



# Health and Safety Bulletin

**To: Heads of Department/Section, Executive Deans, HSLOs and DHSOs, Faculty Managers.**

## Pregnancy Risk Assessment Guidance

This bulletin should be brought to the attention of employees, Line Managers, Academics, Personal Tutors or nominated persons that are responsible for undertaking *Pregnancy Risk Assessment (PRA)*.

The University has a responsibility to ensure that work/study environments enable pregnant workers or pregnant students, and their unborn child, to stay physically and mentally healthy and safe. To aid Departments with compliance and obligations regarding pregnancy risk assessment, guidance and resources located on the [Staff Directory](#) have been updated for Departments and employees to make use of.

### What Does the Pregnancy Risk Assessment Guidance Include?

The updated *Pregnancy Risk Assessment Guidance* now details a step-by-step process for completing a PRA, including identifying regular activities and the application of control measures. The guidance also contains information regarding record retention and signposting of support pathways.

The [Pregnancy support and guidance webpage](#) on the Staff Directory includes the following documents to help inform and create a risk assessment:

- [Pregnancy Risk Assessment Guidance](#) (.pdf, Essex users only)
- [Example Hazards and Control Measures](#) (.docx, Essex users only)
- [Risk assessment template for new and expectant workers](#) (.doc)

**10 February 2025**

**For information**