

Pregnancy, Maternity and Parenting Guide

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The Pregnancy, Maternity and Parenting Guide will be reviewed annually by the Document Lead. Any significant changes beyond the scope of an annual review will require the approval of the Equality, Diversity and Inclusion Committee.

1. Introduction

Our [Equality, Diversity and Inclusion Policy](#)¹ articulates our commitment to embedding equality, diversity and inclusion within our organisational culture for the benefit of staff, students and applicants irrespective of whether or not they share any of the characteristics protected under the Act². We therefore strive to look beyond our legal obligations, as set out in the Equality Act 2010, in order to promote and advance equality, diversity and inclusion as we believe this to be ethically right and socially responsible. We are mindful therefore of the need to ensure that our students are not discriminated against on the grounds of pregnancy or maternity at any point within the student journey³.

Under the Equality Act 2010, discrimination can occur against a student because of her pregnancy or because she has given birth if:

- the student is treated unfavourably because of the pregnancy.
- within 26 weeks of the day of giving birth the student is treated unfavourably because she has given birth; this also applies in cases of miscarriage, still birth and neonatal death.
- the student is treated unfavourably because she is breastfeeding, and the child is less than 26 weeks old; if the child is more than 26 weeks old, unfavourable treatment because of breastfeeding is likely to constitute sex discrimination.

Although the Equality Act 2010 does not offer any protection to those associated with someone who is pregnant or in a period of maternity or being perceived to be pregnant or in a period of maternity, if a woman's partner is treated unfavourably because of her pregnancy or because she has given birth, this may constitute sexual discrimination.

2. Our approach

Our [Admissions Policy](#)⁴ articulates our commitment to realising the potential of every student (including applicants) to succeed with us here at Bloomsbury Institute irrespective of background or circumstances. We firmly believe that potential should know no barriers and so we do not view pregnancy or maternity as an obstacle to success. Instead, we strive to provide as much flexibility as possible to any student who is pregnant or within 26 weeks of the day of giving birth in accordance with our academic regulations and institutional policies and procedures. Again, this also applies in cases of adoption, miscarriage, surrogacy, still birth and neonatal death.

The support we are able to offer, and its timeliness is critically dependent on the stage at which the student confides in us. This guide provides information for staff and students in the case of a student becoming pregnant or a parent during their time at Bloomsbury Institute, including helping students who are about to become parents understand their rights and the processes for arranging maternity, adoption and paternity absence.

3. Notification of pregnancy

Students are under no obligation to disclose that they are pregnant, have decided to terminate a pregnancy or have miscarried. However, we would strongly advise them to do so in order for us to signpost at an early-stage sources of support (both internal and external), take into account any absences, and put in place any reasonable support measures. Students are encouraged to discuss their circumstances with our Disability and Wellbeing Manager who also has the role of Pregnancy and

¹ Available at <https://www.bil.ac.uk/qem/section-3/>

² The protected characteristics are age, disability, gender reassignment, race, religion or belief, sex, sexual orientation, marriage and civil partnership and pregnancy and maternity.

³ The student journey covers admissions; the provision of education; access to any benefit, facility or service; and disciplinary proceedings.

⁴ Available at: <https://www.bil.ac.uk/qem/section-3/>

Maternity Advisor.⁵ Students should be assured that any information they supply will be dealt with both sympathetically, confidentially, and in a non-judgemental way. Information will only be shared on a need-to-know basis and with the prior consent of the student concerned.

Students are advised to contact the Finance Department (fees@bil.ac.uk) at an early stage to discuss the financial implications of their personal circumstances and any Support Plan put in place for them. In addition, if a student is in receipt of a bursary or scholarship or other funding to support their studies, they should discuss this with the relevant funding body as it may be that their funding will stop should they decide upon a maternity-related leave of absence.

If an international student with a visa becomes pregnant, taking time out of their studies can affect their immigration status. It is therefore strongly recommended that students seek advice from our UKVI Compliance Manager (visa.compliance@bil.ac.uk) as soon as possible.

4. Support Plan

In consultation with the student and Registry, the Pregnancy and Maternity Advisor will draw up a Support Plan to ensure that (a) the student is not being disadvantaged, and (b) that academic standards are not compromised. Prior to finalisation, the Plan will be referred to the Head of Student Lifecycle to ensure that it is compliant with our academic and regulatory policies. All parties involved will need to sign the Plan, namely the student, the Pregnancy and Maternity Advisor, and the Head of Student Lifecycle.

At any stage in the above process, advice can be sought by any parties (including the student) of our Equality, Diversity and Inclusion Committee (EDIC)⁶. EDIC is responsible, among other things, for determining Bloomsbury Institute's strategic direction in relation to equality, diversity and inclusion, and ensuring this is articulated within our policies and procedures. It is also responsible for providing students and staff with an opportunity to discuss any concerns that they might have in relation to equality, diversity and inclusion. EDIC can be contacted via edic@bil.ac.uk

Given the emphasis we strive to place on both treating the student fairly and maintaining academic standards, we cannot guarantee that we will be able to accommodate all the requests that a student might make. In the event of the student requesting an adjustment which the Pregnancy and Maternity Advisor does not consider reasonable, the Pregnancy and Maternity Advisor should refer the request to our Equality, Diversity and Inclusion Committee for their advice. The Pregnancy and Maternity Advisor should record in the Support Plan any decision to refuse a particular request.

There may be occasions when the student's repeated absences will have an adverse impact on the studies of others e.g. those the student is working with on a group or pair work basis. In these circumstances, the needs of other students would also need to be considered.

In the case of students who are pregnant and already benefitting from adjustments for reasons other than pregnancy, we will separate out the different reasons and clarify with the student what flexibility relates to which reasons. For example, if a pregnant student is already receiving reasonable adjustments relating to disability, we need to consider what flexibility we would permit for a student without a disability who is pregnant and ensure that the same flexibility is afforded to the pregnant student. Were we not to do so, we would be in danger of treating the student with a disability less favourably than a student without a disability.

The Support Plan will summarise any special arrangements required during the pregnancy; the discussions had with the student regarding possible risks and an agreed timescale for her return to study. The arrangements themselves will vary depending on a wide range of factors that will reflect the student's individual circumstances and wishes, the point at which the student is in their studies, the structure and content of the particular course they are taking, any restrictions imposed by professional bodies and any related health and safety matters etc.

⁵ The role of Pregnancy and Maternity Advisor is an exempted role meaning that it is a role that can only be fulfilled by a female member of staff.

⁶ See Appendix B of our [Equality, Diversity and Inclusion Policy](#) for contact details.

It is important to note and explain to the student that should they decide not to take advantage of any adjustment which we have approved; they will not be able to use it in support of any subsequent Mitigating/Extenuating Circumstances claim. See Appendix A.

Support Plans may be relevant in the case of pregnancy, adoption, miscarriage, still birth and neonatal death.

Outlined below are just some of the measures the student might want to explore with our Pregnancy and Maternity Advisor with a view to incorporating them within an agreed Support Plan.

4.1 Reporting periods of absence

Should the student wish, they can study up to their due date, where practicable. However, they can also choose not to do so as they are entitled to request periods of absence. These would include a break from attending classes up to at least two weeks after giving birth for health and safety reasons, and also any antenatal care. The student might also ask to take a more lengthy maternity-related absence⁷ by applying for a study break. Information regarding this is outlined in our [Withdrawal, Study Break/Suspension of Studies and Deferral Policy](#)⁸.

We typically recommend that students take a study break or interruption lasting between six months and one year. Undergraduate students should note that funding will usually stop when their suspension of studies starts⁹ although they may still receive maintenance loans for up to 60 days after suspending their studies for maternity leave. Advice on general financial matters and any entitlements can also be obtained from our Finance Department fees@bil.ac.uk. In this way the students can take a break for one term or one year in their studies and then resume. However, if by deferring their studies, it means that they will need to take longer to complete their degree than would normally be permissible in line with either our regulations, those of the relevant awarding body or those of any relevant professional body, we will not be able to approve any such request. Information on applying for a study break is outlined in our [Withdrawal, Study Break/Suspension of Studies and Deferral Policy](#).

We will endeavour to help students who notify of us of their absences as detailed above or who embark on a period of maternity-related leave to catch-up on any lectures, seminars or workshops missed to ensure that they are not at an academic disadvantage from doing so.

In the case of a prolonged absence, our Pregnancy and Maternity Advisor will contact the student prior to their scheduled return to discuss any concerns the student might have about returning to study. Upon their return, our Pregnancy and Maternity Advisor will ensure that they are fully supported in their re-integration.

Students with a Student visa are not eligible for a study break and so for any lengthy breaks, they would need to withdraw from the course. We may grant a student permission to miss classes for pregnancy or adoption related absences, provided the student maintains academic engagement within a 60-day period and they provide us with evidence for their absences. The Pregnancy and Maternity Advisor is required to seek advice from the Compliance Manager on all pregnancy-related requests concerning a student's visa.

4.2 Assessment and examination

If a student is due to give birth near to or during assessment deadlines or the examination period, and they wish to complete their assessed work or sit their examinations, they are welcome to do so¹⁰. However, the student can also ask for reasonable adjustments to be made in order to help them fulfil the requirements of their course. These adjustments might involve the following examples:

⁷ The recommended period of maternity-related absence is 6 months to 1 year.

⁸ Available at: <https://www.bil.ac.uk/gem/section-3/>

⁹ Details on student finance can be found at: <https://www.gov.uk/browse/education/student-finance>

¹⁰ In some cases, we may feel it appropriate to ask the student to provide written confirmation from their doctor that they are fit to sit exams.

- Arrangements for the student to sit the examination in a location separate from other students in order to accommodate rest breaks and more frequent toilet breaks than those allowed for students who are not pregnant.
- Arrangements for the student to retake the examination at the next fixed examination period or agree an extension for resubmitting coursework.
- The application of mitigating/extenuating circumstances procedures in order to offer adjustments to submission dates for assessed coursework.

4.3 Financial Considerations

Students need to consider any financial implications and the support they can access. A student's funding may stop when a leave of absence begins. Students should seek advice from our Finance team (fees@bil.ac.uk) and/or from their funding body (for English Students this is Student Finance England, and for Welsh Students this is Student Finance Wales). Each individual's case will be different.

5. Sharing the Support Plan

With the consent of the student, the Plan will be shared with the student's other tutors to ensure that measures in the Plan are applied consistently. The Pregnancy and Maternity Advisor will meet with the student on a regular basis to monitor and review the Plan so that it continues to provide the support the student needs. In addition, the student is encouraged to maintain a regular dialogue with the Pregnancy and Maternity Advisor and their tutors particularly if they are experiencing any difficulties with their academic work as a result of any flexible arrangements or adjustments agreed.

6. Internship placements

Any student who is pregnant and wishing to take an Internship Placement should seek advice from our Pregnancy and Maternity Advisor who will signpost them to the relevant department. In addition, the student would be advised to notify her employer of her pregnancy at the earliest opportunity since her employer would need to undertake a risk assessment and take responsibility for any issues relating to the student's pregnancy.

7. Support for partners

Students whose partners are pregnant, should notify the Pregnancy and Maternity Advisor as early as possible in order to discuss any absences they might need in order to attend antenatal appointments with their partner and/or take some time off around the time of the birth. Any student wishing to take maternity/paternity/adoption-related leave would need to notify us in writing at least 15 weeks prior to their partner's due date. If in receipt of any funding, the student would also need to contact their relevant funding body to establish whether there would be any financial implications for them as a result of taking maternity/paternity/adoption-related leave of absence.

In addition, if a student's partner develops any complications with her pregnancy, or any maternity-related illness, the student should notify us so that we can help to support them during this period. This early dialogue is vital in case their partner's pregnancy or pregnancy-related health issues are likely to impact significantly on their studies. It may be that the student will be able to apply for mitigating/extenuating circumstances in the event of the birth or serious pregnancy related illnesses coinciding with examinations and assessment deadlines.

8. Adoption

Students who are planning to or who have become parents as a result of adoption are entitled to the same support and advice as other students who become parents during their studies, and the principles and processes outlined in this Guide should apply. It is recognised therefore that they may need to be

absent to attend such events as an adoption panel meeting, an adoption preparation course, or an adoption matching meeting.

It is acknowledged that the timeframe for adoption arrangements may not allow as much time for planning in comparison with a pregnant student, and where this is the case, the student and the Pregnancy and Maternity Advisor will follow the principles and processes as far as they are able.

Where two Bloomsbury Institute students are jointly adopting, only one member of the couple will be considered as the primary caregiver, who will be entitled to be considered for maternity/paternity related absence etc. For more guidance, please contact our Pregnancy and Maternity Advisor disability@bil.ac.uk

9. Breastfeeding and rest facilities

The Equality Act 2010 affords explicit protection to women who breastfeed in public places and we would not refuse a student access to Bloomsbury Institute premises because they are breastfeeding or have a baby under 26 weeks old with them. Our approach is that provided babies are supervised at all times, any health and safety risks have been addressed, and there is no disruption to other students' learning, babies should be allowed on Bloomsbury Institute premises to deal with administrative issues.

Any students needing to breastfeed their baby whilst on Bloomsbury Institute premises, should seek advice from the Reception staff at the relevant building on a possible private area in which to do this and we will do our best to accommodate such a request whenever possible.

Students with young babies wishing to access the facilities offered by Birkbeck College, they should seek advice from the Reception staff at the relevant building. ~~would need to refer to Birkbeck's Guidance Notes on Children, Young Persons and Vulnerable Adults on Birkbeck premises. The latter state that students and visitors can bring their children onto Birkbeck premises only for social purposes such as organised functions or for brief visits that are restricted to low hazard.~~ The On Birkbeck premises students and visitors can bring children only for social purposes such as organised functions or for brief visits that are restricted to low hazard areas.¹¹ The children must always remain under the supervision of an adult. It is not possible, therefore, for students to take children into classes with them.

10. Support and independent advice

Although students are advised to notify our Pregnancy and Maternity Advisor of their circumstances, they are also welcome to approach a member of the Student Engagement, Wellbeing and Success team, or the Chair of the Equality, Diversity and Inclusion Committee for support and advice. Their contact details can be found in Section 12 below.

We would encourage any student who miscarries to speak to either one of their tutors or our Pregnancy and Maternity Advisor (depending on who they feel most comfortable talking to) to explore avenues of support available to them.

In terms of leave arrangements, we would not make any distinction between live births, still births or the death of a baby shortly after birth.

Students who decide not to continue with their pregnancy are encouraged to speak in complete confidence with the Pregnancy and Maternity Advisor who will be able to signpost them to relevant government services for support and independent advice.

If a student is unhappy with the support or advice offered, they may wish to raise the matter initially with either our Student Guild or our Equality, Diversity and Inclusion Committee (EDIC). Alternatively, students may choose to explore this through our [Student Complaints Policy and Procedures](#)¹².

¹¹ Safety and evacuation procedures

¹² Available at: <https://www.bil.ac.uk/gem/section-3/>

11. Health and Safety

Most of our courses are taught on Birkbeck premises and so the health and safety of our students is ensured through both our own policies and procedures and those of Birkbeck College. For more information, please check the webpages below.

Students are encouraged to notify Bloomsbury Institute of their pregnancy as soon as possible so that consideration of their needs can be made. Notification is particularly helpful within the first 13 weeks of pregnancy when health considerations are particularly acute, although Bloomsbury Institute recognises that this is a very sensitive stage when individuals often prefer to keep the matter private.

Although the nature and delivery of our courses are not thought to pose additional risks to the health and safety of pregnant students beyond those that are covered by our existing compliance, we will, nevertheless, undertake a risk assessment for any pregnant student to ensure that this is the case (see Appendix B).

Bloomsbury Institute

Health and Safety Policy

<https://www.bil.ac.uk/qem/section-3/>

Student Guide to Health and Safety

<https://www.bil.ac.uk/qem/section-3/>

Birkbeck College

Birkbeck's Safety Office

<http://www.bbk.ac.uk/so/>

Other

Working with display screen equipment (DSE)

<https://www.hse.gov.uk/msd/dse/>

Pregnancy and baby (NHS)

<https://www.nhs.uk/conditions/pregnancy-and-baby/backache-pregnant/>

12. Sources of support

Internal

- Equality, Diversity and Inclusion Committee edic@bil.ac.uk
- Finance Department fees@bil.ac.uk
- Student Engagement, Wellbeing and Success sews@bil.ac.uk
- Pregnancy and Maternity Advisor disability@bil.ac.uk
- Student Guild michelle.brown@bil.ac.uk
- Compliance Manager visa.compliance@bil.ac.uk

13. Related regulations, policies and procedures

- Admissions Policy
- Engagement Policy
- Equality, Diversity and Inclusion Policy
- Health and Safety Policy
- Health and Safety Student Guide
- Safeguarding Policy
- Student Complaints Policy and Procedures
- Withdrawal, Study Break/Suspension of Studies and Deferral Policy

Appendix A: Support Plan

This form aims to guide discussions with students during their pregnancy and maternity and will therefore help shape (and form part of) any Support Plan agreed for the student. The Maternity and Pregnancy Advisor will complete the form with input from the student and relevant Course Leader.

The form should be reviewed at key stages (e.g. 24 weeks and prior to return to study). If the student's circumstances change the plan will be amended.

Contact details		
1	Student's details	
	Name	
	Student number	
2	Reason for support	
	Pregnancy, adoption, miscarriage, still birth, neonatal birth, termination etc. (please specify)	
3	Course details	
	Course title	
	Year of Course	
Key dates (to be reviewed and added to over the course of pregnancy and maternity)		
4	What is the student's due date or that of their partner?	
5	When were we notified of the student's due date or that of their partner?	
Informing other staff and students		
6	Who will need to be informed about the student's pregnancy and when would the student like them to be informed? [The student will be required to complete a Consent to Share form.]	
	Name and title	Date
Pregnancy-related absence		

7	Will the dates or times of antenatal appointments affect the student's studies?	
8	Are there any pregnancy-related illnesses that may affect the student's ability to continue with their studies?	
9	If yes to either of the above questions, what arrangements have been made to enable the student to catch up?	
Assessments		
10	Is the student unable to complete any assessments due to her pregnancy or maternity?	
11	If so, provide details:	
12	What alternative arrangements have been made for any outstanding or incomplete assessments? Is the student involved in any group work assessments or projects that may have implications for other students? If "yes", who is the module leader?	
Maternity-related absence (students should provide information in writing at least 15 weeks before their due date)		
13	How much maternity-related absence does the student intend to take?	
14	When does the student intend to start maternity-related absence?	
15	When does the student intend to return from maternity-related absence?	
16	Will the dates of maternity-related absence affect the student's ability to complete any course or module requirements?	
17	If so, what arrangements have been made to enable the student to complete the module?	
18	What information will the student require during maternity-related absence to keep up to date on course developments?	
Finance		
19	Has the student been advised to explore the financial implications of their circumstances for their studies?	
20	Is the (UK) student aware that their mode of study will affect their childcare funding entitlement?	
	International Students	

21	Has the student been advised to meet with our Compliance Manager to discuss any implications on her immigration status?	
22	Possible airline restriction?	
	Mitigating/Extenuating Circumstances	
23	Has the student been informed about how to apply for mitigating/extenuating circumstances in the event their pregnancy, maternity or parental responsibilities affect examinations and assessments?	
24	Further Information Any other information or comments. Continue on a separate sheet if necessary	

Final details and signatures	
Plan to be reviewed on	
Approved by Head of Student Lifecycle	
Name	
Signature	
Date	
Agreed by Pregnancy and Maternity Advisor	
Name	
Signature	
Date	
Agreed by student	
Name	
Signature	
Date	

Appendix B: Pregnant Student Risk Assessment Guidance

The table below contains notes on good practice which are not compulsory, but which you may find helpful when considering what you need to do. In addition, we would advise you to read the online guidance at [Support for pregnant students](#) and consult with our Pregnancy and Maternity Advisor disability@bil.ac.uk before completing the risk assessment.

Risk ID	Significant hazards or possible risks	Nature of risk in pregnancy	Control measures to consider
Common hazards relevant to all pregnant and nursing students			
1	Prolonged use of computers/Display Screen Equipment (DSE).	Backache, thrombosis or varicose veins through sitting for a long time. Postural problems/discomfort in later stages of pregnancy, due to increased girth. Hormonal changes can affect ligaments, increasing susceptibility to injury through using the mouse/keyboard.	It is important that regular breaks are taken away from computer work. In some cases, it may be necessary to reorganise the workstation or use a more comfortable chair. Refer to HSE guidance on Working safely with display screen equipment
2	Manual handling, movement and posture. Examples: Carrying equipment, frequent or prolonged periods of lifting, stretching and reaching or working in areas where space is restricted or limited.	Hormonal changes can affect ligaments, increasing susceptibility to injury. Problems may increase as pregnancy progresses, especially if long periods are spent in awkward positions or standing/sitting for a long time. Particular care is needed if students handle loads during the first three months following childbirth or returning to work with medical complications e.g. following a caesarean.	Adjust work to remove or reduce the need for heavy lifting or handling, stretching, reaching or working in areas where space is restricted or limited. Use lifting aids such as trolleys or get help. Increase rest breaks or vary activities to avoid prolonged sitting or standing. For example, presentations could be given by sitting rather than standing for long periods, or a combination of both. Refer to NHS guidance on back pain in pregnancy

Risk ID	Significant hazards or possible risks	Nature of risk in pregnancy	Control measures to consider
3	Stress and fatigue.	Hormonal, physiological and psychological changes occur and sometimes change rapidly during and after pregnancy, sometimes affecting susceptibility to stress, or to anxiety or depression. Financial, emotional and academic concerns may cause anxiety and stress, due to changes in circumstances brought about by pregnancy. Additional stress may occur if a student's anxiety about their pregnancy, or about its outcome (e.g. where there is a past history of miscarriage, stillbirth or other).	The individual and the Pregnancy and Maternity Advisor should review priorities to ensure demands are manageable. Review as necessary during the term of the pregnancy.
4	Difficulty of evacuation from an area in an emergency.	Lack of ability to move quickly or cope with stairs in the event of a practice evacuation or actual incident requiring evacuation.	If a pregnant student is concerned about safety during an evacuation can wait until the majority of people have done so before descending stairs. If pregnant students experience mobility problems or would have difficulty evacuating by stairs (e.g. towards the later stages of pregnancy) a Personal Emergency Evacuation Plan (PEEP) can be put in place in consultation with the Fire Safety Manager.
5	Availability of first aid care.	Possible conditions: nausea, fainting or dizziness during pregnancy, miscarriage or premature birth.	All Birkbeck buildings have a first aider. In case of an emergency lecturers can call 555 if there is a phone in the class or send a student to the building's reception to ask for assistance and let them know that an ambulance has been called, so they can send the paramedics to the correct room.

Risk ID	Significant hazards or possible risks	Nature of risk in pregnancy	Control measures to consider
6	UK-based work placements.	Hazards associated with work placement. Travel to/from work placement.	Review the requirements of the work placement and whether these will still be suitable for the pregnant student. If the pregnant student wishes to continue with the work placement, the host employer will need to be informed and they will need to carry out a risk assessment. This is a legal requirement in the UK where a student is training for employment. See Protecting pregnant workers and new mothers If the individual will be working away from home for a prolonged period, they should discuss access to health care with their doctor. They may need to register with a local Doctor's surgery.
7	Passive smoking.	Cigarette smoke is mutagenic and carcinogenic and is a known risk to pregnancy where the student smokes. Cigarette smoke can also aggravate preconditions such as asthma. The effects of passive smoking are less clear but are known to affect the heart and lungs, and to pose a risk to infant health.	To reduce the risk to all including new and expectant pregnant students, smoking is strictly prohibited within and at the entrances of all Bloomsbury Institute and Birkbeck buildings. This includes doorways and covered walkways.
8	Exposure to infectious diseases.	Infectious diseases such as: Mumps and Rubella can spread among the student population because of fewer requirements for inoculation in other countries, greater social mixing and living in close proximity. These diseases can cause miscarriage or birth defects.	Pregnant students should check their immune status with their doctor and, if necessary, have an MMR vaccination. Also see NHS Infections in pregnancy that may affect your baby
9	Lone working (These provisions do not apply to the individual's own leisure time or studying from home.)	Unable to summon help if experiencing pregnancy related illness whilst working alone. Possible conditions: nausea, fainting or dizziness during pregnancy, miscarriage or premature birth.	Review suitability of any lone working arrangements.

Risk ID	Significant hazards or possible risks	Nature of risk in pregnancy	Control measures to consider
10	Travelling.	Travelling can be problematic for pregnant students, involving risks including fatigue, vibrations, stress, static posture, discomfort and accidents. These risks can have a significant effect on the health of new and expectant pregnant students.	The different activities the student is involved in will have an effect on the level of fatigue therefore please refer to specific entries within this table to assess how to reduce the risk. Pregnant students should seek advice from their doctor about flying. Some airlines will not let passengers who are pregnant fly towards the end of their pregnancy. NHS guidance on travelling and pregnancy
11	Risks relating to a country being visited.	Access to health care, health risks, working in remote areas, poor travelling conditions. The risk will vary greatly depending on the nature of the trip and the country being visited.	Review whether proposed overseas travel is still appropriate or whether a less “risky” placement or alternative to travel may be possible. See NHS guidance on travelling and pregnancy Pregnant students should consult their Doctor before undertaking long distance travel. If the risk assessor has concerns, they should ask the student to provide a confirmation letter from their Doctor that it is safe for them to travel. Students should research health facilities and potential health/security risks in the area being visited. Also refer to FCO advice for information on the country being visited. Check that travel insurance covers pregnancy-related medical care.
12	Pre-existing medical conditions.	This guidance document assumes a healthy individual with no pre-existing medical conditions or disability. Risk may be increased in the presence of disease or disability.	Further advice (from a doctor for example) may be required where students have pre-existing conditions or disabilities.

Risk ID	Significant hazards or possible risks	Nature of risk in pregnancy	Control measures to consider
13	Movements and posture.	Sitting - constant sitting during pregnancy poses a relatively high risk of thrombosis or embolism. In the later stages of pregnancy, students are likely to experience backache, which can be intensified by remaining in a specific position for a long period of time. Standing - standing for a prolonged period of time may cause dizziness, faintness and fatigue.	Avoid spending long periods handling loads or standing/sitting without regular exercise/movement to maintain circulation. Provide the opportunity to alternate between standing and sitting. If this is not possible, you should provide for breaks.