



Policy for Pregnancy During the Covid 19 Pandemic

Policy updated on: 9th September

Date of review: Covid Interim Policy

Responsible person: Leadership Team

Introduction

As an employer of staff, The Boulevard Academy recognises the statutory responsibilities related to employment. Day-to-day management of staff is delegated to the Principal and line managers in The Boulevard Academy. Throughout this document, reference is made to the responsibilities held by the Principal for operational purposes. Ultimate responsibility rests with the board of trustees.

The Boulevard Academy and its Board of Trustees are committed to promoting positive mental, physical and emotional wellbeing and will provide suitable support for all members of staff and students. Acting to prevent ill health and promote good health makes good educational and business sense, as sickness absence carries high costs both in monetary terms and in terms of the impact upon performance, teaching and learning, morale and productivity, which may disrupt or compromise student progress.

Members of staff and our students are entitled to be treated fairly and professionally at all times. The Board of Trustees of The Boulevard Academy takes very seriously its duty of care as an employer to all members of staff and its safeguarding responsibility of our young people a number of policies and procedures have been made in relation to this duty.

The Boulevard Academy recognises its legal obligations with regards to maternity entitlements and is committed to supporting best practice in relation to maternity provision.

Pregnancy of Staff and Students

On finding out a member of staff or a student is pregnant, The Boulevard Academy will seek to implement the measures laid out in this policy at the earliest opportunity. Whilst we do not insist that we are informed immediately, The Academy will be unable to implement additional measures to protect these members of our community until we are informed.

We therefore advise that any member of our community who confirms their pregnancy, informs us as early as they feel comfortable in doing so, in order to ensure their safety on site. Any information of this nature will be treated in the strictest confidence, wherever possible, with only essential parties being privy to these details.

As part of the Academy's duty of care towards a pregnant Employee or student, the Principal will arrange a workplace health and safety risk assessment prior to them returning to site.

This policy applies to all pregnant students and staff at The Boulevard Academy and should be followed alongside the current Maternity, Adoption, Paternity and Shared Parental Leave Policy.

Medical Guidance

Pregnant staff and students are asked to regularly take advice from their GP and other specialists, informing HR fortnightly of any changes or advancements in their condition. After each update the Academy would review whether working from home would be a safer option at that particular stage in the pregnancy.

As part of the government and NHS guidelines, 'as a precaution, pregnant women have been identified as a vulnerable group for coronavirus – moderate risk. Pregnant women without symptoms or serious underlying health conditions should follow national social distancing advice. If a pregnant woman or someone she is living with has symptoms, you should follow national self-isolation advice.

If you have an underlying health condition, such as a known heart condition, you are strongly advised to follow national shielding guidance. If you are not sure whether this applies to you, you should contact your GP' (NHS 2020).

PPE

Pregnant staff and students will be offered basic PPE such as face masks and gloves, in addition to the sanitising stations and equipment disinfectant procedures that are already in place for all staff and students. These members of our community may decide to wear their own PPE which will be permitted at the discretion of the Principal.

Wellbeing reviews

Pregnant staff or students during the Covid 19 pandemic will be allocated a wellbeing mentor of either the HR lead, Wellbeing Lead or Line Manager, whichever supports them in feeling more comfortable. Weekly 'check-ins' will be scheduled with this colleague and the Academy will ensure that these can take place during the working day. Staff/students should use this opportunity to raise any concerns, worries or queries moving forward so that the Academy can best support them. Basic minutes will be logged from each meeting and shared with HR.

Breaks

Pregnant staff/students should be allowed comfort breaks regularly throughout the day and staff should not be left alone with students, in the current social distancing context, for periods longer than 90 minutes, without another adult providing or offering such a break.

Further Health and Safety

Where a potential risk is identified, reasonable temporary adjustments to the work/working conditions and/or working hours may be considered as appropriate. Where the risk cannot be reduced to an acceptable level the Employee will be offered suitable redeployment on her existing terms and conditions of employment. In exceptional circumstances if there is no suitable redeployment, the Employee will be granted sick pay in line with the Academy's Maternity, Adoption, Paternity and Shared Parental Leave Policy. Pregnant Employees should raise any concerns relating to their own Health & Safety with the Principal as soon as possible.

Where the Principal has concerns about the Employees health, the advice of an OH advisor / GP / Midwife may be sought to clarify whether there is a risk to health and determine if it is in the Employee's best interests to be at work as well as possible workplace adjustments that could be considered.