

## STFC Risk Assessment template for pregnant women and new mothers

Ref:	Title: Pregnancy/New mother risk assessment
Assessment Date:	Rm/Building/STFC Site:
Name of pregnant woman/new mother:	Department:
Line Manager:	Anyone else involved in assessment (name and Dept):
<p>Note:</p> <ul style="list-style-type: none"> <li>Pregnant women and new mothers <b>must not</b> work at height, e.g. no use of ladders, kick stools, etc.</li> <li>If working in radiation areas, contact RPA and local RPS</li> <li>This Risk Assessment is confidential, do not store on Evotix Assure, copies to be kept by woman and line manager and reviewed/updated regularly.</li> </ul>	

Step 1: What are the hazards?  
 Step 2: How might the pregnant woman or new mother be harmed?  
 Step 3: What are you already doing? (see guidance attached)  
 What is the level of risk? (see guidance attached)  
 What further action is necessary?  
 Step 4: How will you implement identified actions?

Hazard/Task or Situation	DELETED HAZARD ROWS WHICH DO NOT APPLY	H Harm	L Likelihood	R Risk	Action by whom	By when	Done
<b>Slips, Trips and Falls</b>	Expectant mothers at greater risk of slips, trips & falls as pregnancy progresses.	Sl	UL	Low			
<b>Manual Handling</b>	Expectant mothers are more susceptible to injury due to hormonal changes affecting ligaments in preparation for birth. Expectant mothers could experience problems bending.	Sl	UL	Low			

	New mothers could be at risk if they have recently delivered via caesarean section.								
<b>Fire</b>	Heavily pregnant women could be slower than average person to leave a building.	Emergency team would assist pregnant woman as they perform sweep of building.	SI	UL	Low				
<b>Regular Computer Use</b>	Heavily pregnant women or new mothers could become uncomfortable when working at a desk for prolonged periods,	It is important that these women take regular breaks away from their desk in order to change their posture/position. Some women may benefit from either a standing desk or desk riser which will allow them to switch between standing and sitting. DSE assessment will be reviewed as pregnancy continues to identify any issues.	SI	UL	Low				
<b>Use of chemicals</b>	Unborn child may be exposed to chemicals via the mother's exposure.	A COSHH assessment will be carried out for any chemical used. All safety precautions identified by the COSHH assessment will be followed.	High	UL	Med				
<b>Working with radiation</b>	Expectant mothers and babies could be at risk due to exposure to radiation or radioactive contamination	Radiation Protection Advisor will be consulted prior to entering any radiation controlled area. A specific risk assessment will be required by the RPA prior to access being granted.	High	UL	Med				
<b>Working in areas with high noise levels, e.g. 80 dBA</b>	Expectant mothers and unborn babies could be at risk of hearing damage due to exposure to high levels of noise.	If woman is working in areas such as the data centre or near loud machinery, contact Occupational Health ( <a href="mailto:ohc@stfc.ac.uk">ohc@stfc.ac.uk</a> ) and SHE Group for further advice.	High	UL	Med				

Distribution List:	Signed:	Date:

Has the assessment been entered into the Evotix Assure database?

Yes  No  Evotix Assure ref no:

**Step 5 Review Date:**

- Review your assessment to make sure you are always improving the identification of hazards and control measures.
- If there is a significant change in your workplace, remember to check your risk assessment and where necessary, amend it.

**What is the level of risk?** For each hazard, choose the 'Harm' and 'Likelihood'. Choose 'the most likely reasonably foreseeable injury' and **not** just the worst case outcome. For example, it is very unlikely that someone would be killed from falling from a footstool, the most common injury is likely to be a minor injury which may or may not require attention from a First-Aider.

E.g. if Harm was 'Moderate' and Likelihood 'Unlikely' the Risk would be 'Medium'.

		If control measures are not adhered to potential harm is likely to be:				
<b>HARM</b>	<b>Major</b>	Fatality	High	High	V High	V High
	<b>High</b>	Fatality or life changing injuries or serious health effects	Med	Med	High	V High
	<b>Moderate</b>	Time off work, e.g. broken bones, stress or musculoskeletal injury	Low	Med	Med	Med
	<b>Slight</b>	Minor injury which may or may not require First-aid treatment	Low	Low	Low	Low
			<b>Very Unlikely</b>	<b>Unlikely</b>	<b>Likely</b>	<b>Very Likely</b>
			Conceivable but difficult to realise. Would require a combination of several failures	Can be envisaged but is unlikely. Never previously happened in STFC	Can be anticipated to happen. Has previously been known to happen in STFC	Can be anticipated to happen. Has previously been known to happen on site
			<b>LIKELIHOOD</b>			

[Please note this matrix is reversed on SHE Assure, this is due to the software design and currently is unable to be altered. However, the meaning of the risk categories are the same.]

Where:

Low Risk	No additional controls are necessary unless they can be implemented at very low cost (in terms of time, money and effort) or there is a mandatory requirement within legislation. Actions to further reduce these risks can be assigned low priority.
Medium Risk	Consideration should be given as to whether the risks can be lowered, where applicable, to a low risk level, but the costs of additional risk reduction measures should be taken into account. The risk reduction measures should be implemented within a defined time period.
High Risk	The controls put in place are critical and it is imperative that they are monitored by a line manager (or equivalent) on a regular basis to ensure they are in place. Risk reduction measures should be contemplated as per the hierarchy and favour engineering controls over administrative controls and PPE. Additional controls may require extra resources and these would be justifiable.
Very High Risk	Additional control measures <b>must</b> be implemented to reduce the risk, regardless of cost, or a decision taken to terminate the activity until the risk level can be reduced.