



Believing and Achieving Together

Signed:

Date: March 2023

Review: March 2025 or sooner if required.

New and Expectant Mothers at Work

We have a legal responsibility under the Management of Health and Safety at Work Regulations 1999 to protect any member of the school personnel who is or in the future could be a new or expectant mother.

We will assess risks to all school 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:

- To protect any member of the school personnel who are or in the future could be new or expectant mothers.
- To be inclusive and to encourage and support mothers who would like to continue breastfeeding once they return to work.

Procedure:

Role of the Governing Body

- The GB has:
 - appointed a member of staff to be the Coordinator for Health and Safety;
 - nominated a link governor to visit the school regularly, to liaise with the coordinator and to report back to the GB;
 - 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 school personnel who is pregnant, who has recently given birth during the last six months or who is breastfeeding;
 - take action to remove, reduce or control any risks identified in the risk assessment process;
 - provide a private area for new mothers who wish to continue to breastfeed or express when they return to work.
- 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 School Personnel

- Any member of the school 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.

Effectiveness

- We believe this policy will be effective only if we ensure consistency across the school by regular monitoring.

**** Seaton Delaval First School has adopted and will follow NORTHUMBERLAND COUNCIL GUIDE TO MATERNITY PROVISIONS.**