**Pregnancy**

The shielding programme in England and Wales ended in July 2021. People who were previously considered clinically extremely vulnerable (CEV) will not be advised to shield in the future or follow specific national guidance however it is recognised that you're at higher risk of getting seriously ill from COVID-19 if you're pregnant. If you get COVID-19 late in your pregnancy, your baby could also be at risk.

It's strongly recommended that you get vaccinated against COVID-19 to protect you and your baby.

It's also important to follow [NHS Pregnancy and coronavirus advice](https://www.nhs.uk/conditions/coronavirus-covid-19/people-at-higher-risk/pregnancy-and-coronavirus/) to stop the spread of COVID-19 throughout your pregnancy.

If you are more than 28 weeks pregnant, or if you are pregnant and have an underlying health condition that puts you at a greater risk of severe illness from COVID-19 at any point in pregnancy, you may want to consider limiting close contact with people you do not normally meet with regularly.

Your manager is required to complete the HMPPS pregnant workers risk assessment. This risk assessment will consider whether any suitable alternative working arrangements should be put in place to support you while at work and to implement measures to eliminate or reduce the risks including exposure to Covid-19. 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.

For many pregnant workers, this may require working flexibly from home in a different capacity and managers should consider both how to redeploy these staff and how to maximise the potential for homeworking, wherever possible. If risks cannot be adequately mitigated and individuals cannot work at home in their current role, it may be appropriate for individuals to take up an alternative role or adjust their working pattern temporarily.

Where employees cannot work from home either in their own or an alternative role and cannot attend the workplace safely as identified through their personal risk assessment and in line with the departmental workplace risk assessment, other options should be considered including paid special leave.

The pregnant workers risk assessment should be reviewed regularly. It is suggested this be done monthly to discuss any further adjustments that may be necessary. A review would also be triggered by significant change in circumstance.

Useful Links

[HM Prison Service New and expectant mothers guidance and Risk Assessment Form](https://intranet.noms.gsi.gov.uk/__data/assets/word_doc/0004/694354/New_and_expectant_mothers.doc)

[COVID-19 vaccination: a guide for women of childbearing age, pregnant or breastfeeding](https://www.gov.uk/government/publications/covid-19-vaccination-women-of-childbearing-age-currently-pregnant-planning-a-pregnancy-or-breastfeeding?utm_medium=email&utm_campaign=govuk-notifications&utm_source=05c60417-903f-456b-92ac-63a511930914&utm_content=daily)