



Accepting Pregnant Learners on Courses Policy & Procedure

Version 4

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Next Review Date – 23/07/2027

Responsibility – Envisage Managers, tutors & assessors

Accepting Pregnant Learners on Courses

It is unlawful to treat women less favourably because of their pregnancy. However, The Management of Health and Safety at Work Regulations 1999, requires a risk assessment to be undertaken for candidates who may be pregnant and involved in tasks on our courses that could involve risk to herself or her baby.

A specific risk assessment has been completed (PARMED-X for Pregnancy) and is contained within our general risk assessments file.

The general procedures for accepting a pregnant learner are as follows:

- Learners to inform Envisage at course enrolment that they are pregnant.
- Envisage will ensure that all tutors are notified of pregnant candidates
- The learner will complete the risk assessment (PARMED-X for Pregnancy)
- The learner will be informed of the current exercise during pregnancy guidelines (ACOG)

Tutors will consider the following points when teaching pregnant candidates

- The contents of the risk assessment for pregnant learners
- Pregnant learners can continue with normal tasks up to 20 weeks of pregnancy
- After 20 weeks tutors should:
 - Limit the learner's access to heavy lifting
 - Reduce or eliminate standing for long periods
 - Limit exposure to areas that have a slip hazard

General Guidance.

Tutors will:

- Allow frequent breaks to cooler areas if teaching in a hot classroom
- Modify the workspace as appropriate to ensure the learner is comfortable
- Allow for frequent toilet breaks
- Refer to the current exercise during pregnancy guidelines (ACOG) as required
- A course transfer can be taken up with no costs associated with this process if that suits the learner better than continuing.

Related Documents

- PARMED-X for Pregnancy [course file – office 365]
- Exercise During Pregnancy Guidelines [course file – office 365]
- ACOG <https://www.acog.org/womens-health/search?q=exercise%20in%20pregnancy>

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