

Maternity plus Health and Safety Risk Assessment:

New and expectant mothers, i.e. women who are pregnant, have given birth in the last six months or who are breast-feeding, have **statutory rights**.

It is important for a pregnant woman to inform her employer as early as possible so that those rights can be implemented.

Entitlements

A specific risk assessment must be carried out and any necessary adjustments made to working conditions. If risks cannot be controlled by work adjustments, the employer must offer suitable alternative work and, if that is not practicable, ultimately suspend the employee on full pay.

Adjustments could be, for example:

- removal of break duty requirement, allocation of more suitable teaching rooms, timetabling to allow rest periods, elimination of the need to carry books and materials;
- as much paid time off as needed for antenatal care;
- a suitable room for resting; and
- protection from discrimination or victimisation.

SICKNESS ABSENCE DURING PREGNANCY

Sickness absence during pregnancy, whether connected with the pregnancy or not, should be treated as ordinary absence on sick leave. This would include absence due to a miscarriage. **However, any pregnancy-related sickness absence from the fourth week before the expected week of confinement (EWC) but prior to the notified date of commencement of leave will trigger the start of maternity leave.** Teachers who are eligible for the occupational schemes who suffer a miscarriage or stillbirth after 24 weeks of pregnancy remain entitled to the full maternity leave.

In cases where there is an outbreak of rubella, parvovirus or other contagious diseases in the school, teachers should seek advice from their doctor. If they are signed off from work as a result, they should receive leave with full pay, as long as they do not unreasonably refuse to service in another school where there is no such risk. Members should seek advice from their Regional/National centre in these circumstances.

Maternity leave:

Every woman is entitled to 52 weeks' maternity leave, irrespective of length of service. The amount of salary or statutory maternity pay depends on length of service. Full details are given in the relevant NASUWT booklet.

NASUWT booklets and information about maternity and leave etc are available in paper form or online – please go to the FAQ page on the Hull NASUWT website <http://www.hull.nasuwt.org.uk/>

If you want a paper version of a booklet e.g. **Know Your Rights booklet: *Becoming a Parent***, please phone NASUWT Headquarters in Birmingham on 0121 453 6150 and ask for the despatch department.

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Pregnancy Health and Safety Check List

Name of Employee:	
Place of Work:	
Name of Manager / Supervisor	

Category	Check	Y/N if yes, describe	Control Measures in place	Further control measures recommended
Physical Job demands	Lifting or carrying?			
Physical Job demands	Bending or standing for long periods?			
Physical Job demands	A lot of walking?			
Physical Job demands	Using Stairs			
Physical Job demands	Need to access limited space?			
Physical Job demands	Agility/dexterity required?			
Mental Job demands	Challenging deadlines?			
Mental Job demands	Emotional demands?			
Working Conditions	Toilets easily accessible?			
Working Conditions	Able to take toilet breaks when needed?			
Working Conditions	Able to take rest breaks when needed?			
Working Conditions	Risk of violence or aggression?			
Working Conditions	Are classrooms overcrowded?			
Working Conditions	Any obstacles to impede fire escape?			
Working Conditions	Room temperatures reasonable?			
Working Conditions	Ventilation effective?			
Working Conditions	Seating – suitable height and support?			
Specific Hazards	Exposure to infectious diseases? rubella, chicken pox, parvovirus			
Specific Hazards	Use of hazardous chemicals? (see examples of risk phrases below)			

Some examples of risk phrases. See the labelling or data sheets supplied with chemicals. R40 possible risk of irreversible effects

- R45 may cause cancer
- R46 may cause heritable genetic damage
- R61 may cause harm to the unborn child
- R63 possible risk of harm to unborn child
- R64 may cause harm to breast-fed babies