**New and Expectant Mothers Hazard Checklist (SHEP 19)**

This checklist is designed to be used with the general, COSHH, fieldwork and Manual handling risk assessment forms. It covers specific issues which are known to affect new and expectant mothers. If any issue is identified steps should be taken to either remove the person from the hazard or minimise their exposure as far as is reasonably practicable.

Being pregnant or a new mother (someone who has given birth in the last six months) does not prevent a person from working and developing her career. Many women work or study while they are pregnant and return to work or studies while they are breastfeeding. Pregnancy is covered both by the Equality Act 2010 and by certain health and safety legislation such as the Management of Health and Safety at Work regulations and the Manual Handling regulations.

It is important to note that pregnancy may cause individuals (both students and staff) to feel tired, suffer from morning sickness and / or nausea, backache, heartburn and a variety of other [symptoms](http://www.nhs.uk/Conditions/pregnancy-and-baby/pages/pregnancy-and-baby-care.aspx#close) which can potentially interfere either with their work or studies.

Managers and / or tutors should handle any requests for time off or to rest during the day in a sensitive manner and if necessary make study materials available for students so that they can continue with their studies at their own pace. It may be necessary for students to interrupt their studies should their pregnancy occur during specific periods of the course.

Information on pregnancy is available from several sources such as [NHS Choices](http://www.nhs.uk/Conditions/pregnancy-and-baby/pages/pregnancy-and-baby-care.aspx#close), and G.P’s. Information on working while pregnant is available from the [Health and Safety Executive](http://www.hse.gov.uk/mothers/). Information of biological agents which could be in the workplace and which could have an effect is available from the Centres for Disease Control and Prevention ([CDC](https://www.cdc.gov/niosh/topics/repro/infectious.html)).

In some workplaces, there are risks that may affect the health and safety of new and expectant mothers and that of their child and employers are required to protect the health and safety of new and expectant mothers (HSE publication [INDG373](http://www.hse.gov.uk/pubns/indg373.pdf)). Some courses may put new and expectant mothers at added risk due to the materials the students may be exposed too such as chemicals, human tissues, biological agents and equipment that could emit electromagnetic fields or high-frequency sound. These hazards will also apply to staff members working in laboratories.

Due to the diverse nature of the environment that staff and student’s may be exposed to the form covers the following.

Working environment and conditions

Physical agents

Biological agents

Chemical agents

If the individual is not exposed to the hazard the section will not need to be completed. This form is not an exhaustive listing of the hazards that could affect a new or expectant mother, her foetus or her baby.

The completed from must be discussed between the staff / student and their line manager / supervisor and the necessary control measures / adjustments made. The form can also be discussed in confidence with a member of the Safety Health Environment and Wellbeing office via MS teams, telephone X0637 or by e-mail health@sgul.ac.uk or Colin Sandiford or Angela Matthews

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Pregnancy Risk Assessment

Name of the person to whom this assessment applies

Category of individual

Staff Under-graduate Student Post-graduate Student

Office or Laboratory where the assessed individual works / studies

Work or course that the pregnant individual is engaged in

Work or course that the new mother is engaged in

Has the staff member informed their line manager that they are pregnant? Yes No

For the assessment to be effective it is recommended that the staff member does so.

Has the student informed their course director and registry that they are pregnant? Yes No

For the assessment to be effective it is recommended that the staff member does so.

Working environments and conditions

1 Is your working environment adequate? Yes No

2. Do you have to adopt awkward postures to get to your desk / bench?

Yes No

3. Is the temperature of your work area comfortable? Yes No

4. Do you have access to a rest room (not toilet)? Yes No

The [Welfare and Breastfeeding room](https://www.sgsu.org.uk/campus/surooms/welfare/) is located on the 2nd floor or Hunter Wing.

5a. Do your current hours leave you feeling fatigued? Yes No

5b. Are you able to change you working hours to reduce your fatigue levels?

Yes No

6a. Do you feel unable to cope with the normal demands of your role?

 Yes No

6b. Have you communicated this to your line manager so changes can be discussed and made?

 Yes No

6c Have you communicated this to your tutor or the appropriate person in student services so changes can be discussed and made?

 Yes No

7a. Are you able to use the keyboard / monitor without adopting an awkward posture?

 Yes No

7b. Can changes be made to ease your use of the keyboard and / or monitor

 Yes No

8a. Are you able to work in a more comfortable area? Yes No

8b. Are you able to study in a more comfortable area? Yes No

9. Will you need to work alone? Yes No

10a. Do any of your activities involve manual handling? Yes No

10b. Can you limit the manual handling undertaken? Yes No

11a. Do any of your activities involve field studies? Yes No

11b. Can these activities be delayed / changed? Yes No

12. Do you have adequate rest breaks? Yes No

13. Does you Lab Coat (PPE) fit? Yes No

14. Are you able to wear a mask? Yes No

Physical agents

Individuals can be exposed to the following and other agents during their work. It is important to note that the embryo or foetus may be more susceptible to damage by these agents than an adult.

Exposure to these agents should be considered in the project or activity risk assessment.

P1. Are you exposed to non-ionising radiation (UV, IR)? Yes No

P2. Are you exposed to ionising radiation? Yes No

P3. Are you exposed to electro-magnetic fields? Yes No

P4. Are you subject shocks and vibrations? Yes No

P5. Are you exposed to cryogenic liquids / Solid CO2? Yes No

P6. Will you be working with sonicators? Yes No

P7. Will you be working in cold rooms +4c or lower? Yes No

P8. Will you be working in hot rooms +37c? Yes No

P9. Will you need to access -70c freezers? Yes No

Further information can be obtained from the Safety Health Environment and Welfare office X0637 or e-mail health@sgul.ac.uk or Colin Sandiford or Angela Matthews

Biological agents

Individuals could become exposed to these agents via handling human blood or contaminated human tissues. Vaccination is available with some agents. Before being vaccinated pregnant women should consult a doctor to ensure that the vaccination will not compromise the health or development of the foetus.

Exposure to biological agents should already be considered in the project COSHH assessment.

Many of the following agents are hazard group two according to the [ACDP listing](https://www.hse.gov.uk/pubns/misc208.pdf) and while not a problem for a person who has a fully functional immune system, they could cause problems to a person who is immunocompromised, undergoing immunotherapies that could reduce immune activity or have other conditions. These agents could potentially cause long terms problems to a foetus or in the worst-case scenario cause the loss of the foetus. Several of the organisms are linked together as [TORCH](https://rarediseases.org/rare-diseases/torch-syndrome/) agents (Toxoplasmosis, other (syphilis, hepatitis, zoster), rubella, cytomegalovirus, and herpes simplex) due their potential effects.

It is important to notify your supervisor / line manager and the Safety, Health, Environment and Wellbeing office if you could be exposed to these agents.

B1. Are you exposed to **human blood**? Yes No

B2. Could you be exposed to **Rubella**? Yes No

B3. Could you be exposed to **Cytomegalovirus (CMV)**? Yes No

B4. Could you be exposed to **Herpes?** Yes No

B5. Could you be exposed to **Chickenpox (VZV)**? Yes No

B6. Could you be exposed to **Mumps**? Yes No

B7. Could you be exposed to **Measles**? Yes No

B8. Could you be exposed to **HIV**? Yes No

B9. Could you be exposed to **Parvovirus B19** Yes No

B10. Could you be exposed to **Toxoplasmosis**? Yes No

B11. Could you be exposed to **Hepatitis B, C, E**? Yes No

B12. Could you be exposed to **Zika?**  Yes No

B13. Could you be exposed to **Influenza**? Yes No

B14. Could you be exposed to **Listeria?**  Yes No

B15. Could you be exposed to **Syphilis?**  Yes No

B16. Could you be exposed to **Cadaveric tissues**? Yes No

B17. Could you be exposed to **fresh human tissues**? Yes No

The above is not an exhaustive list of biological agents that could cause harm to an embryo or foetus. In addition to the agents listed above the exposure of the pregnant woman to zoonotic agents should be minimised or stopped.

Further information or advice can be obtained from the Safety Health Environment and Wellbeing office X0637 or e-mail health@sgul.ac.uk or Colin Sandiford or Angela Matthews

Chemical agents

Individuals could become exposed to these agents during the preparation of gels, staining tissues or other laboratory procedures.

Exposure to chemicals should be considered in the project COSHH assessment.

C1. Are you exposed to Carbon Monoxide? Yes No

C2. Could you be exposed to Biocides? Yes No

C3. Could you be exposed to Cytotoxic / Cytostatic drugs? Yes No

C4. Could you be exposed to Lead or Lead compounds? Yes No

C5. Could you be exposed to Mercury? Yes No

C6. Could you be exposed to Formaldehyde? Yes No

C7. Could you be exposed to Organic Mercury compounds? Yes No

C8. Could you be exposed to toxic chemicals? Yes No

C9. Could you be exposed to Chemicals that carry code H360, H361, H362?

 (suspected of harming the unborn child or breast-fed children) Yes No

C10. Could you be exposed to Chemicals that carry code H340, H341, H350, H351

 (suspected cancer agents) Yes No

Information on [hazard](http://merckcatalog.vakilspremedia.com/%28S%28mffxvea0rgqvvi5trksxwgcb%29%29/pdf/h_n_p_statements/Hazard%20and%20Precautionary%20Statements.pdf) and [precautionary](http://merckcatalog.vakilspremedia.com/%28S%28mffxvea0rgqvvi5trksxwgcb%29%29/pdf/h_n_p_statements/Hazard%20and%20Precautionary%20Statements.pdf) statements associated with chemicals can be accessed from the [Merck](https://www.sigmaaldrich.com/GB/en) formerly Sigma-Aldrich website.

The above is not an exhaustive list of agents that could cause harm to an embryo or foetus or the mother.

Further information can be obtained from the Safety Health Environment and Wellbeing office X0637 or e-mail health@sgul.ac.uk or Colin Sandiford or Angela Matthews

Other Hazards

If hazards have been identified following this assessment they should be listed below.

Risk Control

Following this assessment, what measures have been put place to minimise the level of exposure to the hazards they have been identified. Please describe them below.

Will the risks to the new or expectant mother be adequately controlled Yes No

Please state your reason

If the risks are not adequately controlled you may need to consider excluding the individual from the work or field of study. The Safety Health Environment and Wellbeing office will be able to give advice on potential risks via MS teams, telephone X0637 or by e-mail health@sgul.ac.uk or Colin Sandiford or Angela Matthews

Communication and Implementation of the Risk Assessment

**Communication of the Pregnancy Risk Assessment**

Date of completion of the Risk Assessment

Name of Assessor

Signature of the Assessor

Name of Line Manager or Tutor if different from the assessor

Date the risk assessment was discussed with the new or expectant mother

Signature of new or expectant mother

I have discussed this pregnancy risk assessment with my line manager / tutor and agree to follow the procedures and work / study plan that has been proposed. I will bring to the attention of my line manager / tutor any problems that I am having while at work or studying.