

Risk Assessments : Flow Chart

Inform your employees of the risks identified and of the importance of them informing you in writing that they are pregnant, have given birth in the last six months or are breastfeeding, as early as possible.

Inform your employees that no significant risks have been identified. They still need to inform you in writing that they are pregnant, have given birth in the last six months or are breastfeeding, as early as possible.

Assess risks and reduce or remove, if possible.

YES

Are risks present?

NO

STAGE 1 : GENERAL RISK ASSESSMENT

Assess the risk to the health and safety of your employees, including females of child-bearing age and new and expectant mothers.

STAGE 2 : AFTER NOTIFICATION

You have been notified in writing that an employee is pregnant, has given birth in the last six months or is breastfeeding.
Revisit your general risk assessment as completed in **STAGE 1** above.

YES

Has a risk been identified?

NO

Remove risk

YES

Can the risk be removed?

NO

You must monitor and review this assessment regularly as circumstances may change.

Adjust conditions/hours

YES

Action 1

Can the new or expectant mother's working conditions/hours be adjusted?

NO

Give suitable alternative work on same terms and conditions

YES

Action 2

Can she be given suitable alternative work?

NO

Action 3

Suspend her on paid leave for as long as necessary to protect her health and safety, or that of her child.