

Pregnant Worker Policy

Roselyn House School

2026 – 2027



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Contents

1. Policy statement	2
2. Purpose	3
3. Scope	3
4. Legal Framework	4
5. Definitions	4
6. Equality and Non-Discrimination	4
7. Notification of Pregnancy	5
8. Risk Assessment	5
9. SEMH-Specific Risks	6
10. Common Risks Considered	6
11. Adjustments	7
12. Suspension on Maternity Grounds	8
13. Time Off for Antenatal Care	8
14. Sickness Absence During Pregnancy	8
15. Maternity Leave	9
16. Breastfeeding Employees	9
17. Emergency Procedures	9
18. Confidentiality	10
19. Managers' Responsibilities	10
20. Employee Responsibilities	10
21. Monitoring	10
22. Related Policies	11
Appendix A – Pregnancy Risk Assessment Checklist	12
Appendix B – Review Schedule	13

1. Policy Statement

Roselyn House School is committed to protecting the health, safety and welfare of employees who are pregnant, have recently given birth, or are breastfeeding.

The school recognises its legal and moral responsibilities to ensure that pregnant workers are not exposed to unnecessary risks and are treated fairly, respectfully and without discrimination.

As an SEMH school, the school acknowledges that some roles may involve additional risks including:

- Physical intervention.
- Challenging behaviour.
- Exposure to violence and aggression.
- Stress.
- Lone working.
- Manual handling.

The school will take all reasonably practicable measures to protect pregnant workers and facilitate their continued employment where this can be undertaken safely.

2. Purpose

The purpose of this policy is to:

- Promote the health and safety of pregnant employees.
- Ensure compliance with statutory obligations.
- Protect employees from discrimination.
- Provide guidance on risk assessments.
- Clarify responsibilities.
- Support staff throughout pregnancy, maternity leave and return to work.

3. Scope

This policy applies to:

- Full-time employees.
- Part-time employees.
- Fixed-term employees.
- Agency workers where applicable.
- Apprentices.
- Employees who are:
 - Pregnant.

- Have given birth within the previous six months.
- Are breastfeeding.

4. Legal Framework

This policy is informed by:

- Equality Act 2010.
- Employment Rights Act 1996.
- Health and Safety at Work etc. Act 1974.
- Management of Health and Safety at Work Regulations 1999.
- Workplace (Health, Safety and Welfare) Regulations 1992.
- Maternity and Parental Leave etc. Regulations 1999.
- Employment Relations Act 1999.
- Working Time Regulations 1998.
- Human Rights Act 1998.

5. Definitions

Pregnant Worker

An employee who has informed the school in writing that they are pregnant.

New Mother

An employee who has given birth within the previous six months.

Breastfeeding Employee

An employee who is breastfeeding following their return to work.

6. Equality and Non-Discrimination

The school will not:

- Discriminate against an employee because of pregnancy.
- Treat an employee unfavourably because of maternity.
- Subject an employee to detriment because of pregnancy-related absence.

- Exclude employees from opportunities because they are pregnant.

Pregnancy and maternity are protected characteristics under the Equality Act 2010.

7. Notification of Pregnancy

Employees are encouraged to notify the Headteacher or HR representative as soon as they feel comfortable doing so.

Notification should include:

- Expected week of childbirth.
- MATB1 certificate when available.
- Any health concerns relevant to work.

Upon notification, the school will:

- Undertake a pregnancy risk assessment.
- Discuss required adjustments.
- Explain maternity rights and entitlements.

8. Risk Assessment

A specific pregnancy risk assessment will be completed as soon as the school is informed of the pregnancy.

The assessment will identify:

- Hazards.
- Risks.
- Control measures.
- Adjustments required.
- Review dates.

Risk assessments will be reviewed:

- At each trimester.
- Following medical advice.
- Where duties change.
- Following any incident.

- On return to work if breastfeeding.

9. SEMH-Specific Risks

The school recognises that SEMH environments can present additional risks.

The risk assessment will specifically consider:

Behavioural Risks

- Violence and aggression.
- Assault.
- Biting.
- Kicking.
- Throwing objects.

Physical Intervention

Pregnant workers will not be expected to undertake restrictive physical intervention where risk assessment indicates this would be unsafe.

Alternative arrangements will be implemented where necessary.

Emotional Wellbeing

The school will consider:

- Stress levels.
- Exposure to traumatic incidents.
- Emotional demands.
- Staffing levels.
- Workload.

10. Common Risks Considered

Risk assessments may consider:

Physical

- Manual handling.
- Slips and trips.
- Working at height.

- Prolonged standing.
- Excessive physical demands.

Environmental

- Temperature.
- Ventilation.
- Infection risks.
- Noise levels.

Organisational

- Working hours.
- Break arrangements.
- Lone working.
- Travel requirements.

Medical

- Advice from healthcare professionals.
- Pregnancy-related conditions.
- Fatigue.
- Mobility limitations.

11. Adjustments

Where risks are identified, the school will take reasonable steps to remove or reduce them.

Adjustments may include:

- Reduced physical duties.
- Removal from restrictive interventions.
- Additional breaks.
- Seating provision.
- Flexible hours.
- Reduced travel.

- Temporary redeployment.
- Modified supervision duties.
- Home working where appropriate.

Each adjustment will be considered individually.

12. Suspension on Maternity Grounds

Where a significant risk remains after reasonable adjustments have been considered, the school may suspend the employee from work on maternity grounds.

Such suspension will:

- Be on full pay.
- Be reviewed regularly.
- Remain in place only as long as necessary.

13. Time Off for Antenatal Care

Employees are entitled to reasonable paid time off for antenatal appointments.

This includes:

- Medical appointments.
- Midwife appointments.
- Consultant appointments.
- Recommended antenatal classes.

Evidence of appointments may be requested after the first appointment.

14. Sickness Absence During Pregnancy

Pregnancy-related sickness absence will be managed sensitively and separately from ordinary sickness absence where required by law.

The school will:

- Maintain appropriate records.
- Avoid discriminatory treatment.
- Offer occupational health support where appropriate.

15. Maternity Leave

Eligible employees may take maternity leave in accordance with statutory and contractual provisions.

Employees will receive information regarding:

- Maternity leave entitlement.
- Statutory Maternity Pay.
- Occupational maternity arrangements.
- Keeping in Touch (KIT) days.
- Return-to-work arrangements.

16. Breastfeeding Employees

Upon return to work, breastfeeding employees will be supported appropriately.

Risk assessments will consider:

- Suitable rest facilities.
- Privacy requirements.
- Storage of expressed milk.
- Work patterns.
- Fatigue.

Suitable arrangements will be discussed individually.

17. Emergency Procedures

Pregnant workers must be included within emergency planning procedures.

Consideration will be given to:

- Fire evacuation.
- Medical emergencies.
- Mobility limitations.
- Temporary health conditions.

Personal Emergency Evacuation Plans (PEEPs) will be developed where necessary.

18. Confidentiality

Medical information relating to pregnancy will be treated confidentially.

Information will only be shared:

- With consent where appropriate.
- Where necessary for health and safety purposes.
- Where required by law.

19. Managers' Responsibilities

Managers must:

- Respond promptly to pregnancy notifications.
- Arrange risk assessments.
- Monitor working conditions.
- Implement agreed adjustments.
- Record reviews.
- Support employee wellbeing.
- Avoid discriminatory practices.

20. Employee Responsibilities

Employees should:

- Inform the school of pregnancy.
- Attend risk assessment meetings.
- Raise concerns promptly.
- Follow control measures.
- Notify the school of changes in medical advice.

21. Monitoring

The school will monitor:

- Pregnancy-related risk assessments.
- Incidents involving pregnant workers.
- Maternity-related grievances.
- Workplace adjustments.
- Return-to-work outcomes.

Monitoring information will be reported to the Governing Body where appropriate.

22. Related Policies

This policy should be read alongside:

- Health and Safety Policy
- Managing Attendance Policy
- Equality Policy
- Staff Wellbeing Policy
- Flexible Working Policy
- Safeguarding Policy
- First Aid Policy
- Risk Assessment Policy

Appendix A – Pregnancy Risk Assessment Checklist

Consider:

Physical Risks

- Manual handling
- Physical intervention
- Standing for long periods
- Stairs
- Access arrangements

Behaviour Risks

- Aggressive pupils
- Physical assault risks
- High-risk interventions
- High-arousal environments

Environmental Risks

- Temperature
- Noise
- Infection exposure
- Welfare facilities

Working Arrangements

- Breaks
- Working hours
- Travel
- Lone working
- Educational visits

Individual Factors

- Medical advice
- Pregnancy complications
- Fatigue
- Mobility

Appendix B – Review Schedule

Stage	Review Required
Notification of pregnancy	Initial assessment
End of first trimester	Review
End of second trimester	Review
Start of third trimester	Review
Following medical advice	Immediate review
Following incident	Immediate review
Return to work	Breastfeeding assessment if applicable