

Pregnancy Risk Assessments

Depending on the work involved, or the activity being undertaken this might mean ongoing reviews for a pregnant cadet or volunteer because their dexterity, agility, co-ordination, speed of movement and reach could be impaired as their size increases. Working/volunteering conditions can also present a risk to mother and child at different pregnancy stages.

Common risks for new and expectant mothers

The most common risks from working conditions for new and expectant mothers include:

- standing or sitting for long periods
- lifting or carrying heavy loads
- long working hours
- temperature
- working at height
- workstation and posture issues
- work-related stress

There are also risks through exposure to:

- lead
- radioactive material
- toxic chemicals like mercury and pesticides
- carbon monoxide
- infectious diseases

When undertaking activities in the community or physical activities separate from a normal cadet meeting, these should already have a separate risk assessment. Once a cadet or leader advises you that they are pregnant these risk assessments should include the additional risks and any mitigating action you are taking to protect the pregnant individual and their unborn child.

Pregnancy Risk assessment template (not exhaustive but may be used as a guide to assist)

Force Unit name:

Assessment carried out by:

Cadet Name:

Pregnancy Due Date:

Any Health or Wellbeing issues:

Date of next review:

Activity/Element of activity	Hazard Identified	What are you already doing to control the risks?	Is the residual risk acceptable? If not, what further action do you need to take to control the risks?	Who needs to carry out the action?	When is the action needed by?	Done
Slips, Trips & Falls	Increased risk of injury due to physical change and or hormonal changes	Maintain high standards of housekeeping in work area. Individual may have difficulty negotiating stairs during later stages of pregnancy				

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Lifting and Carrying Loads	Musculoskeletal injury Weakening of the skeletal structure	Reduce amount of physical work associated with task. Physical tasks become more difficult to achieve as pregnancy progresses Carrying heavy loads to be avoided				
Welfare	Access to toilets to protect against risk of infection and kidney disease	Provision of easy access to toilet facilities and more frequent breaks from work activity Consideration should be given to providing access to quiet area where the individual can rest as necessary				

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Fatigue	Fatigue from prolonged standing or physical activity	Avoid long periods of time standing. Task modified to provide seating or more frequent rest periods.				
Temperature / Humidity	Lower tolerance to heat and humidity resulting in discomfort / faint	Temperature of the working environment to be suitably controlled. Individual may require access to fresh air for periods during the working day. Individual to have ready access to fresh drinking water				
Personal Safety	Violence or fear of violence can increase	If there is a perceived risk of violence or threat of violence / abuse consideration needs to be given to modifying				

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		the role to reduce the risk to the individual and or make provision for staff to be available should support be required				
Physical Activities	May cause injury to expectant mother or unborn child or may result in overexertion	Discuss with the expectant mother their current capabilities. Discuss the option of sitting out or assisting the leaders during the activity. Consider making reasonable adjustments to the activity to make it more accessible (these should be documented				

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		in the activity risk assessment).				
Display Screen Equipment	Increased susceptibility to musculoskeletal disorders and deep vein thrombosis (DVT)	DSE assessment to be undertaken if not already in place. Workstation should provide adequate adjustment to allow for increase in abdominal size. Advice on posture to prevent musculoskeletal problems. Adjust working practices to avoid continuous sitting at workstation (risk of DVT)	Limit time at computer			
Biological or Chemical	Exposure to certain	New or Expectant mother must not be				

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	biologicals e.g. bacteria, viruses, moulds, fungi. Exposure to certain Chemicals; dust, fumes, gas vapour, mist, liquids solids, fibre	exposed to biological or chemical agents. Consider alternative tasks to working environment where exposure is recognized.				

More information on managing risk: www.hse.gov.uk/simple-health-safety/risk/