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**Appendix 9.11**  **Risk Assessment Format for Pregnant Worker** – Employee specific Risk Assessment

*Regulations cover female employees who* ***are, or in the future, could be new or expectant mothers. This includes women of childbearing age who, or in the future could be pregnant, have given birth within the previous six months, or who are breast feeding.***

Prepared for: **Farraday crews**  Prepared by**: Farraday crews/ Sarah Stefano**

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Those involved: **SS/GP/SW/RH.**  Copy to Health and Safety: Yes / No

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| --- | --- | --- | --- | --- | --- | --- |
| Potential Hazard | Risk Involved | Precautions in place | Priority Rating | Further risks identified | Further controls needed | Action by who and when |
| Lifting and carrying | The hormonal changes in  Pregnancy increase risk of  Manual handling injuries, as the joint ligaments soften to allow movement for the growth of the baby.  Postural problems can  Also increase  Risks as  Pregnancy  Progresses. | Farraday will not be expected to lift any heavy objects and is to know her own limits when making a decision to carry or lift objects. | Low |  |  |  |
| Standing for lengths of time | Standing in one position  for long periods can cause  dizziness faintness,  Fatigue. it can also  Increase chances of  Premature birth or  miscarriage,  Backache is also  Associate with long  Periods o f standing | During Farraday working hours she will not be expected to stand for long periods of time. The home is designed like an average domestic home, which has its own lounge and dining room in which Farraday can use to sit whenever she feel the need to take a break from standing. | Low |  |  | . |
| Sitting for lengths of time | Sitting for long periods  Increase the risk of  Thrombosis.  Backache is also  Associate with long  Period’s of sitting.  Restrictive work space  may be a problem  particularly in the latter  stages of pregnancy | This is only a issue when on training or meetings.  Farraday will monitor her needs and should she need to do an activity that is not sitting down this can be arranged.  If Farraday has to partake in long car journeys then breaks will be fitted into the journey in which Farraday can take a period of time to stand or walk about. | Low |  |  |  |
| Exposure to infectious disease | Pregnancy can put additional pressure on the mothers immune system which is protecting both herself and the unborn child | The homes have a domestic style environment, with a small staff team of 1 young person.  Exposure to infectious disease is minimal – with the most likely to be the common cold – Five Rivers has a staff sickness policy which will be adhered to. | Low | . | Disposable gloves and aprons are supplied should it be necessary. | All staff are to ensure they are fit and well to work in the home. |
| Exposure to lead |  | Minimum risks as job does not entail working with Led | Low |  |  |  |
| Stress | New and expectant  Mothers can be vulnerable  to stress because of  hormonal psychological  and physiological changes  around pregnancy.  Additional stress m ay  occur if the woman has  reason t o be anxious  about her pregnancy | Farraday is working in a singleton service (2 staff to 1 young person)  Bourne house is currently settled and there is a positive relationship with the young person and adults.  Beck house is currently about to take a young person with high levels of needs and behaviours. Added administration and staff levels will be a factor within this.  Farraday receives monthly supervision but can request this to be more frequent is desired.  Farraday is to monitor her stress levels and seek additional support if required.  Farraday will be supported by SS if work demands become high  Farraday can access Peter Kelly for additional 1:1 support if necessary | Medium/High | Staffing levels and ability can affect the level of work and pressure on Farraday as the home manager. |  | Manager and Farraday to ensure monthly supervisions take place  Farraday to monitor her stress levels and ask for additional support if necessary. |
| Workstations and posture | Hormonal  changes during and  shortly after pregnancy  affect ligaments and can  increase chances o f injury.  Postural problems may get  worse as pregnancy  advance | Bourne and beck house are a domestic style home. Farraday does not have a specific work station but uses the office desk and chair when necessary –  Currently this is suitable to Farraday . | Low |  |  | Farraday to inform the manager if the arrangement becomes uncomfortable /unsuitable for her. |
| Radioactive materials | High levels of radioactive material can cause harm to both mother and baby | Farraday does not work with anything other than domestic appliances omitting the safe low levels of active materials. | Low |  |  | None |
| Threat of violence | Increase stress levels  Risk of threat being acted out | Bourne House is currently very settled with little to no aggression being displayed.  Beck house is taking a young person who has high levels of aggression and will physically assault adults by punching or using weapons when off baseline.  The young person has her own risk assessments and behaviour management plan.  Farraday will not be on a one to one with the young people. 2 TCI trained staff must be on shift.  Farraday will be removed from the front line in any potentially dangerous situation  Farraday has been trained in TCI but is not to use physical holds | Medium/High |  | Five rivers has a duty of care to protect pregnant employees.  Farraday to call the home before entering to see if KP is on baseline behaviour. | Staff on shift to be aware of the young person’s mood  Farraday to work closely with her colleagues and highlight any potential dangers/hot spots |
| Physical Interventions | Hormonal changes causing joint ligaments to soften can leave pregnant women more prone to physical injury.  Physical interventions only occur as a result for needing to keep a young person from acting out violence, property damage and self harm | Farraday will not be permitted to get involved in any physical intervention when at the home. | Low |  |  |  |
| Medical history | No medical history |  |  |  |  |  |
| High Blood Pressure | Blood pressure is monitored on a regular basis by hospital. Stress can affect blood pressure. | Farraday to inform manager if blood pressure becomes high. | Medium |  | Seek medical advice if blood pressure becomes high |  |

Signed by Manager:

*Guidance for Managers:*

*Types of risk include; lifting, carrying, heavy loads, standing or sitting for lengths of time, exposure to infectious disease, exposure to lead, stress, workstations and posture, radioactive material, (including phones, copiers, microwaves), smoke in the workplace, threat or actual violence, excessive work hours, noisy places, involvement in physical interventions, loan working, use of equipment, use of PPE, medical history, ect…..*

*Pregnant worker may need to have their work day or work conditions adjusted. Assessment should be monitored and reviewed. Breaks will need to be written into the plan*

Signed by Employee: Farraday crews

Date: 25.6.14