

## Guidance for supporting pre-registration health care pregnant students on placement

The University holds Practice Placement Agreements with each of its placement providers in which placement providers are deemed to be the 'employer' of the student whilst on placement, from an indemnity and health and safety perspective.

Students are encouraged at various stages within the pre-registration programmes to disclose health related issues which may impact upon placement planning so that appropriate reasonable adjustment may be made. This is designed to ensure the student is not put at undue risk and that appropriate support is provided.

Once a student discloses their pregnancy, it is the responsibility of the placement area to undertake a risk assessment and to determine whether any restrictions are necessary because of the student's condition, see [Risk assessment template for pregnant students](#). This risk assessment should be reviewed at regular intervals throughout the pregnancy.

A copy of the risk assessment should be included in the students Practice Assessment Document (PAD). A copy of the risk assessment should be made available to the link lecturer and concerns raised if it is felt that the student's learning experience on placement will be compromised. A copy of the risk assessment will need to be sent to the Occupational Health and Well Being Centre at the Oxford Hospitals NHS Trust<sup>1</sup>. An [Occupational Health Referral form](#) should be submitted if a student is experiencing any concerns/medical issues associated with their pregnancy which may impact adversely on their ability to undertake any aspect of their course. Students should be encouraged to inform their practice assessor/supervisor(s) of their condition as soon as possible in writing, as per the Health and Safety Executive (HSE) guidance, for their own wellbeing and safety, and that full exploration of the risks associated with specific placement areas/activity may be undertaken to inform decisions regarding adjustments to activities or work patterns.

The student needs to be supported in exactly the same way as an employed member of staff.

If placement staff are concerned as to the student's wellbeing whilst on placement, they should speak to the student and inform the link lecturer with the student's consent. The placement area should review the risk assessment if there are any changes to the student's abilities to function in the workplace or changes in risk. The link lecturer will be informed of any concerns about Fitness to Practise, with or without the student's consent, but the student should be notified that this will happen.

Prior to a student returning from maternity leave, an [Occupational Health Referral form](#) should be submitted to the relevant provider, so an appropriate health assessment can be undertaken. This ideally would be no more than 4 weeks before the expected date of return.

Please refer to guidelines on Health and Safety executive web site - <http://www.hse.gov.uk/mothers/faqs.htm>

---

<sup>1</sup> The Occupational Health and Well Being Centre at the Oxford Hospitals NHS Trust, who hold the contract for Occupational Health for all pre-registration students.