



Response Date:12/06/2026

2026/584 - Pregnancy risk assessment

In response to your recent request for information regarding;

Please provide the following information in relation to pregnancy risk assessments for staff in roles with potential exposure to hazardous substances or environments:

1. A copy of any template pregnancy risk assessment form used for staff in scientific investigation roles.

Crime Scene Investigation and Chemical lab have their own risk assessment which covers the biological (deceased persons for CSI) and Chemical for the lab. Other departments covered by North Wales Police generic risk assessment. First attachment is a template risk assessment for Fingerprints. Second attachment is relevant to Crime Scene Investigation.

2. Any policy or guidance governing pregnancy risk assessments for staff in scientific investigation units, including:

- **Crime Scene Investigation (CSI) / Scene of Crime Officers (SOCO)**
- **Fingerprint examination units**
- **Chemical or forensic laboratories**
- **Digital forensics / cyber investigation teams**
- **Any other technical units involving exposure to hazardous chemicals, biological material, or radiation**

Policy would be same as force wide. For police staff this is:

Risk Assessment

Once you have informed your Line Manager of your pregnancy, they will arrange for a Risk Assessment to be completed. A further Risk Assessment will be completed upon your return to work. This is to ensure the health and welfare of you and your baby whilst you are working and is also in accordance with the Health and Safety at Work Act. As a consequence of a risk assessment Operational Police Staff wishing to continue duties beyond their third month of pregnancy may need to be assigned alternative duties to protect their health and welfare during pregnancy.

For police officers this is:

Pencadlys yr Heddlu,
Glan-y-Don, Bae Colwyn LL29 8AW
www.heddlugogleddcymru.police.uk

Police Headquarters,
Glan-y-Don, Colwyn Bay LL29 8AW
www.northwales.police.uk

HEALTH & SAFETY

Your force should have a generic risk assessment which sets out the potential risks in the workplace for women officers of childbearing age. You need to consider the implications of this if you are planning to have a baby or think you might be pregnant.

Once you tell the force **in writing** that you are pregnant (or if you have returned to work after having a baby in the last 6 months or if you are breastfeeding), they need to carry out regular specific risk assessments on you. The force must provide you with the risk assessment and you should discuss it and the requirements of your role with your medical advisors. You should feed into the force any medical advice you receive from your medical advisors, so that they can take it into account in subsequent risk assessments.

Your risk assessment should be regularly reviewed; for example, each time you have had an antenatal care appointment

If a significant risk is identified that could cause harm to you or your child and which cannot be controlled, then:

- 1 – Your working conditions or hours must be altered to avoid the risk. If that is not possible:
- 2 – You must be provided with suitable alternative work. If that is not possible:
- 3 – You must be suspended from work for as long as necessary to protect your health and safety and that of your child.

The actions taken to reduce or remove the risks do not have to be done in the above order; the most appropriate measures should be taken at the relevant time. The force should not have a policy of simply moving you to a particular role because you are pregnant; they must have undertaken a suitable risk assessment that includes an assessment of the risks associated with maintaining you in your current role and identify any concerns about a new role.

If your working conditions or hours are altered, or if you are moved to another job or suspended from work because of health and safety concerns, you are entitled to your basic pay and any allowances designed to meet a particular expense (e.g. dog handler's allowance, London and South East allowance, London Weighting), but not to any allowances which relate to the performance of specific tasks in particular circumstances, where you do not actually perform those tasks because of your pregnancy (e.g. overtime, unsocial hours payment). Regulation 36 of Police Regulations enables a chief officer to remove payments of allowances designed to cover expenditure after 28 days in circumstances where, owing to absence on sick or maternity leave, the expenditure is no longer being incurred.

Forces should not be risk averse. Many women can and do work productively throughout their pregnancy. The Health and Safety legislation does not require that all risks are removed, just that they are reduced to an acceptable level. For example, a pregnant officer may still work nights or shifts, unless the risk assessment has concluded otherwise or a doctor or midwife has provided a medical certificate stating she should not work nights.

In the final analysis, the force is responsible for the health, safety and welfare of you and your child, but it must have gone through a formal risk assessment process with you and taken all known relevant medical advice into account. In some circumstances, failure to undertake a risk assessment may be a breach of health and safety law and unlawful sex discrimination under the Equality Act.

3. For the last five financial years (2019/20 to 2023/24), how many pregnancy risk assessments were conducted for staff in scientific investigation units?

4

4. Of those assessments, in how many cases was the member of staff:

a) Temporarily redeployed to alternative duties?

b) Unable to continue in their role for the duration of their pregnancy?

0 for both questions

5. Does your force maintain a register of substances to which pregnant staff in these units may be exposed? If so, please provide a copy or summary.

Covered in risk assessment under substance sections, there is no register of specific chemicals. Chemical lab staff have treatments to avoid as part of their risk assessment which are:

White (titanium) powder

Black (carbon) powder

Wet powder black (carbon)

Wet powder white (titanium)

Silver nitrate solution for PD

THIS INFORMATION HAS BEEN PROVIDED IN RESPONSE TO A REQUEST
UNDER THE FREEDOM OF INFORMATION ACT 2000, AND IS CORRECT AS AT 11/06/2026



NORTH WALES POLICE

RISK ASSESSMENT HS4

Box 1

Rev 3

Risk Assessment I.D.No.		Type of Assessment (Tick applicable)		Name & SULO Of Assessor	
		Local			
Assessment Date	Original Assessment Date	Date of Last review		Review Date	

Box 2

Task or Activity Assessed
Detail: New and Expectant Mothers – Chemical Treatments Laboratory Risk Assessment Further ref. - HSE booklet "New and expectant mothers at work - A guide for employers" RAG HR 305 New & Expectant Mothers

Box 3 Key. Persons at Risk:- E=NWP Employees. Pub=Member of public. Vis = Visitors. VP= vulnerable people (new staff, temporary, new or expectant staff, young persons, lone workers, persons with disability, others) Con=contractors NWP = Force (legislation)

Risk Rating:- S = severity. L= likelihood. R = rating(S x L. see Risk Evaluation Matrix)



NORTH WALES POLICE

RISK ASSESSMENT

HS4

No.	Description / Hazard	Person s at Risk	Pre Control Risk Rating			Control Measures	Contro l Measu res In Place? Y/N	Post Control Risk Rating			Accepta ble? Y/N
			L	S	R			L	S	R	
1.	Contact with items/scenes with blood present (also relevant to all blood stain treatments (Acid Black 1, Acid Yellow 17, Acid Violet 7, Amido Black)) Dangerous pathogens can affect the unborn child if the mother is infected during pregnancy. Examples are:- Hepatitis B, HIV (AIDS)	E, V, VP, CON	3	14	42 M	Total avoidance of exposure is recommended	Yes	1	6	6 L	Y
2.	Basic Violet 3 (DOSS) and (Phenol) working solutions and treated exhibits	E, V, VP, CON	2	10	20 L	Health and Safety procedures to be carried out as advised in CAST Fingermark Visualisation Manual	Yes	6	10	10 L	Y
3.	Basic Violet 3 (DOSS) and (Phenol) solutions preparation Basic Violet 3 (DOSS) Concentrated – H351 - suspected of causing cancer	E, V, VP, CON	5	14	70 H	Total avoidance of exposure is recommended	Yes	1	6	6 L	Y



NORTH WALES POLICE

RISK ASSESSMENT

HS4

	Basic Violet 3 (Phenol) Concentrated H341 – Suspected of causing genetic defects H351 - suspected of causing cancer										
4.	DFO treatment – working solution DFO treated exhibits.	E, V, VP, CON	2	10	20 L	Health and Safety procedures to be carried out as advised in CAST Fingerprint Visualisation Manual	Yes	1	6	6 L	Y
5.	DFO solution preparation Contains: Methanol – Toxic: danger of very serious irreversible effects through inhalation, in contact with skin and if swallowed.	E, V, VP, CON	3	12	36 M	Total avoidance of exposure is recommended	Yes	1	6	6 L	Y
6.	Ninhydrin treatment, preparation of solutions, handling of Ninhydrin treated exhibits.	E, V, VP, CON	2	10	20 L	Normal Health and Safety procedures to be carried out as advised in CAST Fingerprint Visualisation Manual	Yes	2	6	12 L	Y
7.	Physical Developer (PD) treatment, preparation of solutions(see note below), handling of PD treated exhibits.	E, V, VP, CON	2	10	20 L	Normal Health and Safety procedures to be carried out as advised in CAST Fingerprint Visualisation Manual	Yes	1	6	6 L	Y



NORTH WALES POLICE

RISK ASSESSMENT

HS4

	Avoid preparing Silver Nitrate Solution					Avoid preparing Silver Nitrate Solution					
8.	Powder – Black (WA Products) Contains: Carbon Black – IARC evaluation: possible human carcinogen (Group 2B)	E, V, VP, CON	3	12	36 M	Total avoidance of exposure is recommended	Yes	1	6	6 L	Y
9.	Powder – White (WA Products) Contains: Titanium dioxide – Harmful, irritant, possible carcinogenic to humans	E, V, VP, CON	3	12	36 M	Total avoidance of exposure is recommended	Yes	1	6	6 L	Y
10.	Powder – Aluminium Flake (WA Products) Contains: Aluminium – Extremely flammable, may be harmful by ingestion or inhalation R10, R11, R12, R13, R14, R15	E, V, VP, CON	2	10	20 L	Normal Health and Safety procedures to be carried out as advised in CAST Fingermark Visualisation Manual (using powdering cabinet and dust mask).	Yes	1	6	6 L	Y



NORTH WALES POLICE

RISK ASSESSMENT

HS4

11.	Powder – Magneta Flake (K9) Contains: Iron powder – Highly flammable, dust explosion hazard	E, V, VP, CON	2	10	20 L	Normal Health and Safety procedures to be carried out as advised in CAST Fingermark Visualisation Manual (using powdering cabinet and dust mask).	Yes	1	6	6 L	Y
12.	Solvent Black 3 treatment, preparation of solution, handling of solvent black treated exhibits,	E, V, VP, CON	2	10	20 L	Normal Health and Safety procedures to be carried out as advised in CAST Fingermark Visualisation Manual (using fume cupboard).	Yes	1	6	6 L	Y
13.	Superglue (SG) treatment including handling of SG treated exhibits.	E, V, VP, CON	2	10	20 L	Normal Health and Safety procedures to be carried out as advised in CAST Fingermark Visualisation. (including respirators where necessary))	Yes	1	6	6 L	Y
14.	Dye treatment including solution preparation.	E, V, VP, CON	2	10	20 L	Normal Health and Safety procedures to be carried out as advised in CAST Fingermark Visualisation.	Yes	1	6	6 L	Y
15.	Laser Laser and high intensity light will cause serious injury or blindness to unprotected eyes.	E, V, VP, CON	3	10	30 M	Normal Health and Safety procedures to be carried out as advised in CAST Fingermark Visualisation and in Tracer Safe System of Works.	Yes	2	10	20 L	Y
16.	ESDA – Operation and cleaning/maintenance.	E, V, VP, CON	4	12	48 M	Total avoidance of exposure is recommended	Yes	1	6	6 L	Y



NORTH WALES POLICE

RISK ASSESSMENT

HS4

	Contains: Toner – possible carcinogenic effect - new and expectant mothers to be prohibited from this work activity.									
17.	WET Black (carbon) Powder Suspension Possible carcinogen 2B Harmful and irritant	E, V, VP, CON	3	12	36 M	Total avoidance of exposure is recommended	Yes	1	6	6 L Y
18.	WET White (titanium dioxide) Powder Suspension Harmful and irritant	E, V, VP, CON	2	10	20 L	Normal Health and Safety procedures to be carried out as advised in CAST Fingerprint Visualisation.	Yes	1	6	6 L Y
19.	Iron (II/III) Oxide Powder Suspension Substance has caused adverse reproductive and fetal effects in animals	E, V, VP, CON	2	14	36 M	Total avoidance of exposure is recommended	Yes	1	6	6 L Y
20.	Fingerprint / Footwear Photography. Exhibits may have traces of hazardous chemical – dependant on chemical used – see relevant treatment.	E, V, VP, CON	2	10	20 L	Fingerprint /Footwear Photography of non-treated exhibits (not blood stained exhibits), and other treated exhibits as specified under relevant treatments -	Yes	1	6	6 L Y



NORTH WALES POLICE

RISK ASSESSMENT

HS4

21.	Entirety Photography. All exhibits will have been treated with chemicals.	E, V, VP, CON	2	10	20 L	All exhibits will have been treated with chemicals. See under relevant treatments. be carried out as advised in CAST Fingermark Visualisation.	Yes	1	6	6 L	Y
22.	Scene Attendance. Blood at scenes pose the same hazards as in 1. Also, hazards exist with particular treatments being used depending on above assessments. Physical hazards relating to working in the dark or with minimal background lighting, using footplates and shoe covers increasing slip hazards, working in often cramped and uncomfortable conditions. Nature of work often requires examinations of awkward areas which could be problematic.	E, V, VP, CON	3	14	42 M	Total avoidance of exposure is recommended	Yes	1	6	6 L	Y
23.	Contact with items/ scenes with controlled drugs present (Cannabis, Cocaine, Amphetamine, heroin, ecstasy etc). Methamphetamine – high risks of birth defects from exposure to	E, V, VP, CON	4	14	56 H	Total avoidance of exposure to all controlled drugs is recommended	Yes	1	6	6 L	Y



NORTH WALES POLICE

RISK ASSESSMENT

HS4

	materials.										
24.	Virkon. Decon Lipsol	E, V, VP, CON	2	10	20 L	Normal Health and Safety procedures in line with MSDHS	Yes	1	6	6 L	Y

Box 4

Is the risk rating for this task/activity post control acceptable and are all the control measures in place? Yes

Risk Assessor Name

Signature

Date

Box 5 Any Outstanding Actions

I.D. No.	Hazard	Action By (who)	Action required	Target Date	Completion Date	Signature When Complete



NORTH WALES POLICE

RISK ASSESSMENT

HS4

Box 6

Management Confirmation

I Have noted the above assessment and will take appropriate steps to ensure all the actions raised are completed satisfactorily.

Name (Print) (Divisional / Department Head/ Event Senior Officer)

Signed:

Date:

Operational Exception.

Where dynamics and urgency of operation may be hindered by the non availability of a safety representative to countersign this assessment, then the senior officer (*Inspector or above*) controlling the event may sign this disclaimer allowing the operation to continue.

Name (Print) (Divisional / Department Head/ Event Senior Officer- *Inspector or above*)

(If different from above)

Signed: (in *all cases* where Safety Representative not signed)

Time:

Date:



NORTH WALES POLICE

RISK ASSESSMENT

HS4

Box 7

Signature of Local Safety Representative. I have read and am aware of the residual risk and the control measures employed with this task/function/operation.

Name (Print)

Signature

Date

RISK EVALUATION MATRIX

HAZARD SEVERITY **S** * see key below

HAZARD LIKELIHOOD L * see key below	6- NEGLIGIBLE Negligible injury, no absence from work	10 – SLIGHT Minor injury requiring first aid treatment	12 – MODERATE Injury leading to lost time accident	14- HIGH Involving a single death or severe injury	20- VERY HIGH Multiple deaths or serious injuries
1 – VERY UNLIKELY A freak combination of factors would be required for an incident to result	6 LOW	10 LOW	12 LOW	14 LOW	20 LOW
2- UNLIKELY A rare combination of factors would be required for an incident to result	12 LOW	20 LOW	24 LOW	28 MEDIUM	40 MEDIUM
3 - POSSIBLE Could happen when additional factors are present but otherwise unlikely to occur	18 LOW	30 MEDIUM	36 MEDIUM	42 MEDIUM	60 HIGH
4 – LIKELY Not certain to happen but an additional factor may lead to an incident	24 LOW	40 MEDIUM	48 MEDIUM	56 HIGH	80 HIGH
5- VERY LIKELY Almost inevitable that an incident will result	30 MEDIUM	50 MEDIUM	60 HIGH	70 HIGH	100 HIGH

KEY

LOW RISK – May be acceptable; however, review task to see if risk can be reduced still further. Continue to monitor



MEDIUM RISK – Task should only proceed if adequate control measures are in place, staff are adequately trained & appropriate level of supervision is in place.

HIGH RISK – Task should only proceed with high level authorisation, adequate control measures in place, staff are adequately trained & an appropriate level of supervision is in place. CLOSE monitoring of the task conditions may be appropriate to deal with dynamic changes to the risk level.

Hazard Severity

Negligible – Negligible health or injury implications. No absence from work/duty. Negligible loss of function / output, with no damage to equipment or environment.

Slight – Minor injury requiring first aid treatment, or headache, nausea, dizziness or mild rashes arising. Damage to equipment requiring minor remedial repair. Minor loss of output or impact on the environment.

Moderate - Event leading to a lost time accident or persistent dermatitis, acne or asthma. Localised damage to equipment requiring extensive repair, significant loss of function / output or moderate pollution incurring some restitution costs

High – Involving single death or severe injury, poisoning, sensitisation or dangerous infection. Damage to equipment resulting in function shutdown or inability to significantly function. Severe pollution with short term localised implications incurring significant restitution costs.

Very High – Multiple deaths of serious injuries. Lung diseases, permanent debility or fatality. Major pollution with long term implications and very high restitution costs.



OPERATIONAL OR ACTIVITY RISK ASSESSMENT CONFIRMATION

EXPECTANT MOTHERS RISK ASSESSMENT

NOTE: FULL GENERIC ASSESSMENT SHOULD BE REVIEWED REFERENCE: RAG HR 305/306

ID	Hazard & Control	Risk Rating	Control in Place		Acceptable (if no or control not in place justify)
			Yes	No	
1	Exposure to Aggressive/Violent Situations ❖ Risk of personal injury from other persons at crime scenes.	M	☒	☐	Staff member and supervisor to assess scenes prior to attendance using all force systems available to make sure environment is as safe as possible
2	Manual Handling Activity (physical injury, increased susceptibility to injury due to hormonal changes affecting body & to new mothers following child birth, particularly after caesarean section) ❖ Carrying items of equipment and exhibits ❖ Restriction of movement due to space at various scenes ❖ Stepping plates/lifting injuries and stability of plates ❖ Working at heights ❖ Manual handling of Cadavers ❖ Manual handling of office furniture and files etc in the office	M	☒	☐	-Suitable cases and bags to be issued. -Wherever possible CSI van to be parked close to scene -Weight & Size of equipment restricted -Dynamic risk assessment for restrictions of movement -Disposable rubber feet on stepping plates to avoid slippage -Plates to be carried in small quantities, or other staff members to help -Staff member to be prohibited from climbing ladders or working at heights -Will not process or move a cadaver, help will be required from other officers and CSI's -Supervisor to ensure reduction of manual handling in the office

3	Injury due to Emergency Evacuation ❖ Ensure suitable & sufficient access & egress route adequate to deal with changing physical condition ❖ Consider developing a PEEP for the individual as physical condition changes	L	☒	☐	-N/A Situated on Ground Floor, next to Fire exit. Will be the first one out of the building in event of an evacuation. -staff member will do a dynamic risk assessment at scenes in order to ensure there is no injury due to an emergency situation
4	Working with Substances, Liquids, Gasses & Proprietary Materials ❖ Ensure individual is aware of the hazardous properties of any materials they use and are particularly not exposed to or use any materials that carry the risk phrases (see CORA or MSDS sheets for details): • R46 • R60 • R61 • R62 • R63 • R64	M	☒	☒	-Dynamic risk assessment at scene. Staff member is not CBRN trained so will not routinely attend these scenes. however will familiarise themselves with these hazard sheets should the situation arise
5	Exposure to Hazardous Chemical Agents ❖ Include: • Carcinogens • Teratogens • Mutagens • Chemicals toxic to reproduction at any stage • Heavy metals (mercury, lead, etc) • Pesticides • Tobacco • Alcohol Additional advice is available from OHU & HS Units	M	☒	☐	-Staff member will familiarise themselves with chemicals that are hazardous to reproduction and take the necessary precautions that is found in the generic Risk assessment for CSI
6	Exposure to Biological Agents ❖ Put in place control measures to remove the risk of exposure to harmful biological agents. Risk of harm to foetus is highest during first 12 weeks of pregnancy (Most likely in nursing, laboratory work or animal related occupations) Biological hazards include: • Bacteria • Viruses • Moulds • Fungi • Parasites	M	☒	☐	-Staff member must risk assess situations regarding bodily fluids. Full PPE worn (as stated in CSI SOPs) must be worn. will not process a cadaver or deal with large amounts of fluids. -In relation to the Mortuary, due to the filtration system it is suitable for staff member to attend here, however it is advised they familiarise themselves with the local risk assessment of this area.

7	Anxiety & Stress ❖ Supervisors to be aware of susceptibility of expectant mothers to increased levels of anxiety & stress ❖ Individuals to be encouraged to discuss any concerns at regular meetings throughout pregnancy and after return to work	M	☒	☐	-Low/medium however monitoring situation by direct line manager to make sure it remains so for the duration of the pregnancy.
8	DSE and Office Duties ❖ Backache and other Musculoskeletal problems due to desk and working conditions ❖ Tightly fitting workplace and associated issues that relate ❖ Member of staff less tolerant to heat and cold ❖ Ancillary duties which may produce trip/slips or falls	L	☒	☐	-Access workstation and chair and suitable for staff -Workstation has been rearranged recently so staff will complete their DSE -Thermometer to be positioned in the office fan to be made available and adequate rest facilities identified near the office area

9	Shift Work/Fatigue/Lone Working and Travel ❖ Consideration to stop Call) ❖ Long periods of time at a crime scene ❖ Long periods in van driving to crime scene ❖ Shift Work and Fatigue	M/H	☒	☐	-Scene attendance to be assessed whenever possible prior to staff member being allocated job to estimate time required at scenes. Whenever possible staff member should not attend scenes which may involve working at the premises for long periods of time -Member of staff and supervisor to assess travel time to scene and minimise time spent driving. - Member of staff to cease on call duties(if not first trimester, definitely at the end of the second trimester) as it is probable scene attendance may be considerable and increased chances of having to deal with incidents involving cadavers and/ or significant amounts of bodily fluids(If not stopped immediately <u>CSM MUST attend with staff member.</u> Call outs may also necessity long travelling times and inevitably disturbed
---	--	-----	-------------------------------------	--------------------------	--

					sleeping patterns contributing to fatigue issues(this is why they should not be carried out throughout the third trimester) -Consideration to changing shifts in final trimester depending on fatigue. This will be revisited in the next Risk assessment
--	--	--	--	--	---

Management Confirmation

I confirm all the conditions set in the named generic risk assessment are in place, except where noted and that I authorise the operation or activity to continue.

Name:		Payroll No.:	
Rank/Job Title:		Date:	