



Towngate Primary Academy New and Expectant Mothers Policy

Date	Review Date	Coordinator	Nominated Governor
September 2020	September 2023	Headteacher	Chair of Governors

Introduction

The Local Governing Board of Towngate Primary Academy acknowledge our legal 1960 responsibility under the Management of Health and Safety at Work Regulations 1999 to protect any member of the academy personnel who is or in the future could be a new or expectant mother.

We will assess risks to all academy personnel and will undertake what is reasonably practicable to control those risks. We will include any hazards/risks to new and expectant mothers when conducting this risk assessment.

Aims

The aim of this policy is to protect any member of the academy personnel who are, or in the future could be, new or expectant mothers.

Roles and Responsibilities

The Local Governing Board has;

- Appointed a member of staff to be the Coordinator for Health and Safety;
- Nominated a link governor to visit the academy regularly, to liaise with the coordinator and to report back to the Local Governing Board;
- Responsibility for the effective implementation, monitoring and evaluation of this policy

Role of the Headteacher

The Headteacher will:

- Carry out risk assessments of any member of the academy personnel who is pregnant, who has recently given birth during the last six months or who

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is breastfeeding using the checklist attached as Appendix A and having regard to the Flow Chart attached as Appendix B;

- Take action to remove, reduce or control any risks identified in the risk assessment process having regard to the Guidance Notes attached as Appendix C;

If any identified risks cannot be removed then the Headteacher will:

- Temporarily adjust the working conditions and/or hours of work; or if that is not possible;
- Offer suitable alternative work at the same rate of pay if available; or
- Suspend her from work on paid leave for as long as necessary to protect her health and safety and that of her child.

Role of Academy Personnel

- Any member of the academy personnel who is pregnant, or has given birth in the last six months or is breast feeding must give written notification to the Headteacher;
- On receiving written notification the Headteacher will conduct a specific risk assessment;
- The control measures put in place as a result of the risk assessment must be complied with;
- The risk assessment must be monitored regularly by the Headteacher and the staff member.

Monitoring the Effectiveness of the Policy

The effectiveness of this policy will be reviewed in line with the Policy Review Overview document , or when the need arises, and the necessary recommendations for improvement will be made to the Local Governing Board.

Headteacher:		Date:	
Chair of Governors:		Date:	