8 KEY FACTS

HG & Employment

Important considerations for employees during pregnancy

PS

Pregnancy
Sickness
Support
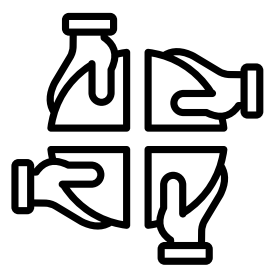
1 EQUALITY ACT

The Equality Act 2010, that it is unlawful to treat someone unfavourably or discriminate against the in the workplace if they come under certain protected characteristics. Pregnancy is a protected characteristic within the law.
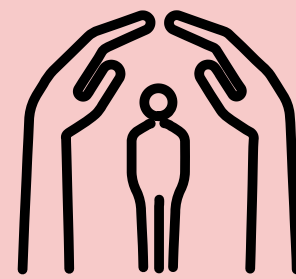
2 PROTECTION

As pregnancy is a protected characteristic, it is advisable to let your employer know you are pregnant as soon as possible. If you suffer with HG, this will be as soon as you feel unwell so you are afforded the protection of the Equality Act.
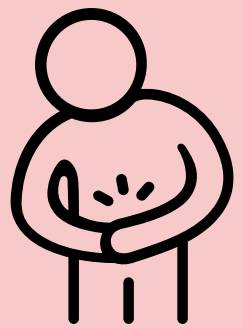
3 SICKNESS

Any sickness or time off due to pregnancy related conditions, should be recorded separately to other absence. Pregnancy sickness should not count towards any disciplinary action or this could be deemed direct discrimination.

4 RECORDS

It is important to keep records of any and all communications between yourself and your employer along with records of any pregnancy related sickness and reasonable adjustments. In some cases a Subject Access Request can be helpful
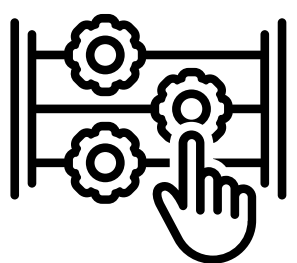
5 ADJUSTMENTS

Pregnant women are entitled to reasonable adjustments from their employer to enable them to carry out their duties. This could mean working from home, flexible hours or reduced duties

6 COMMUNICATION

Open communication with your line manager is the ideal situation but if this doesn't happen, it's important to speak up as early as possible. Share your concerns with HR or raise a formal complaint if you feel you aren't being treated fairly.

7 SUPPORT

If you think you are being treated unfairly, you can get free support from organisations such as Citizens' Advice Bureau and Pregnant then Screwed or ACAS. They can advise you about your legal rights and options moving forward.

8 LEGAL ACTION

In some cases, it may be necessary to start legal action. Legal action should be a last resort as it can be time consuming and stressful. There is a time limit of 3 months after leaving an employer to bring a legal case against them.