



Maternity Policy

Windsor Kindergarten needs to take into consideration health and safety issues specific to maternity issues when a member of the team is pregnant. The employer and Managers need to ensure preventative measures are undertaken where significant risks are identified. This is a statutory requirement under the Management of Health and Safety at Work Regulations (MHSWR) 1999.

This is a supplementary risk assessment, and will be made individual to each specific case. The risk assessment process identifies hazards in our setting and in relation to our setting's activities if taking place away from school i.e. outings. Appropriate preventative measure must then be put in place.

Lifting, moving and handling of loads

Pregnant members of the team are especially at risk and must NOT lift heavy or awkward objects e.g. children, chairs, tables etc.

Storage

Our storage cupboard could be a hazard and should only be accessed by any pregnant member of the team if they feel safe to do so.

Extremes of heat and cold

When pregnant, women tolerate heat less well and may more readily faint or be liable to heat stress. Prolonged heat must be avoided.

Fatigue

Fatigue is associated with miscarriage, premature birth and low birth weight. Excessive physical or mental pressure may cause anxiety, stress and raised blood pressure. The pace of work, hours and volume of work can add to this. Regular breaks and the opportunity to eat must be made available.

Environment

All team members must ensure that the floor space is kept clutter free, to avoid trips and falls.

This policy was adapted by -

The Director, Managers and Team of Windsor Kindergarten

Date -

February 2017

Date to be reviewed -

February 2018

Name of signatory -

Tanya Webber