STFC Risk Assessment template for pregnant women and new mothers

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| 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): |
| Note:* Pregnant women and new mothers **must not** work at height, e.g. no use of ladders, kick stools, etc.
* If working in radiation areas, contact RPA and local RPS
* This Risk Assessment is confidential, do not store on Evotix Assure, copies to be kept by woman and line manager and reviewed/updated regularly.
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| Step 1What are the hazards? | Step 2How 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 | **DELETE HAZARD ROWS WHICH DO NOT APPLY** |  | HHarm | LLikelihood | RRisk |  | Action by whom | By when | Done |
| **Slips, Trips and Falls** | Expectant mothers at greater risk of slips, trips & falls as pregnancy progresses. | 1. Housekeeping standards maintained through Safety Tours and by local management.
2. Cabinet drawers and doors kept closed when not in use.
3. Trailing cables from electrical machinery managed, permanent trailing leads fixed and covered.
4. Expectant mothers should wear sensible shoes.
 | Sl | UL | Low |  |  |  |  |
| **Manual Handling** | Expectant mothers are more susceptible to injury due to hormonal changes affecting ligaments in preparation for birth.Expectant mothers could experience problems bending.New mothers could be at risk if they have recently delivered via caesarean section. | Manual handling and lifting will be reduced to as low as reasonably practicable. Pregnant worker will seek assistance should heavy items need to be lifted, especially from the floor or near head height. | Sl | UL | Low |  |  |  |  |
| **Fire** | 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. | Sl | UL | Low |  |  |  |  |
| **Regular Computer Use** | 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.  | Sl | UL | Low |  |  |  |  |
| **Use of chemicals** | 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 |  |  |  |  |
| **Working with radiation** | 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 |  |  |  |  |
| **Working in areas with high noise levels, e.g. 80 dBA** | 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 (ohc@stfc.ac.uk) and SHE Group for further advice.  | High | UL | Med |  |  |  |  |
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| Distribution List: | Signed: | Date: |
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| 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.
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**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’.

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|  | If control measures are not adhered to potential harm is likely to be: |  |
| **HARM** | **Major** | Fatality | High | High | V High | V High |
| **High** | Fatality or life changing injuries or serious health effects | Med | Med | High | V High |
| **Moderate** | Time off work, e.g. broken bones, stress or musculoskeletal injury | Low | Med | Med | Med |
| **Slight** | Minor injury which may or may not require First-aid treatment | Low | Low | Low | Low |
|  |  | **Very Unlikely** | **Unlikely** | **Likely** | **Very Likely** |
| 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 |
|  | **LIKELIHOOD** |

[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:

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| 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 take 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 **must** be implemented to reduce the risk, regardless of cost, or a decision taken to terminate the activity until the risk level can be reduced.  |