

**New and Expectant Mothers Risk Assessment**  
to be completed by manager and employee

Issues relating to new or expectant mother status identified

Employee to complete DSE  
Self-Assessment and other risk  
assessments as required  
according to role

Issues require further advice

Request assessment by Health  
and Safety Adviser

H&S Adviser advises referral to  
Occupational Health

Manager to discuss with  
HRBP; Management Referral  
to OH

Occupational Health  
Assessment

Adjustments required  
(Can include adjustments to  
work hours, tasks, duties, work  
equipment, work location,  
temporary parking support,  
Personal Emergency Evacuation  
Plan (PEEP), and other  
adjustments as required)

Manager to decide on  
reasonable adjustments and  
put in place adjustments  
required

Review manual  
handling  
assessments,  
COSHH  
assessments  
and other  
relevant risk  
assessments

OH Advice required  
regarding health issues

**New and expectant  
mothers support process**

Application for parking support  
sent to Car Parking by  
Occupational Health

Parking support required and  
application for parking permit  
on the basis of a medical  
condition supported