

## SECTION 2

### General Welfare Requirement: Suitable People

Providers must ensure that adults looking after children, or having unsupervised access to them, are suitable to do so.

# EMPLOYMENT AND STAFFING

# PREGNANT WOMEN

## POLICY STATEMENT

This setting recognises that pregnant women have the same rights as all other members of staff.

## EYFS key themes and commitments

1.3 Keeping safe

2.2 Parents as partners

3.4 The wider context

# Procedures

The management of Health and Safety at Work Regulations 1999 include regulations that protect the health and safety of new and expectant mothers.

Under the Sex Discrimination Act 1975 if an employer fails to protect the health and safety of their pregnant workers, it is automatically considered an offence under this Act.

If an employee becomes pregnant they must provide written notification as soon as possible. Until the employer has received this written notification, they are not required to take any action specifically for that person.

The employer will complete a specific risk assessment with assistance from the pregnant employee. Any advice from the doctor / midwife should be included in the risk assessment.

As the pregnancy progresses the risk assessment may need to be reviewed.

A pregnant woman is entitled to time off to keep appointments for antenatal care made on the advice of their GP, midwife or health visitor. Apart from their first appointment they must provide, if required, an appointment card or other documentation showing that an appointment has been made.

A new mother is entitled to take two weeks maternity leave after the birth.

Additional time off should be discussed between the employer and employee, prior to the birth.

Policy updated January 2017