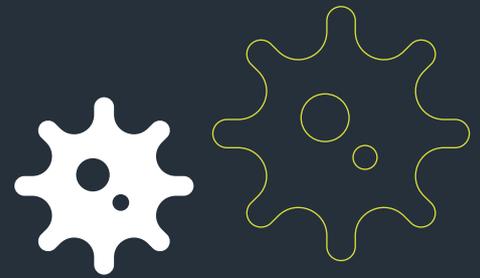


Covid-19 and pregnancy Dos and Don'ts



Risk assessments



DO ensure that you've had a separate, individual risk assessment that takes into account your pregnancy, Covid-safety measures in your workplace and the prevalence of the virus in your local area. Pregnant women at all stages of pregnancy are classed as clinically vulnerable.

DON'T accept that individual risk assessments are set in stone – they **must** be revised to take into account the stage of your pregnancy, other circumstances at work and the prevalence of the virus in your local area.

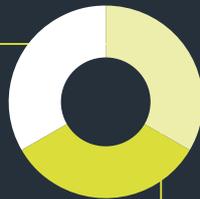
Maternity leave

DO exercise your maternity rights and work out when is best for you to start your maternity leave. Read our guide and FAQs on Pregnancy and Maternity

DON'T start your maternity leave earlier than you have to. Your employer is responsible for keeping you safe at work and should medically suspend you on full pay if your workplace is not safe for you. Your NEU rep can help you to explain that you do not want to start your leave until it is right for you.



The third trimester



DO inform your employer of the increased risks to pregnant women in their third trimester. It is reasonable to ask your manager to work from home or for you to be suspended on full pay. The NEU recommends all women in their third trimester work from home.

DON'T agree to come into work if it is unsafe. Size of classes makes social distancing difficult and pregnant women in this trimester must be allowed to work from home or redeployed onto duties that can be completed from home such as co-ordinating remote learning.

Pay



DO get in touch with your workplace rep if you have concerns about pay progression. Consider requesting an adjustment to your objectives. Read about our fair pay for all advice.

DON'T accept pay progression denials because you have been on maternity leave. This is maternity discrimination.

These are minimum standards for keeping everyone safe and ensuring reasonable working conditions. If you and members are concerned about what is happening in your workplace, use our escalation guidance available on the link below.



Did you know that members on maternity leave, shared parental leave, or adoption leave do not have to pay membership fees?

To find out more visit neu.org.uk/neu-membership-rates

neu.org.uk/coronavirus-reps

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