

8 KEY FACTS



Pregnancy
Sickness
Support

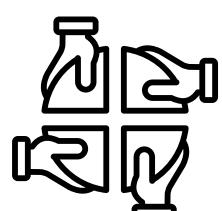
HG & Employers

PRODUCED IN PARTNERSHIP WITH



PEAS IN A POD
CONSULTING

Important considerations for employers of pregnant women and people.



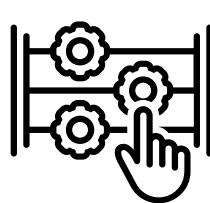
1 EQUALITY ACT

HG is a pregnancy-related illness and is protected under the Equality Act 2010. Employers must ensure that staff are not treated unfavourably because of pregnancy or pregnancy-related sickness. This includes decisions around performance management, capability processes and workplace opportunities. A fair, informed approach ensures employees are protected and employers meet their legal responsibilities.



3 ABSENCE

HG often requires time off for treatment, recovery, or medical appointments. Pregnancy-related sickness must be recorded separately and must not be used in absence triggers, disciplinary procedures or redundancy decisions. Applying standard sickness procedures to HG could amount to discrimination. Employers should ensure staff feel safe taking the time needed to manage a serious medical condition.



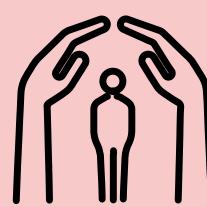
5 ADJUSTMENTS

Reasonable adjustments help employees remain in work where possible. These might include flexible working patterns, remote work options, reduced duties, minimised travel, and providing a workspace that reduces sensory triggers. Adjustments should be tailored to the individual's symptoms and reviewed frequently. Thoughtful changes can significantly improve comfort, safety and productivity.



7 SUPPORT

HG symptoms can fluctuate, and planning ahead helps reduce disruption for both the employee and the wider team. Consider preparing short-term workload cover, flexible deadlines, alternative task allocation or temporary role adjustments. If the employee is admitted to hospital or requires sudden time off, having a plan in place helps maintain continuity and reduces stress for everyone involved.



2 PROTECTION

Employees are only protected by maternity-related workplace rights once the employer has been informed of the pregnancy. Because HG can begin early and progress rapidly, employees may disclose sooner than planned. Employers should respond sensitively, maintain confidentiality, and clearly outline the support available to reassure the employee that they will not be disadvantaged.



4 RISK ASSESSMENT

A pregnancy-specific risk assessment should be completed as soon as the employee informs their employer. For HG, this may include reviewing exposure to sensory triggers (such as strong smells or heat), physical demands, hydration needs and access to rest breaks. Risk assessments should be reviewed regularly, as symptoms can change quickly and may worsen without prompt adjustments.



6 COMMUNICATION

Clear and compassionate communication can make a substantial difference. HG can make regular updates difficult, so employers should agree on a communication method and frequency that feels manageable. Avoid placing pressure on the employee to provide constant updates. Instead, focus on supportive conversations about what they need to work safely or how best to manage time away from work.



8 LEGAL ACTION

Employers can access further guidance from organisations specialising in workplace rights and pregnancy-related illness. ACAS, Pregnant & Protected, and Citizens Advice offer free information and support on managing pregnancy-related issues in the workplace. Specialist and specific HR advice and support is recommended to ensure you are fulfilling your legal, ethical and moral obligations as an employer.