



Athboy Community School

Pregnancy Policy

January 2025

1. Policy

It is the policy of Board of Management of Athboy Community School, in so far as is reasonably practicable, to protect the safety, health and welfare of pregnant, postnatal and breastfeeding staff at the school and to do so in accordance with the requirements of the [Safety, Health and Welfare at Work \(General Application\) Regulations 2007](#), Part 6, Chapter 2, Protection of Pregnant, Post Natal and Breastfeeding Employee.

While the above legislation applies to staff members of the school, the Board of Management, mindful of its student population, has extended this policy to include also students that are pregnant or have recently given birth as they too could be affected by the work activities of the school and could therefore also be at risk.

2. Notification

In the interests of their own health and safety and that of their unborn/nursing child, all pregnant and breastfeeding staff members and students are strongly encouraged to report their pregnancy/breastfeeding to school principal as early as possible and provide an appropriate medical certificate of their condition. This information will, where possible, be treated sensitively and confidentially by School Management.

3. Risk Assessment

Once the school principal becomes aware that a staff member or student is pregnant, they will arrange to assess the specific risks from school activities and the work environment and take action to ensure that the staff member or student is not exposed to anything, which would damage either her health or that of her developing child.

Athboy Community School will use the risk assessment template provided by the Health and Safety Authority to carry out the requisite risk assessment to determine the next steps and required controls.

https://www.hsa.ie/eng/education/managing_safety_and_health_in_schools/new_guidelines_files/pregnant-post-natal-and-breastfeeding-women-no-27.pdf

4. Review

This policy will remain current and will be subject to review when there is a change in legislation or at the request of the Safety Committee or Board of Management.