

Risk Assessment New & Expectant Mothers

Assessment Date: 20/09/2025 <i>Date of Review/Given to Staff Member: 20/09/2026</i>		Undertaken by: Original Assessment by Lisa Spence <i>Review 26/10/2016 Jenni Bush, 29/10/18 Beth Tamburrini, 11/12/19, 18/8/20 18/10/21 16/9/22 Sydney Hockney 30/09/24 20/09/25</i> Manager Signed:	Name of Expectant Mother: Staff Member Signed:
Activity: <i>Risk assessment for new and expectant mothers covering most common hazards in the Work Place at Hemps Green</i>		Site: <i>Hemps Green Equestrian, Hush Wing Farm, Mount Bures Road, Wakes Colne, Colchester, Essex CO6 2AP</i>	
People at Risk: <i>An employee who is a new or expectant mother</i> <i>Unborn child</i> <i>Clients or service users</i>		Additional Information: <i>Risk Assessments already completed for employees' activities before pregnancy still apply.</i> <i>Infection risks to new and expectant mothers in the workplace published by the HSE</i>	

Risk Evaluation

Hazard	Risk	Rating	Existing Control Measures	Additional Action Required (action by whom, by when)
Any activity which may be inappropriate to be carried out by a new or expectant mother.	Miscarriage Premature Birth Birth Defects Injury caused to mother during pregnancy.	Likely	<ul style="list-style-type: none"> An individual risk assessment is completed for every new and expectant mother. This will be monitored by the line manager. Each work activity should have an existing associated risk assessment. That assessment should be examined whilst completing the individual risk assessment for the new and expectant mother. A decision should be recorded when additional action is required and when it is taken. This should be as specific as possible. The assessment should be regularly reviewed by the staff member and her manager during the pregnancy and will need 	

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			<p>a complete review once the staff member is a new mother. The staff member should report any difficulties in either complying with the assessment or completing work between these reviews.</p> <ul style="list-style-type: none"> • If there is any difficulty in reaching agreement on appropriate control measures the manager should consult an occupational health professional. • A copy of the individual assessment and this model should be given to every new and expectant mother in employment. • Health & Safety Executive guidance regarding the safety aspects of working as a new or expectant mother can be obtained from the HSE website. • The staff member must ensure that medical staff are aware of her high risk job role and follow any advice given. • The staff member where possible should get written notes from your GP/Midwife for your manager to ensure that best practice is followed at work. <p>• Are these measures adequate? Yes/No</p>	
Horses	Injury from horses		<ul style="list-style-type: none"> • Extra care must be taken when handling horses. • Horses used / handled must have been assessed and agreed by Lisa Spence in advance. If in doubt the staff member must check first before handling any horse. • Do not ride or work with strong or problem horses. • Avoid or take care when catching or turning out. 	

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			<ul style="list-style-type: none"> Do not go into fields with loose horses. Avoid Loading horses for Transport Avoid handling for restraint – Clipping, veterinary attention, farrier etc. Ensure you wear correct PPE at all times when handling horses. (hat, gloves, boots etc.) Are these measures adequate? Yes/No 	
Moving and handling of equipment. Heavy Lifting Moving tack	Increased susceptibility to injury. Miscarriage Injury from lifting WRULD's Upper limb disorders Back Pain		<ul style="list-style-type: none"> Use extra caution when lifting and avoid if possible. Ask for help when carrying equipment, hay, straw, water, feed saddles etc. Use wheelbarrows and other equipment where possible to help with lifting loads or moving objects. Keep back straight and knees bent when lifting even for light loads. Are these measures adequate? Yes/No 	
Riding Horses Shocks, regular exposure to Vibration or excessive movement.	Miscarriage. Premature Birth Strain to Limbs		<ul style="list-style-type: none"> As pregnancy progresses riding is to be reduced / avoided. You should not carry out any exercise you are not used to / fit / experienced enough to do. No jumping of horses. No riding difficult horses. No riding young horses. Work from the ground where possible. Schooling Sessions limited to 20 minutes. No cantering after 20 weeks. Are these measures adequate? Yes/No 	
Over-tiredness or pain due to long periods of	Development of varicose veins.		<ul style="list-style-type: none"> Avoid sitting or standing for long periods. Ensure you move around frequently. 	

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<i>standing.</i>	<i>Miscarriage.</i>		<ul style="list-style-type: none"> <i>A rest facility is available in the lecture room.</i> <i>Rest where possible and raise the legs on chair or stool.</i> Are these measures adequate? Yes/No 	
<i>Impairment of dexterity, agility co-ordination, speed of movement reach, balance.</i> <i>Excessive physical pressure.</i>	<i>Increased risk of accidents</i> <i>Fatigue.</i>		<ul style="list-style-type: none"> <i>Alert staff / Lisa if you feel that you are not able to move with required agility to be working with the horses.</i> <i>Ensure maternity leave start date is early enough to avoid risks.</i> <i>Take longer rest breaks if needed (alert colleagues of any extra rest breaks in advance to ensure yard is safely staffed)</i> <i>Plan your day to avoid rushing and stress.</i> Are these measures adequate? Yes/No 	
<i>Excessive mental pressure.</i>	<i>Stress and high blood pressure.</i>		<ul style="list-style-type: none"> <i>Hours of work and work loads will be examined and shift pattern may altered to ensure that work tasks and requirements can be completed and staff rota is sufficiently covered.</i> <i>Ensure that your line manager is kept up to date and informed, so they are aware of any issues with regards to your health.</i> <i>Plan your day to allow extra time to avoid rushing and stress.</i> Are these measures adequate? Yes/No 	
<i>Use of chemicals.</i>	<i>Damage to unborn foetus.</i>		<ul style="list-style-type: none"> <i>All chemicals in use should be assessed and checked. Please read labels carefully before you use any product. Wear protection.</i> <i>Any mention of concentrations being harmful to women of child bearing age or expectant mothers, do not use and report to your</i> 	

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			<p><i>supervisor immediately.</i></p> <ul style="list-style-type: none"> Any expectant employee involved in any activity likely to bring them into contact with lead or carbon monoxide should also be reported to your supervisor and action taken. Avoid smoky environments. Are these measures adequate? Yes/No 	
Aspects of pregnancy which may affect work.	Morning sickness, backache, varicose veins, haemorrhoids frequent visits to the toilet, size, tiredness.		<ul style="list-style-type: none"> Effects will have to be assessed on an ongoing basis in relation to work activities e.g. capacity to work at night, overtime, site work, postural problems, etc. Are these measures adequate? Yes/No 	
Infection Risks due to routine work activities.	Possible effects on both mother and unborn child.		<ul style="list-style-type: none"> It is particularly important that the precautions that are already required to reduce risks of infection are strictly adhered to by the expectant mother. Wear gloves and good hygiene Are these measures adequate? Yes/No 	
Animal diseases plus diseases arising from contact with soil.	Transmission to baby giving rise to serious consequences.		<ul style="list-style-type: none"> Handling animals - animals can pass on certain infections that may affect your unborn baby. Risk of toxoplasmosis. is usually caught through eating raw, undercooked or cured meat, but it can also be caught through contact with cat poo and other animals. Cats can pick up the parasite if they are fed undercooked meat or if they spend time outside and eat rodents. Do not empty cat litter trays while you're pregnant. 	

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			<ul style="list-style-type: none"> Avoid handling menage surfaces or soil as it may be contaminated with cat poo. If you cannot avoid it, wear rubber gloves. Wash your hands and the gloves thoroughly afterwards. Toxoplasmosis can also be picked up from sheep at lambing time, as can chlamydia and listeria infections (listeriosis), which cause miscarriage in ewes. Many cases of toxoplasmosis have no symptoms at all, but it can also cause a fever or flu-like symptoms. If you develop these symptoms for no apparent reason, and could be at risk, visit your GP. Make a habit of washing your hands thoroughly with soap and warm water after handling horses. No Gardening Are these measures adequate? Yes/No 	
<p>Infection risks due to illness within the community</p> <p>Human parvovirus B19</p> <p>Rubella virus*</p> <p>Chickenpox*</p>	<p>Expectant mother contracting disease and passing it to unborn baby.</p>		<ul style="list-style-type: none"> If staff have not been immunised, advise immunisation* Non-immunised pregnant employees are advised not to be in contact with <u>known</u> cases. *where appropriate via GP. Are these measures adequate? Yes/No 	
Temperature Variation	Heat Exhaustion – High temperatures		<ul style="list-style-type: none"> Wear appropriate layers, so not too hot nor too cold 	

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			<ul style="list-style-type: none"> Are these measures adequate? Yes/No 	
<i>When mother returns to work, failure to identify the control measures which may still need to apply.</i>	<i>Mental stress Injuries arising from moving and handling</i>		<ul style="list-style-type: none"> <i>The provisions of the expectant mother's risk assessment should be revisited when a new mother returns to work.</i> <i>If required, facilities should be arranged for expressing milk in private (not in the toilet!) and storage of it afterwards in a fridge.</i> Are these measures adequate? Yes/No 	

Signature:.....Name:.....Job Title:.....Date:.....	Review Date:.....
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