

RA-010 — New & Expectant Mothers

Risk Assessment & Method Statement (Pregnancy / Recently Given Birth / Breastfeeding at Work)
 Primrose Weddings & Events Ltd | trading as Funky Fridays / Harrogate Food & Drink Co / Trufflehunters / Tasty Birds

Document Ref	RA-010
Issue Date	May 2026
Last Review	May 2026 — L. Aikman
Next Review	May 2027 (or on notification of a new pregnancy)
Owner	Operations Director
Linked Docs	HS-POL-001, RA-001, RA-002, RA-003, RA-006, RA-007, RA-008, RA-009, COSHH, IMP-001, POL-007

Legal basis. This assessment is issued under the **Management of Health & Safety at Work Regulations 1999 (Regulations 16-18)**, the **Health & Safety at Work etc. Act 1974**, the **Equality Act 2010** (pregnancy & maternity is a protected characteristic), the **Workplace (Health, Safety & Welfare) Regulations 1992 (Reg 25)** (rest facilities for pregnant / nursing workers), and HSE guidance **INDG373 — New and expectant mothers at work**.

1. Purpose & Scope

This RAMS sets out how Primrose Weddings & Events Ltd protects workers who are:

- **Pregnant** (any stage from confirmation onward),
- Have **given birth within the previous six months**, or
- Are **breastfeeding**.

It applies to **employees, agency workers, casual crew and self-employed contractors** working under our direction across *kitchens, festival pitches, hot-cooking stations, bars, FOH service, build & break, film & TV location catering, weddings and corporate events*. Where this RAMS is silent, the general site-specific risk assessment for that deployment applies; this document is read **alongside**, not instead of, the existing controls.

2. Notification & Trigger

1. A worker notifies the Operations Director (or their line manager) **in writing** that they are pregnant, have given birth in the previous 6 months, or are breastfeeding (MHSWR Reg 18). A WhatsApp / text / email all count as "in writing".
2. Within **7 days** of notification, the Operations Director (or delegate) carries out a **specific individual assessment** using this RAMS as the template. The general RA is no longer sufficient on its own from this point.
3. A copy of the individual assessment is provided to the worker. It is treated as confidential and held under the GDPR retention schedule (sensitive personal data).
4. The assessment is **reviewed at least once per trimester**, on the worker's request, on any material change of duties, and after any reported incident or near-miss involving that worker.
5. If the worker has **not** formally notified us but we are aware of a pregnancy, we may still apply control measures voluntarily, but our statutory duties are only triggered by written notification.

Reg 16(3) — suspension on full pay. If a risk identified by this assessment cannot be removed, controlled to an acceptable level, or avoided by altering working conditions / hours, we are required to: **(a)** offer suitable alternative work on no less favourable terms, or, if none is available, **(b)** suspend the worker from work on **full pay** for as long as necessary to protect health and safety. This is a paid suspension, not sick leave, and does not affect contractual benefits.

3. Hazard Register — Our Operations

Hazard	Where it arises	Initial risk	Control measures
Heat stress / hot environments	Production kitchen, hot-cooking line (BBQ, hog roast, rotisserie, big pan, fryers); summer outdoor pitches; under-canvas service in heat	High	<ul style="list-style-type: none"> • Reassign away from hot-cooking line to prep / pass / FOH cool stations. • Mandatory 15-min break every 2 hours in a shaded / cool area with seating + chilled water. • No work at temperatures > 28 °C ambient without immediate review; no work > 30 °C. • No fryer / chargrill / open-flame work in third trimester. • Free issue of cold drinks; sweat-wicking neutral uniform option permitted.
Cold / wet exposure	Winter outdoor events, early-morning build, walk-in fridges/freezers, long film-shoot days outdoors	Medium	<ul style="list-style-type: none"> • Walk-in freezer work strictly limited to < 5 min at a time; preferably reassigned away entirely. • Outdoor shifts < 5 °C avoided; if unavoidable, max 2-hour exposure with warm-room breaks. • Issue waterproof outers, thermal layers, insulated footwear at our cost. • Hot drinks freely available throughout shift.
Manual handling / lifting	Build & break, stock load-in, crate carrying, gas bottles, gazebos, water containers	High	<ul style="list-style-type: none"> • Manual lifting prohibited above 10 kg from 12 weeks; above 5 kg from 24 weeks; no lifting at all from 32 weeks. • No work involving LPG bottle handling (RA-009) at any stage of pregnancy. • Two-person lifts or sack-truck / trolley provided for any reassigned load. • Worker is empowered to decline any lift without challenge; refusal is logged as a positive control, not a performance issue. • Cross-reference: RA-006 Manual Handling.
Prolonged standing	Service shifts, bar, pass, plating	Medium	<ul style="list-style-type: none"> • Seated workstation provided where the task allows (prep, garnish, ticketing, EPOS host); anti-fatigue mats elsewhere. • 10-min seated break every hour (in addition to statutory breaks) from 20 weeks onward. • Maximum shift length capped at 8 hours from 20 weeks (festival 14-hour days excluded — see §5).
Slips, trips, falls	Wet kitchen floors, festival mud, cabling, ramped service trucks	Medium	<ul style="list-style-type: none"> • Non-slip footwear mandatory and supplied at our cost. • Spillages cleared <i>immediately</i> by other crew; no mop-and-bucket work assigned to expectant mother. • No work on raised platforms, scaffold, or truck ramps without handrails from 16 weeks. • Cross-reference: RA-007 Working at Height.
Working at height	Marquee & truss build,	High	

	signage, lighting rig, stacking shelves above shoulder		<ul style="list-style-type: none"> • No working at height > 0.5 m from confirmation of pregnancy onward. • No ladder, A-frame or step-up box work at any stage. • Reassign to ground-level duties.
Lone working	Late-night kitchen close, prep unit single-cover, film unit base alone	Medium	<ul style="list-style-type: none"> • No lone working from confirmation of pregnancy; minimum one buddy on site at all times. • Periodic check-in protocol from RA-001 escalated from 60-min to 30-min intervals. • Personal mobile + site emergency number confirmed at start of every shift.
Long shifts / fatigue / night working	Festivals (14-hour days), film catering early calls, late-night corporate events	High	<ul style="list-style-type: none"> • No shifts > 8 hours from 20 weeks; no shifts > 6 hours from 32 weeks. • No back-to-back days > 5 consecutive without two full rest days. • No night shifts (defined as containing 23:00–06:00) on production of a medical certificate from GP / midwife if the worker requests this exemption (MHSWR Reg 17). We will not require a certificate to grant it. • Multi-day festival deployments — sleeping accommodation must be ground-level, lockable, with toilet within 50 m.
Steam, hot fat, hot liquids	Combi ovens, pasta water, fryers, kettle, espresso machine	High	<ul style="list-style-type: none"> • Reassign away from open-fat fryers and oil filtration entirely. • Long oven gloves to elbow, splash apron, full enclosed shoes provided. • No fryer, pasta-cooker, or large-pot transfer from 24 weeks onward. • No coffee-machine descaling or kettle de-furring with chemicals.
Sharps & cuts	Knife work, mandoline, meat slicer, can opener	Medium	<ul style="list-style-type: none"> • Cut-resistant glove mandatory (free issue). • No mandoline / slicer / mincer operation at any stage of pregnancy. • No bone-out / butchery work. • Heightened first-aid response: cut requiring more than 1 dressing → straight to triage; pregnancy noted to first-aider on arrival.
Chemical / COSHH exposure	Cleaning chemicals (oven cleaner, bleach, sanitiser, fryer-cleaning gel, kitchen degreaser), gas leaks, fuel	High	<ul style="list-style-type: none"> • No work with COSHH-001 chemicals from confirmation of pregnancy. Cleaning reassigned to other crew. • No use of bleach (sodium hypochlorite) or oven cleaner (sodium hydroxide); food-safe alcohol sanitiser is permitted with gloves. • No LPG bottle changes, gas leak response, or fuel decanting (RA-009). • Adequate ventilation maintained where the worker is in any space cleaned by others (allow at least 30 min air change before re-entry).
Food-borne pathogens (listeria, toxoplasma, salmonella, campylobacter)	Raw meat, raw poultry, raw eggs, unpasteurised dairy, mould-ripened cheeses, charcuterie tasting	High	<ul style="list-style-type: none"> • Worker briefed in writing on NHS pregnancy food-safety list (raw / undercooked meat, raw shellfish, soft mould-ripened cheese, unpasteurised dairy, pâté, raw egg) — exposure handling not consumption. • Reassign away from raw-meat butchery, raw-poultry prep, raw-fish prep, charcuterie portioning, soft-cheese cutting and tasting plates involving the above. • Where any handling unavoidable: nitrile gloves (changed between tasks), separate board / knife, immediate handwash, no eating in same area. • No oyster / raw-shellfish service. • Cross-reference: HACCP Plan, Food Safety Risk Assessment.
Alcohol service exposure	Bars, hospitality, wedding service	Low	<ul style="list-style-type: none"> • Working in licensed environment is not in itself prohibited; worker may choose to be reassigned to non-bar duties on request — this is granted automatically without need to justify. • Late-night high-intoxication crowd events — reassign to BoH / kitchen by default from 24 weeks.
Vehicle & plant — pedestrian risk	Festival back-of-house compound, forklifts, telehandlers, delivery vehicles, generator refuelling	High	<ul style="list-style-type: none"> • No work in the operational zone of forklift / telehandler movement. • Hi-vis vest mandatory at all times in compound, even briefly. • No driving of company vehicles or trailers above 3.5 t from 28 weeks. • Personal driving for work — single-leg journey capped at 2 hours from 28 weeks; rest break every hour.
Stress & psychosocial	Customer-facing service in busy / drunken / aggressive environments; high-pressure plate service	Medium	<ul style="list-style-type: none"> • Reassign away from customer-facing roles where aggression / intoxication is foreseeable. • Defined "buddy" on every shift to take over if worker feels unwell. • Mental-health first-aider contact details on shift brief; same-day reassignment available without explanation. • Workload re-balanced — no double-stationing during service.
Whole-body vibration / impact	Long van/truck journeys, off-road on festival fields, generator pads	Medium	<ul style="list-style-type: none"> • No passenger or driver duties on off-road / rough-terrain crossings. • Generator refuel / start duties reassigned.
Welfare facilities	All settings — including festival back-of-house where facilities may be shared / distant	Medium	<ul style="list-style-type: none"> • Toilet access within 50 m of work position; queue-priority pass for accessible / crew toilets. • Quiet rest area with lie-down option provided at every event (Workplace Regs 1992 Reg 25); folding bed, blanket, dim light. Stocked in main kit. • Fridge access for personal food / drink / expressed milk. • For multi-day events, accommodation must be private, lockable, ground-level, with mains power.
Smoke, fumes, hot oil aerosol	Hog roast, BBQ pit, chargrill, deep-fat fryer extraction	High	<ul style="list-style-type: none"> • No work in the immediate smoke envelope of solid-fuel cooking. • Reassign upwind / downstream of extraction. • Where unavoidable transit through smoky zones: max 30 sec, no service-line stationing.
Antenatal appointments	—	Low	<ul style="list-style-type: none"> • Paid time off for antenatal care is a statutory right (Employment Rights Act 1996 s.55). We do not require a doctor's note for the first appointment; subsequent appointments may be evidenced if requested. • Appointments are scheduled into the rota; no negative shift treatment for declared appointments.

4. Post-Birth & Breastfeeding Provision

1. The worker is not required to disclose how they are feeding their baby; if they choose to breastfeed and continue at work, they should notify us in

writing so this RAMS section applies.

2. A **private, lockable, hygienic space** (not a toilet) is provided for expressing milk. This is set up on every deployment, in addition to the standard rest area — at base this is the office; at festivals it is a marked-off compartment in the crew truck with privacy screen, plug socket, chair, sink access nearby, and a fridge for storage.
3. **Two paid breaks of at least 30 minutes** are provided for expressing or feeding, in addition to statutory rest breaks, for the duration the worker chooses to breastfeed.
4. For workers within the first 6 months after birth: the manual-handling, fatigue, working-at-height and smoke/fume controls in §3 continue to apply on a phased basis, reviewed jointly with the worker on return.
5. If risks identified at return cannot be controlled, the Reg 16(3) suspension-on-pay protections in §2 still apply.

5. Method Statement — Reassignment Hierarchy

Where a hazard cannot be removed at source, controls are selected in this order:

1. **Eliminate** — remove the worker from the task entirely (e.g. reassign chargrill duty).
2. **Substitute** — replace the hazard with a lower-risk task (e.g. cold-prep instead of hot-line).
3. **Engineering controls** — anti-fatigue mats, mechanical lifting aids, extraction fans, screened workstation.
4. **Administrative controls** — shorter shifts, extra breaks, buddy system, paired tasks.
5. **PPE** — additional gloves, splash gear, footwear, hi-vis, thermal layers.
6. **Alternative role on equal pay** — move into prep unit / office / admin / FOH greeter.
7. **Reg 16(3) paid suspension** — only when steps 1-6 will not control the risk.

6. Festival & Multi-Day Event Specifics

Setting	Default approach for pregnant / new-mother crew
Festival (e.g. Bramham, Eisteddfod, Roundhay, MOBOS)	Reassign to BoH prep, EPOS host, kit-room, or cash-up . No hot-line, no build & break, no compound vehicle work. Sleep allocation in ground-level lockable cabin within 50 m of a clean toilet. Single 8-hour shift max.
Film / TV unit base catering	Permitted in service / hospitality role only; not in van-driving or on-set hot-cooking. Worker must have a quiet rest space identified on the unit base before crew call.
Wedding / corporate	Generally suitable — restrict to FOH service / plate-up / pass. No carrying of heavy stacks of crockery; no carving station; no service of carved meats over heated trays.
Crew catering (Funky Fridays)	Prep, cold-line, salad bar, hot-pass plating, dish-room (no fryer / hot-fat duties), EPOS, host. Standard counter service in a steady-paced unit, with seating provided behind the counter.

7. Training & Communication

- This RAMS forms part of the induction pack from May 2026 onward; all crew see it during onboarding even if not currently expecting, so the route to disclose is known.
- Line managers receive a 15-minute briefing on Reg 16 triggers, the §3 hazard register, and the §5 reassignment hierarchy.
- The Operations Director maintains the named-individual assessments. They are stored encrypted under the same HR system as onboarding details (see staff training portal onboarding flow).
- This RAMS is reviewed annually as part of the December review cycle *and* on each new notified pregnancy. Any change in HSE guidance / legislation triggers an immediate review.

8. Confidentiality & Equality Act

- Pregnancy and maternity are protected characteristics under the Equality Act 2010. Treating a worker less favourably *because of* pregnancy or maternity is discrimination, distinct from any health-and-safety obligation under MHSWR.
- Information about a worker's pregnancy / breastfeeding status is held on a strict need-to-know basis. It is not shared with clients, venues or third parties.
- Rotas, social-media posts and group chats do not identify the worker's status without their written consent.
- A worker has the right to raise a concern about any control in this RAMS without detriment.

9. Emergency Procedure

1. If a pregnant worker reports any of: **bleeding, severe abdominal pain, sudden swelling, sudden severe headache with vision changes, reduced fetal movement, fluid leakage, or a fall onto the abdomen** — call 999 immediately, do not "wait and see".
2. The shift first-aider stays with the worker; another crew member secures the worker's belongings, identifies next of kin from the emergency contact on the onboarding sheet, and clears a route for the ambulance.
3. The Operations Director is informed within 30 minutes regardless of severity, and a written record is opened (no waiting for shift end).
4. Any such event triggers a same-day re-assessment under §2.4 before the worker resumes any duties.
5. Cross-reference: RA-008 First Aid Policy, IMP-001 Festival Incident Management Plan.

10. Record Keeping

- The individual assessment, any reassignment notes, any Reg 16(3) suspension decision, and review records are held for the duration of employment + 7 years (consistent with payroll retention).
- All records are sensitive personal data under GDPR Article 9 and access is restricted to the Operations Director and the worker.
- RIDDOR-reportable events affecting a pregnant worker are reported to the HSE through the normal F2508 procedure regardless of pregnancy disclosure.

11. Review & Approval

Issued by	Linda Aikman — Operations Director, Primrose Weddings & Events Ltd
Date	May 2026
Signature	
Next review	May 2027 — or sooner on (a) any new notified pregnancy, (b) material change to operations, (c) change in HSE / legislation.
Acknowledged by worker (where)	Name: / Signature: / Date:

applicable)