Swim England Safety Guidance

**Risk Assessment for New and Expectant Mothers**

**Guidance and Information Document**

**Summary**

This section considers practical safety precautions for employees who are expectant or new mothers, i.e. women who have given birth in the last six months or who are breast feeding.

No two pregnancies are the same and therefore, new and expectant mothers should always seek medical advice regarding their working activity.

Take account of an individual’s capability to carry out their work safely and without risks to health and therefore employers may need to amend the hours of work or working conditions of new and expectant mothers to avoid such risks.

**Hazards**

Conduct a risk assessment of the hazards that new and expectant mothers may face and be proactive through devising and implementing safe working practices.

Hazards may include:-

* Abdominal impact
* Manual handling
* Posture
* Pressurised atmospheres
* Vigorous exercise
* Dehydration
* Chemicals
* Noise
* Vibration
* Hours of work
* Rest areas
* Smoking.

**Action**

Employers have a legal duty to protect new and expectant mothers from workplace hazards and the consequences of their condition at work. Managers must conduct a thorough risk assessment and devise appropriate safe working practices in conjunction with their medical advisor. Remember that every case should be treated individually.

**HAZARD: Injury to New and Expectant Mothers**

**PERSONS at RISK: New and Expectant Mothers (Name):**

**SUBJECT AREA: Swimming Teacher or Coach**

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| Identify the tasks the employee is normally required to undertake.Expected date of birth: |

**Questions**

Is there a risk to the new or expectant mother (or her child) through:-

1. Manual handling and lifting?

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1. Incorrect use of equipment?

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1. Heat?

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1. Working conditions (e.g. standing, posture)?

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1. Hours of work?

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1. Shift patterns?

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1. Hazardous substances?

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1. Noise/vibration?

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1. Abdominal impact?

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1. Strenuous work (e.g. aerobics teacher)?

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1. Dehydration?

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1. Work environment (e.g. tobacco smoke)?

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1. Lack of a quiet rest area?

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1. Consider other risk areas appropriate to the job.

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1. Is there a history of illness that could affect the pregnancy, mother or unborn baby?

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1. Has the new and expectant mother received any specific instruction(s) by her GP or hospital relating to limiting any work activity

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**Observations and recommendations to reduce risk**

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**Hazard Rating HIGH/MEDIUM/LOW**

Signed: …**…………………………….**…… (Risk Assessor)

Position in organisation: ………………….…………

Date: ………………..…………………

Dlfw/SwimEngland/Facilities/28.06.2017