



2.32 REDSW Pregnancy Policy

EXPECTANT MOTHERS

What is meant by 'a new or expectant mother'?

A new or expectant mother is a woman who is pregnant, has given birth within the last six months or is breastfeeding.

What is the legal definition 'given birth'?

'Given birth' is described in the Management of Health and Safety at Work Regulations 1999 (the Management Regulations) as having 'delivered a living child or, after 24 weeks of pregnancy, a stillborn child'.

Health and safety

Once you have informed REDSW in writing that you're pregnant, they have to check the role for any health and safety risks to you or your baby. This is called a 'risk assessment'. They need to tell you about anything they find, such as:

- long working hours
- standing or sitting for a long time without a break
- heavy lifting or carrying
- exposure to toxic substances

When checking for risks REDSW will talk to you about your pregnancy and what you need.

Tell them any advice you've had from your doctor or midwife, and let them know if anything worries you.

If your workplace isn't safe

There are 3 steps REDSW should take action to help to remove any risks.

Change your conditions

REDSW will work with you to change your working conditions to remove any risks. For example, they could, change your hours to avoid rush hour. They can't make any changes you don't agree to.

Give you different work

If your employer can't change your conditions, they should offer you different work to do while you're pregnant. For example, you could do an office job rather than one involving heavy lifting or offered smaller routes if possible.

The work has to be something you can do, so tell your On-Site Manager if it isn't right for you, and REDSW will work with you to try to provide you with self-employed routes if possible but not guaranteed.

In this policy REDSW will conduct a risk assessment and will monitor through the On-site manager daily/weekly discussions on your wellbeing and also the REDSW general Manager will contact you via call or video or in person to check on your well being and how we can support you.

The risk assessment will monitor the risk around pregnancy and any remediation plan will be set in place and reviewed.

What is a risk assessment?

Independent Contractors (and anyone else who could potentially be affected by their work) have a right to be protected from harm. A risk assessment is simply a careful examination of the harm which could be caused through any work activity. This helps REDSW check whether appropriate control measures are in place, or if they need to do more to prevent harm. If any significant risks are identified, then the risk assessment must include an assessment of such risk.

Any significant findings from the assessment will be written down. This will then be used to help manage work risks and communicate them to all independent Contractors.

How we conduct a risk assessment for pregnant Independent Contractors?

Our risk assessment takes into consideration all risks to a female independent contractor of childbearing age and, in particular, risks to new and expectant mothers (for example, from working conditions to their physical wellbeing). Any risks identified are written down and included into the assessment. So appropriate, sensible actions can be taken to reduce, remove or control them.