**RISK ASSESSMENT FOR PREGNANT STAFF MEMBERS (TEACHERS, SPECIAL NEEDS ASSISTANTS AND ANCILLARY STAFF)**

**Notice**: This resource is intended to assist schools in devising their own risk assessment for pregnant employees attending the workplace. While every effort has been made to ensure the accuracy of the information provided, schools are advised to consult up to date circulars, legislation and/or guidelines if they have specific queries regarding this topic.

***This note is for guidance only and should be amended to reflect the context of individual schools.***

**Employee Name: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Position: Teacher □ SNA □ Other staff member: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

**Assessment Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Name of Assessor: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

***Please note that the content of this risk assessment is of a confidential nature and it should be stored securely in accordance with the school’s Data Protection policy.***

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| **Current Safety, Health and Welfare at Work Provisions** | | | |
| Risk Assessments which inform the School’s Health and Safety Statement, and which relate to an employee’s workplace, continue to apply.  This non-exhaustive [Primary School Risk Assessment](https://www.allianz.ie/schools-insurance/resources/forms/allianz-practical-risk-assessment.pdf) will provide examples of potential hazards, but the risks should be identified at individual school level, and addressed in the school’s individual Health and Safety Statement. | | | |
| **School’s COVID-19 Response Plan** | | | |
| The Department of Education’s [*COVID-19 Response Plan the safe and sustainable reopening of Primary and Special Schools*](https://assets.gov.ie/82063/f53cc783-ed0a-4e55-bac0-18133323e90d.pdf)provides  clear and helpful guidance for the safe operation through the prevention, early detection and control of COVID-19 in primary and special schools. It provides key messages to minimise the risk of COVID-19 for staff, pupils, families and the wider community.  The Risk Assessments which inform the School’s COVID-19 Response Plan, and which relate to an employee’s classroom/workplace, continue to apply. The HSE has published [*Education Sector Guidance on Employees in the COVID-19 Higher Risk Categories, including Pregnant Employees*](https://cpsma-my.sharepoint.com/personal/nlawlor_cpsma_ie/Documents/Desktop/Webinars/Health%20and%20Safety/Pregnant%20Employees/ld.php%20(drsteevenslibrary.ie))*.*  Based on this guidance, the Department of Education has published [Circular 0042/2021](https://www.gov.ie/en/circular/b4832-coronavirus-covid-19-arrangements-for-teachers-and-special-needs-assistants-employed-in-recognised-primary-and-post-primary-schools/) which sets out the special COVID-19 arrangements to be implemented for teachers and Special Needs Assistants.  [*Working Arrangements for staff (other than Teachers and SNAs) who are categorised as Very High Risk (VHR) and for Pregnant staff (other than Teachers and SNAs) employed in recognised Primary and Post Primary Schools - 2021/22 School Year*](https://assets.gov.ie/179664/f0fcedb7-11ac-4481-8f31-e481512b0630.pdf)was published on 21/07/2021. | | | |
| **Additional Risks identified in respect of a pregnant employee** | | | |
| The following are examples of additional potential risks to pregnant employees:   * e.g. Contact with chemical/biological agents * e.g. Long periods standing, movement or postures which are abrupt or severe or give rise to excessive fatigue * e.g. Pushing/pulling/ carrying heavy or awkward   items  Categorisation:  Based on current Department of Education [Circular 0042/2021](https://www.gov.ie/en/circular/b4832-coronavirus-covid-19-arrangements-for-teachers-and-special-needs-assistants-employed-in-recognised-primary-and-post-primary-schools/) (or update thereof) or [*Working Arrangements for staff (other than Teachers and SNAs) who are categorised as Very High Risk (VHR) and for Pregnant staff (other than Teachers and SNAs) employed in recognised Primary and Post Primary Schools - 2021/22 School Year*](https://assets.gov.ie/179664/f0fcedb7-11ac-4481-8f31-e481512b0630.pdf)(or update thereof) what is the current status of the employee’s COVID-19 Health Risk Categorisation:  Very High Risk □  High Risk □  Normal Risk □ | Please list the controls to be put in place to mitigate/reduce the identified risk(s).  Please list the controls to be put in place to mitigate/reduce the identified risk(s).  Examples:   * Confirmation of categorisation from OHS, where required; * Enhanced hand-washing, social distancing and the use of PPE (refer to [*Guidance for Schools Regarding Special Needs Assistants (SNAs) Supporting Children and Young People with Additional Care Needs in the Context of COVID-19*](https://www.hpsc.ie/a-z/respiratory/coronavirus/novelcoronavirus/guidance/educationguidance/COVID-19%20Education%20SNA.pdf)*)* * Internal redeployment | If additional controls are required, note the name of the person responsible for implementing same. | Signature & date when action completed. |

Employee’s Signature \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Assessor’s Signature \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_