

Area or activity assessed	Pregnant member of staff - Sample	Assessment date:	31 Januray 2019 Review Feb 2020
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Identify hazards

Consider the event and identify if any of the hazards listed below are significant (tick the boxes that apply)

1	Fatigue	6	Passive smoking	11	16	20
2	Lifting heavy books/children	7	Toilet provision	12	17	21
3	Infectious diseases	8	Working alone	13	18	22
4	Harm to back – suffer from scoliosis	9	Slips, trips and falls	14	19	23
5	Display screen equipment	10		15	20	24

Notes:

Name of Assessor(s)	Tiffany Callis	Signed	Ratio of adults to children
Review date			

Identify hazards	Who might be harmed?	Control measures	Likelihood rating (A)	Severity of injury (B)	Risk rating (A x B)	Further action
1. Fatigue – harm to teacher or unborn child	Teacher/member of staff	Change position regularly, avoid squatting. Ensure regular rest breaks. Organise timetable so there is time for break sessions.				Ask for help where necessary
2. Lifting heavy books/children		Avoid moving and handling where possible. Avoid twisting and stooping. Get help.				
3. Infectious diseases		Check with nurse regularly for any pupils reported with infectious diseases. Eg swine flu Good ventilation maintained in classrooms to reduce lingering				

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Identify hazards	Who might be harmed?	Control measures	Likelihood rating (A)	Severity of injury (B)	Risk rating (A x B)	Further action
		airborne infections				
4. Harm to back - suffers from scoliosis		Women who have been successfully treated for scoliosis have only minor or additional risks at all for complications during pregnancy and delivery – rest when necessary				
5. Display screen equipment		Avoid sitting at compute for too long, get up and move around. Replacement chair to be provided if necessary.				
6. Passive smoking		No smoking allowed in school buildings				
7. Toilet provision		Time allowed for regular breaks				Speak to line manager or director of studies
8. Working alone		Avoid working alone, carry mobile phone at all times. Inform line manager when you leave site.				
9. Slips, trips and falls		Bags and books stored out of the way of walkways. Good housekeeping maintained. Good external lighting. Outside area cleaned regularly.				

Likelihood

1.	Rare	Cannot believe that an even of this type will occur in the foreseeable future (1 to 3 years)
2.	Unlikely	Risk remains a possibility or yearly occurrence. No trend.
3.	Possible	Risk is monthly occurrence. Identified trend.
4.	Very likely	Risk is weekly or likely to occur but not persistent threat.
5.	Almost certain	Issues that are a current or persistent threat. Risk is daily or frequently / expected to occur when task is performed.

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Severity

1.	Insignificant	Very minor injury (minor cuts/grazes). Very limited property damage/loss
2.	Minor	More serious injury <7 days off work/incapacity (sprains, serious cuts, bruising, injury needing medical attention. Slight property damage/loss.
3.	Moderate	RIDDOR reportable (to HSE) injury/sickness (except fatality). More than 7 days off work. Significant property damage/loss
4.	Major	RIDDOR reportable (to HSE) injury/sickness affecting more than one person (excluding fatality). Major property damage/loss.
5.	Catastrophic	Single or multiple staff fatality. Catastrophic property damage/loss

		Severity				
Likelihood of occurrence		Insignificant	Minor	Moderate	Major	Catastrophic
1.	Rare	1	2	3	4	5
2.	Unlikely	2	4	6	8	10
3.	Possible	3	6	9	12	15
4.	Very likely	4	8	12	16	20
5.	Almost certain	5	10	15	20	25

Risk rating	Risk acceptability	Management actions required
20 – 25	Unacceptable (significant)	Work should not be started or continued until the risk has been reduced.
12 - 16	Substantial (high)	Work should not be started or continued until the risk has been reduced to a level that is as low as reasonably practicable.
8 - 10	Manageable (medium)	Efforts should be made to reduce the risk rating to as low as reasonably practicable. However, the costs of prevention should be carefully measured and justified.
3 – 6	Manageable (low)	Monitoring is required to ensure that current control measures are maintained. Consideration may be given to any further control measures that are cost effective or no additional cost burden. Record local actions, inform relevant manager.
1 – 2	Acceptable (trivial)	No additional controls are required, standard monitoring is required to ensure controls are maintained. Record assessment, inform relevant manager.