attend planned meetings with management, throughout the pregnancy to ensure workloads are manageable, and if there have been any changes to the pregnancy. ➤ In the event of any tragedies, company policies and processes will be followed. 	2	5	10

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Number from Risk Assessment	Transfer Key Actions Required for Risks	Who is responsible?	Target date/ By When?	Progress	2Completed Date

Risk Assessment Summary Index

LIKELIHOOD (L) =	ALMOST CERTAIN	5	SEVERITY (S) =	SEVERE	5	=	DEGREE OF RISK (DR) (Likelihood x Severity)	RESIDUAL RISK RATING (The level of Risk after control measures have been introduced)
	PROBABLE	4		MAJOR	4			
	POSSIBLE	3		SERIOUS	3			1 - 8 = LOW RISK
	IMPROBABLE	2		MODERATE	2			9 - 15 = MEDIUM RISK
	REMOTE	1		MINOR	1			16 - 25 = HIGH RISK