General H&S Risk Assessment

A checklist of Safe Working Practices can be found at the foot of this assessment

Location / Activities Assessment

Date:	Assessed by:	Description:	Assessment No: Women at Work.1
10th January 2025	**Andrew Brayam**	**Women at Work - Women of Childbearing Age**	Review Date: Jan-2027 or earlier if significant changes

Ref:	What has the potential to cause harm (hazard)?	Who or what may be affected?	Record any preventative and protective measures already in place and / or recommend actions.	S	L	R	Priority	What further action could be taken to remove or reduce risk? Responsible Person to sign-off.	Revised Risk S	Revised Risk L	Revised Risk R
01	**Work-related stress**: • **Reproductive Health**: Chronic stress can affect menstrual cycles, potentially leading to irregular periods and fertility issues.	Employees / Volunteers of childbearing age. Colleagues.	Stress management training. Manageable workload. Access to counselling services	3	2	6	M	Regular workload reviews. Consider flexible working hours / locations. Opportunity to have regular mental health check-ins	3	1	**3 L**

Introduction

In the UK, employers are legally required to ensure the health and safety of their employees, including those of childbearing age.

This duty is enforced through various legislations such as the **Health and Safety at Work Act 1974**, the **Management of Health and Safety at Work Regulations 1999**, and the **Equality Act 2010**. These laws mandate that employers conduct comprehensive risk assessments to identify potential hazards and implement control measures to protect the well-being of all employees.

By identifying and assessing specific impacts, the United Synagogue can better tailor various control measures to ensure the management of health and safety for women of childbearing age.

The age range for women of childbearing age is generally considered to be 15–49 years, although some authorities suggest up to 55 years.

It is essential to inform your manager if you become pregnant so that appropriate measures can be taken to manage your safety and well-being at work.

Key:	S = Severity	L = Likelihood	S x L = R: R = Residual Risk Rating or Priority
	5 – Fatality	5 – Certain	**1 – 4 Low Priority**. Action required to reduce risk. Time effort & cost proportionate to risk.
	4 – Major Injury	4 – Very Likely	**5-10 Medium Priority**. Action required soon to control. Interim measures may be required.
	3 – Up to three days injury	3 – Likely	**11–16 High Priority**. Urgent action required. Further resources may be needed.
	2 – Minor Injury (treatment off site)	2 – May happen	**17–25 Very High Priority**. Immediate action required. Extra resources likely to be required.
	1 – Minor Injury (treatment on-site)	1 - Unlikely	

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	• **Pregnancy Complications**: Increased risk of conditions such as hypertension, pre-eclampsia, and preterm labour. • **Mental Health**: Heightened risk of anxiety, depression, and other stress-related disorders, which can impact maternal mental health.	Family and Friends.									
02	**Lifting and carrying heavy objects**: • **Physical Strain**: Can lead to musculoskeletal injuries, such as back pain and hernias, which may be exacerbated during pregnancy.	As above	Provide lifting aids. Train staff on safe lifting techniques. Encourage team lifting for heavier or cumbersome loads.	4	2	8	M	Assign lighter duties. Discourage lifting at all. Periodic refresher training. Ensure adequate staffing.	3	1	**4** L

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	• **Pregnancy Risks**: Increased risk of miscarriage, preterm labour, and low birth weight. • **Fatigue**: Excessive physical strain can lead to overall fatigue and decreased physical well-being.										
03	**Sitting or standing for long periods**: • **Circulatory Problems**: Increased risk of varicose veins, deep vein thrombosis (DVT), and edema (swelling), which can be more pronounced during pregnancy. • **Musculoskeletal Issues**: Prolonged sitting or standing	As above	Adjustable ergonomic seating. Regular breaks. Adjustable desks.	3	3	9	M	Implement sit/stand workstations opportunities. More frequent breaks. Periodic ergonomic assessments.	2	2	**4** L

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	can lead to back pain and joint discomfort, which can worsen with pregnancy. • **Reduced Comfort**: Decreased overall comfort and increased fatigue, impacting productivity and overall well-being.										
04	**COSHH (Control of Substances Hazardous to Health) related issues**: • **Respiratory Problems**: Exposure to harmful substances can cause or exacerbate respiratory issues such as asthma, bronchitis, and other respiratory conditions.	As above	Contact with radioactive materials does not apply at US settings. Use less hazardous preferably domestic type substances. Provide appropriate PPE.	5	1	5	M	Regular health checks where COSHH is in frequent use. Ensure good ventilation. Periodic review of substance use and PPE adequacy	3	1	**3 L**

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	• **Skin Conditions**: Increased risk of dermatitis, allergic reactions, and chemical burns, which can be more sensitive during pregnancy. • **Reproductive Health**: Potentially harmful effects on fertility and pregnancy, including developmental issues for the foetus.		Give training / instruction on COSHH								
05	**Physical exertion during events**: • **Fatigue**: Physical exertion can lead to increased fatigue, which can impact overall energy levels and well-being, especially during pregnancy.	As above	Individuals must be assessed for their capability to conduct physical activities. Provide support staff. Regular rest breaks.	3	2	6	M	Detailed risk assessments for events. Allocate less physically demanding roles. Provide hydration and first aid support.	2	1	**2** L

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	• **Musculoskeletal Injuries**: Strain on muscles and joints can cause sprains, strains, and other injuries, which may be more problematic during pregnancy. • **Dehydration and Heat Stress**: Increased risk of dehydration and heat-related issues, which can be more severe for pregnant women.										

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Women at Work

Safe Working Practices for Women of Childbearing Age

This guidance document summarises the findings of a risk assessment and is intended as an aid for women of childbearing age at work and their managers. Managers may include HR Partners, H&S officers, Training coordinators or Directors and not necessarily be direct line managers.

It is essential to inform your line manager as soon as it is practical if you become pregnant, so that appropriate measures can be taken to manage your safety and well-being at work.

Introduction

In the UK, employers are legally required to ensure the health and safety of their employees, including those of childbearing age. This duty is enforced through various legislations. These laws mandate that employers conduct comprehensive risk assessments to identify potential hazards and implement control measures to protect the well-being and safety of all employees

General Health and Safety Risk Assessment

Work-Related Stress

- **Hazards**: Chronic stress can affect menstrual cycles, potentially leading to irregular periods and fertility issues. It can also increase the risk of conditions such as hypertension, pre-eclampsia, and preterm labour, as well as heighten the risk of anxiety, depression, and other stress-related disorders.
- **Preventative Measures**:
    - Stress management training
    - Manageable workload
    - Access to counselling services
- **Further Actions**:
    - Regular workload reviews
    - Consider flexible working hours/locations
    - Opportunity for regular mental health check-ins

Lifting and Carrying Heavy Objects

- **Hazards**: Physical strain can lead to musculoskeletal injuries, such as back pain and hernias, which may be exacerbated during pregnancy. There is also an increased risk of miscarriage, preterm labour, and low birth weight.
- **Preventative Measures**:
    - Provide lifting aids
    - Train staff on safe lifting techniques
- **Further Actions**:
    - Assign lighter duties
    - Periodic refresher training
    - Ensure adequate staffing

Sitting or Standing for Long Periods

- **Hazards**: Increased risk of varicose veins, deep vein thrombosis (DVT), and edema (swelling), which can be more pronounced during pregnancy. Prolonged sitting or standing can also lead to back pain and joint discomfort.
- **Preventative Measures**:
    - Adjustable ergonomic seating
    - Regular breaks
    - Adjustable desks
- **Further Actions**:
    - Implement sit/stand workstations opportunities
    - More frequent breaks
    - Periodic ergonomic assessments

COSHH (Control of Substances Hazardous to Health) Related Issues

- **Hazards**: Exposure to harmful substances can cause or exacerbate respiratory issues such as asthma and bronchitis. There is also an increased risk of dermatitis, allergic reactions, and chemical burns, which can be more sensitive during pregnancy. Potentially harmful effects on fertility and pregnancy, including developmental issues for the foetus.
- **Preventative Measures**:
    - Use less hazardous substances
    - Provide appropriate PPE
    - Give training/instruction on COSHH
- **Further Actions**:
    - Regular health checks where COSHH is in frequent use
    - Ensure good ventilation
    - Periodic review of substance use and PPE adequacy

Physical Exertion During Events

- **Hazards**: Physical exertion can lead to increased fatigue, musculoskeletal injuries, dehydration, and heat stress, which can be more severe for pregnant women.
- **Preventative Measures**:
    - Assess individuals ability to conduct physical activities
    - Provide support staff
    - Regular rest breaks
- **Further Actions**:
    - Detailed risk assessments for events
    - Allocate less physically demanding roles
    - Provide hydration and first aid support

Medical Emergencies

- **First Aid**: Ensure there are trained first aiders on-site at all times. Provide first aid kits in accessible locations.

Pregnancy-Related Emergencies

- **Emergency Plan**: Develop an emergency plan specifically for pregnancy-related emergencies, such as preterm labour or complications.
- **Communication**: Ensure clear communication channels are established for reporting and responding to emergencies.

Training Requirements

General Health and Safety Training

- **Content**: Cover general health and safety practices, including risk assessment, emergency procedures, and safe working practices.
- **Frequency**: Conduct training sessions annually or when significant changes occur.
- **Participants**: All staff members, including new hires and temporary staff.

Specific Training for Women of Childbearing Age

- **Content**: Address specific risks and preventative measures for women of childbearing age, including stress management, safe lifting techniques, and ergonomic practices.
- **Frequency**: Provide training during onboarding and offer refresher courses periodically.
- **Participants**: Women of childbearing age and their supervisors.

COSHH Training

- **Content**: Provide detailed information on the safe handling, storage, and disposal of hazardous substances. Include instructions on the use of personal protective equipment (PPE) and emergency procedures for chemical spills.
- **Frequency**: Conduct training sessions annually or when new substances are introduced.
- **Participants**: Staff members who handle hazardous substances.

Aid Training

- **Content**: Cover basic first aid procedures, including CPR, wound care, and emergency response for pregnancy-related issues.
- **Frequency**: Offer training every two years or as required by regulations.
- **Participants**: Designated first aiders and other interested staff members.

Conclusion

By identifying and assessing specific impacts, the United Synagogue can better tailor various control measures to ensure the health and safety of women of childbearing age. Regular reviews and updates to these practices are essential to maintain a safe working environment.

For further information please contact the HR Department or the H&S Department.