

Safeguarding and Welfare Requirement: Safety and Suitability of Premises, Environment and Equipment

Providers must take reasonable steps to ensure the safety of children, staff and others on the premises.

Health

The provider must promote the good health of children attending the setting.



Maternity Policy

Statement

We are committed to supporting the health, safety, and wellbeing of pregnant employees and their unborn babies. We comply fully with the Equality Act 2010, Management of Health & Safety at Work Regulations, and EYFS requirements.

Notification of Pregnancy

Employees are encouraged to inform management as soon as they feel comfortable. All information will be treated confidentially.

Risk Assessment

A pregnancy risk assessment will be carried out upon notification

The assessment will be reviewed regularly and whenever circumstances change

The employee will be involved in all discussions

Reasonable Adjustments

Where risks are identified, the nursery will:

- Adjust duties or working conditions
- Reduce manual handling
- Provide additional rest breaks and seating
- Adjust hours or duties if needed

If risks cannot be controlled:

- Alternative duties will be considered
- As a last resort, paid suspension on maternity grounds will be provided

Infection Control

The nursery follows strict infection control procedures. Pregnant staff will be advised to seek medical guidance following exposure to infectious illnesses. Adjustments or redeployment may be made where advised.

Antenatal Appointments

Pregnant employees are entitled to paid time off for antenatal appointments.

Review & Support

We promote open communication and regular check-ins to support physical and emotional wellbeing throughout pregnancy.

This policy was adopted by	Ladybirds Day Nursery
On	10/09/26
Date to be reviewed	10/09/27
Signed on behalf of the provider	
Name of signatory	Janine Lissack
Role of signatory	Owner
