**Risk assessment for the protection of pregnant and vulnerable workers from strains of COVID-19.**

Whilst there is no official shielding in the community, we remain committed to supporting and protecting our most vulnerable workers (e.g. formerly shielding) during COVID-19 pandemic. This briefing reminds of additional safeguards and protective measures that should be in place to ensure pregnant and vulnerable workers are supported and protected.

Managers are therefore required (Health & Safety duty of care) to complete Covid-19 specific individual risk assessments for every pregnant employee and vulnerable staff members. This should be carried out in addition to mandatory risk assessments. This risk assessment will consider whether any suitable alternative working arrangements should be put in place to support pregnant individuals and vulnerable staff to reduce the risk of exposure to Covid-19 in the workplace. This may include obtaining advice from the occupational health department, workplace adjustment team and/or health and safety colleagues. Staff may be supported by a colleague or represented by a TU Representative at these meetings.

Each personal risk assessment should be revisited regularly. It is suggested this be monthly to discuss any further adjustments that may be necessary.

Please note that the following resources are also available to assist you in supporting staff.

[COVID-19: Advice for pregnant employees](https://www.gov.uk/government/publications/coronavirus-covid-19-advice-for-pregnant-employees/coronavirus-covid-19-advice-for-pregnant-employees)

[HMPPS COVID-19 Pregnancy Guidance](https://intranet.noms.gsi.gov.uk/covid-19-coronavirus/staff-and-managers2/pregnancy)

[Workplace Risk Assessment Guidance for Vulnerable People Working in Different Industries](https://www.hse.gov.uk/coronavirus/working-safely/index.htm)