



Risk Assessment - 22623RA

Internal Reference: (FRA08)

Information valid as of 31/07/2025 16:00

Medium



General Details

Assessor	Shaun Duchnowski
Assessment Date	31/07/2025
Assigned Reviewer	Grant Lewis
Next Review Date	31/07/2026
Operation Assessed	ABM_FacilitiesUK_Cleaning - Working while pregnant

Associated with specific area

- ABM UK Facilities
- Chelsea Football Club
- London - Fulham Road - SW6 - Chelsea FC
- Cleaning

Description of work area and/or activity assessed

Mitigation measures ABM will take to ensure that the effects on ABM employees, consumers, client's retailers and other stakeholders who may be affected are kept informed and the risk is kept as low as reasonably practicable within our control while working whilst pregnant on the premises.

Overall Current Risk

Medium



Persons Affected

- Cleaners
- Expectant / New Mothers

Current Rating	Hazard Information	Task Status
Medium	Access / Egress ABM employee knocked over by moving vehicles or pedestrians. Obstructed access/ exit causing delays during emergency evacuations.	0 0 0
	Measures Currently in place to prevent risk of injury	
	1. All entry and exit points are adequately illuminated. 2. All walkways are clearly marked and signed. 3. Ensure equipment used does not obstruct walkways, doors or emergency exits. 4. Use designated walkways at all times, take extra care when walking across carpark or roads. 5. High viz vests/jackets provided and used while walking around site. 6. Use handrails while walking up and down stairs/ ramps around site. 7. Report any hazards (e.g. damaged/ loose carpets/ floor tiles, uneven surfaces, slippery surfaces etc.) to line manager/client for remedial actions to be carried out as soon as possible. 8. Ensure all ABM staff, visitors or contractors are aware of egress routes in case of an emergency. 9. Report any damaged doors/ lights/ emergency lights to line manager/ supervisor for remedial actions to be carried out as soon as possible. 10. Safety signs in place to highlight the hazards in the area. 11. Floors on entrance areas are left as dry as possible to reduce slipping incidents. 12. ABM employees will ensure to be vigilant and check vehicles movement while carrying out task in carparks. 13. ABM management will review work area and ensure pregnant employees have quick and easy access to leave the building in case of an emergency. 14. Pregnant ABM employees will be assigned to work on lower/ ground level wherever possible.	

Potential Rating	Additional Controls Required
No Score	No Remedial Actions Entered If there are any reasonably practicable actions which can be taken to reduce the risk associated with this hazard please use the form above to enter them.

Current Rating	Hazard Information	Task Status
Medium ■ ■ ■ ■ ■	 Adverse Weather Working in adverse weather conditions leading to sun stroke, frost bites, pneumonia, stress that will impact on mother's and baby's health.	0 0 0
Measures Currently in place to prevent risk of injury		
1. Pregnant ABM employees will be working indoors, where possible. 2. ABM managers will review work areas and make necessary changes to reduce the time and amount of work in adverse weather conditions for pregnant employees. 3. ABM managers will review work rotas and make necessary changes to reduce the time and amount of work in adverse weather conditions for pregnant employees. 4. Employees are advised and encouraged to drink plenty of liquids to avoid dehydrations in hot environments or to warm up in cold environments. 5. Reschedule task for later in the day or another day, where possible, if weather conditions significantly increase the risk of incidents. 6. No work at height tasks to be undertaken in adverse weather conditions (heavy rain, high winds, snow, ice, excessive heat). 7. Warm and weather proof clothing (e.g. additional fleece, gloves, waterproof jackets etc.) to be worn while working in cold weather as per safe systems of work/ method statement. 8. Use of sun protection skin products while working in direct sunlight. 9. Sun protective clothing to be worn while working outside during hot periods. 10. Regular breaks to be taken while working in adverse weather conditions. 11. Rotation of work in place for staff working in adverse weather conditions. 12. Suitable place provided for employees to dry their work clothing when not in use. 13. Facilities to get hot/ cold drinks as needed available in restroom. 14. Regular checks carried out by line manager/ supervisor to ensure employees remain fit and well while carrying out their tasks.		

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Current Rating	Hazard Information	Task Status
Medium ■ ■ ■ ■ ■	 Ergonomics Becoming physically fatigued/uncomfortable due to pregnancy.	0 0 0
Measures Currently in place to prevent risk of injury		
1. ABM employees will avoid sitting in the same position for longer than 30 minutes at the time. 2. ABM manager will allow employee to take regular breaks as needed. 3. ABM employees will avoid standing up for longer periods of time (especially in the 2nd part of the pregnancy). 4. Organise the equipment and chemicals in the cleaning cupboard to reduce bending, reaching or twisting and to ensure easy access and reduce strain. 5. ABM managers will review the area of work and re-assign as needed to reduce having to keep moving between floors. 6. ABM manager will review and adjust temporarily working hours during pregnancy. 7. ABM manager with review and temporarily adjust start and finish times.		

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Current Rating	Hazard Information	Task Status
Medium 	 Ergonomics ABM employees carrying out repetitive tasks causing repetitive strains.	  
	Measures Currently in place to prevent risk of injury	
	1. Regular breaks will be undertaken by ABM employees when carrying out tasks involving repetitive movements. 2. ABM managers will provide the opportunity to alternate between standing and sitting. 3. ABM managers will implement rotation of workforce to complete the task to allow breaks. 4. PPE will be used by ABM employees as per method statement instructions. 5. Training (and regular refresh every 3 years) in correct use of equipment and carry out the task is provided on site. 6. Ensure correct posture at all times when using equipment (back straight, bend knees if required). 7. ABM employees will split the area of work to reduce repetition and ensure effective cleaning.	

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Current Rating	Hazard Information	Task Status
Medium 	 Lone Working Working in remote areas could cause a delay in providing assistance should an accident or incident occur.	  
	Measures Currently in place to prevent risk of injury	
	1. Where possible, pregnant ABM employees will not be allowed to carry out duties as lone workers. 2. ABM management will review and assign teams of 2 to carry out tasks in remote locations of the building. 3. ABM employee will ensure they have advised their line manager that they are lone working for a period of time. 4. Line manger/ client will agree with the employee regular checks to be carried out (at least every 30 min contact using the radio provided or a mobile phone). 5. Regular radio communication with the team and CCTV monitoring during core hours. 6. High viz vests/ jackets to be worn at all times by ABM employee working alone. 7. ABM employees will not engage in any conversation with members of the public/ client staff that might be under the influence of alcohol or drugs. 8. ABM employee will immediately contact the security team when noticing suspicious behaviour displayed by members of the public, client staff, contractors or other people in the vicinity of their working area. 9. ABM lone working procedure will be followed where employees are working alone or when there is minimal support from the security team.	

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Current Rating	Hazard Information	Task Status
Low	Temperature Physical discomfort due to room temperature.	0 0 0
	Measures Currently in place to prevent risk of injury	
	1. Where possible, ABM employee will not work in adverse weather. 2. ABM manager will review and allow regular breaks for staff working in hot/ cold or other adverse weather conditions. 3. ABM employees will re-schedule tasks for later in the day/ alternative day to reduce the risk of exposure to adverse weather conditions, where possible. 4. Provision of drinking water is available and accessible to employee during her working hours. 5. ABM employees are provided and wearing adequate PPE as per method statements while working in adverse weather conditions. 6. ABM manager will allow adjustment of local room temperature or provide a fan when due to the system room temperature can't be adjusted. ABM employees will ensure sufficient and suitable ventilation is in place while working in hot/ humid environments. 7. ABM manager will review and implement job rotation within the team. 8. ABM manager will arrange for task rotation to be implemented for ABM employees working in these environments. 9. ABM employees are briefed in heat stress symptoms and advised to report to line manager any concerns. 10. ABM employees are encouraged and advised to drink plenty to liquids while working in hot/ humid environments. 11. ABM employees are encouraged to drink plenty of hot drinks while working in cold temperature. 12. ABM employees are advised to take their breaks in the shade when working outside in the sun or inside, in warm and dry rooms/ areas when working outside in wet or cold conditions. 13. ABM employees are advised to remove PPE when resting/ on break to help encourage heat loss.	

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Current Rating	Hazard Information	Task Status
Medium 	 Slip, Trip and Falls Uneven surfaces, raised paving slabs, change of floor levels between areas or trailing cables causing ABM employees to trip over. Slipping on wet floor due to weather conditions or following cleaning.	  
Measures Currently in place to prevent risk of injury		
1. ABM employees are to ensure that the environment to their destination is clear of obstructions. 2. Loads should not obscure vision of the direction of travel. 3. Safety signs to be used if there are obstructions or slip hazards to highlight the hazards in the area. 4. Report any obstructions or tripping hazards to supervisor/ manager for action and log them as near misses if applicable. 5. Area of work will be kept clean and tidy at all times. 6. All cleaning activities will be protected by warning signage/barriers. 7. ABM staff will have suitable safety shoes with a good tread on their soles as per method statement. 8. Spillages will be cleared immediately. 9. Water or chemicals will not be used in excess while cleaning is in progress. 10. ABM employees will ensure chemicals are used as per manufacturer's instructions to prevent leaving the floor slippery due to excess chemicals used. 11. Equipment cables to be kept behind or on your side to prevent tripping or being caught in the moving parts of the machine used. 12. Where possible, equipment used will be battery operated. 13. ABM employees will ensure the area cleaned will be left tidy once task has been completed. 14. ABM employees will ensure the route to their destination and the area of work has adequate lighting. 15. ABM employees are trained and competent in dealing with spillages and cleaning floors. 16. ABM employee will be given extended time to carry out tasks during and after pregnancy. ABM manager will review with the employee regularly.		

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Current Rating	Hazard Information	Task Status
Medium 	 Movement of Vehicles Unable to move as fast when vehicles approaching leading to being struck by moving vehicles.	  
Measures Currently in place to prevent risk of injury		
1. ABM employees will use pedestrian marked paths while in car parks. 2. ABM employee will check incoming vehicles before crossing roads. 3. ABM management will arrange for pregnant employee to work with another colleague when carrying out tasks in car parks. 4. ABM employees will cordon off sections of the car park to carry out the task. 5. Warning signs will be in place to highlight the segregated area for incoming vehicles and pedestrians. 6. ABM employees will wear high visibility clothing while working in car parks at all times. 7. Task will be carried out during quiet periods or outside car park's opening hours, where possible. 8. Regular communication will be carried out with line manager/ security while working in car parks or service yards (every 30 minutes) by radio or phone. 9. CCTV monitoring while for the duration of the task.		

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Current Rating	Hazard Information	Task Status
Medium 	 Lighting Slips, trips or sudden moves that could impact on baby's welfare. Lack of lighting causing the straining of eyes, eye discomfort or headaches. Lack of lighting leading to incorrect use or equipment.	
Measures Currently in place to prevent risk of injury		
1. Task to be carried out when sufficient natural or artificial light available. 2. Re-arrange task for later in the day or alternative day, if insufficient light. 3. Task light used where task can't be delayed or postponed. 4. Where task is carried out during dark hours, ABM employees will ensure sufficient safety signs/ barriers will be in place to segregate the area of work from incoming pedestrians or vehicles. 5. High visibility clothing will be worn for the duration of work. 6. Warning signs will be in place advising pedestrians/ drivers of the work being carried out and alternative routes to follow.		

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Current Rating	Hazard Information	Task Status
Medium 	 Manual Handling Moving and handling heavy equipment/ materials could cause problems to the mother and baby.	
Measures Currently in place to prevent risk of injury		
1. Pregnant ABM employee is permitted to use items of electrical or battery-operated equipment, as long as bending, lifting and possible twisting is kept to a minimum. 2. No heavy lifting of equipment, chemical containers or furniture is permitted during pregnancy. 3. ABM managers will review the task carried out and assign other employees to provide support as required. 4. Training on manual handling (with regular refresh every 3 years) provided to all ABM employees. 5. Yearly TBTs regarding manual handling completed by all ABM employees. 6. Where items are heavy, lifting will be done by 2 or more operatives or using a mechanical aid (trolley). 7. ABM employees will split the load if too heavy to handle. 8. ABM employees will not carry out the task if insufficient light in the area. 9. ABM employees will ensure the path to their destination is clear before carrying the load. 10. ABM employees will not lift 5L chemical containers to decant, pelican pumps/ measuring jugs will be used instead. 11. Correct manual handling techniques used to handle chemical containers at all times: a) think before you lift/ plant the lift b) adopt a stable position c) get a good grip of the load d) keep back straight while lifting and the load close to the body at waist height while walking e) avoid twisting back or leaning sideways f) keep head up while handling the load g) place the load down and then adjust it 12. All accidents/ incidents/ near misses are reported and correction actions implemented to prevent reoccurrences. 13. Chemicals are decanted in spray bottles prior to use. 14. Where task is carried out over long periods of time, regular breaks will be taken. 15. Rotation of staff will be considered and in place where heavy equipment is required to carry out the work.		

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Current Rating	Hazard Information	Task Status
Low 	 Speed of Movement Unable to leave the building quick enough in case of an emergency evacuation. Unable to carry out her duties due to movement restrictions especially in the 2nd half of the pregnancy.	  
	Measures Currently in place to prevent risk of injury	
	1. ABM manager will review assigned work areas to allow employee to leave the building as quick as possible in case of an emergency. 2. ABM manager will review and adjust tasks assigned to employee to allow sufficient time to complete. 3. ABM employee will be assigned to work on lower level or ground floor to reduce the need of regularly going up and down the stairs.	

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Current Rating	Hazard Information	Task Status
Low 	 PPE (Personal Protective Equipment) Unable to fit in the same uniform due to the physiological changes during pregnancy leading to discomfort.	  
	Measures Currently in place to prevent risk of injury	
	1. ABM manager will consider whether clothing is comfortable and appropriate, provide alternate style if necessary. 2. ABM manager will review the uniform/ PPE requirements as the pregnancy progresses. 3. Uniform/ PPE provided will not restrict movement or cause discomfort due to size. 4. Employee will advise line manager when new uniform is required.	

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Current Rating	Hazard Information	Task Status
Low 	 Welfare Facilities Concern of not having where to rest, easy access to toilets lead to stress and discomfort.	  
	Measures Currently in place to prevent risk of injury	
	1. Welfare facilities provided and allowance for extra breaks agreed with line manager as the pregnancy progresses. 2. ABM manager will review if further rest areas are required to be in place in various parts of the building that will facilitate sitting or lying down comfortably with sufficient privacy. 3. ABM manager will ensure easy access to drinking water. 4. ABM managers will ensure that there is easy access to toilets and associated hygiene facilities, taking into account the fact that expectant and nursing mothers' may need breaks from their work more frequently than normal.	

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Current Rating	Hazard Information	Task Status
Medium 	 Contact with cleaning chemicals Exposure to chemicals leading to damage to mother and baby.	  
	Measures Currently in place to prevent risk of injury	
	- Any works with hazardous substances will be carried out in accordance with the instructions within the COSHH assessments and SDSs. - Listed PPE will be worn at all times as instructed in the method statement by ABM employees. - Gloves and any PPE damaged will be replaced immediately to prevent direct contact with skin. - COSHH assessments and SDS are reviewed yearly to ensure information is up to date and relevant. - COSHH assessments and SDS are read and understood by staff prior to using chemicals. - Only ABM approved chemicals are to be used while carrying out tasks. - Storage of chemicals will be done as per COSHH assessment instructions. - Chemicals are stored in secured area while not in use with restricted access to authorised personnel only. - Always add chemical to water to reduce chemical splashing. - Safety signs are placed in visible locations to highlight the hazards in the area of work prior to commencing work and where chemicals are being handled. - Chemicals being used must not be mixed with any other products as this could cause a dangerous reaction unless advised by manufacturer. - ABM employees will not spray chemicals directly on people or animals. - ABM employees will follow good hygiene practices at all times. - ABM employees are not permitted to use strong chemicals during or after pregnancy. However, cleaning agents which are both user and environmentally friendly can be used. If, however, the operative does experience any ill-effects, the use of that particular cleaning agent must stop immediately. The site manager/ supervisor must be informed so that the appropriate action can be taken.	

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Current Rating	Hazard Information	Task Status
Low 	 Aggressive members of the public Physical or emotional impact while being approached by aggressive members of the public.	  
	Measures Currently in place to prevent risk of injury	
	- ABM employees will not challenge any members of the public visibly under the influence of drugs or alcohol. - ABM employees will provide support and guidance to members of the public. - ABM employees will request assistance through radio where unable to provide support or resolve the situation amicably. - ABM employees will ensure keeping a safe distance between themselves and the aggressive person in case they have sharp objects (e.g. knives, needles, glass etc). - Where necessary, ABM employees will use a low tone voice to diffuse the situation and try and calm down the person. - ABM will minimize the escalating the situations by making comments or gesture that could lead to increase anger and frustration on both sides. - ABM employees will not retaliate but keep calm and await for support (e.g. security, manager) to arrive at the location. - ABM employees will report any acts of verbal or physical aggression made against them by members of the public. - ABM employees will ensure that they can identify the person that had been aggressive towards them for any follow up action by the police.	

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Current Rating	Hazard Information	Task Status
Medium 	 Electricity Electric shock while using faulty or damaged work equipment.	  
Measures Currently in place to prevent risk of injury		
1. ABM managers will review the requirements for pregnant employees to use electric/ battery operated equipment and re-arrange tasks to reduce the time or need to use electric/ battery operated equipment. 2. All tools and equipment are regularly serviced, tested and inspected (PAT) and records available on site (with ABM management or client). 3. ABM employees will carry out a pre-use check of electrical equipment (check cable, plug, visual check of the equipment, PAT test in date) prior to use each time equipment is used. 4. Report faulty or damaged electrical equipment to line manager/ client for action. No tools/ equipment will be used if damages/ faults had been identified during the pre-use checks. 5. ABM employees will not attempt to use damaged equipment. 6. ABM employees will not attempt to carry out a repair to damaged equipment or replace plugs themselves. 7. ABM employees will only use plugs designated for cleaning equipment. 8. ABM employees will not unplug any of the client's equipment while carrying out the task. 9. All equipment used will have non-conductive casing to prevent contact with electricity. 10. No electric/ battery operated equipment will be used by ABM employee before making sure their hands are dry. 11. No water/ cleaning solution will be allowed to come near or in contact with equipment motor while carrying out the task.		

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Current Rating	Hazard Information	Task Status
Low 	 Stress New and expectant mothers can be particularly affected by occupational stresses e.g. through hormonal changes, financial, emotional or job insecurity.	  
Measures Currently in place to prevent risk of injury		
1. ABM manager aware of physiological and hormonal changes during pregnancy. 2. ABM manager will provide support with temporary adjustment of hours of work, workload, work demands and role as required. 3. Regular welfare checks by colleagues and line manager. 4. ABM manager will review and temporary adjust start and finish hours to reduce increased stress and anxiety while travelling to and from work.		

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No Score	No Remedial Actions Entered If there are any reasonably practicable actions which can be taken to reduce the risk associated with this hazard please use the form above to enter them.

Current Rating	Hazard Information	Task Status
Medium 	 Biological Exposure and contamination with biological agents while carrying out cleaning duties.	000
	Measures Currently in place to prevent risk of injury	
	1. ABM pregnant employees will not attend and clean areas where vermin activity was identified or body fluids are present, where possible. 2. Affected area will be immediately segregated to prevent access by unauthorised personnel. 3. ABM employees will ensure that thorough personal hygiene is carried out after all tasks are completed to ensure that there is no cross contamination (wash hands with plenty of water and soap; wash clothing and any contaminated equipment, if necessary). 4. Only trained ABM employees are to undertake work where vermin or body fluids is likely to be present. 5. Bio-hazard kits available to use. 6. ABM employees will report the incident to supervisor for further investigation, where applicable. 7. COSHH assessment will be consulted prior to using any spillage kits. 8. PPE will be worn as per instructions listed in the method statement and COSHH assessment for chemicals used. 9. All open wounds will be covered with dressing, bandages or plasters prior to putting on PPE and commencing task. 10. If after completion of task an operative feel unwell, a doctor should be contacted as soon as possible. 11. ABM employees will dispose of the waste as per site procedures.	

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Current Rating	Hazard Information	Task Status
Low 	 D.S.E / V.D.U Usage Incorrect posture leading to physical discomfort/ fatigue and musculoskeletal injuries.	000
	Measures Currently in place to prevent risk of injury	
	1. DSE assessment will be completed every 3 months during pregnancy, where required. Assessment is reviewed by line manager and actions are put in place to mitigate risks identified. 2. Workstation will be adjusted to fit the employee (e.g. foot stool, back support and other requirements will be assessed together with line manager and provided as required). 3. ABM employee will make sure the chair is properly adjusted, with the back well supported. 4. ABM manager will review work arrangement and allow extra breaks. 5. Employee is expected to get up and walk around to improve blood flow and reduce swelling.	

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Current Rating	Hazard Information	Task Status
Low 	Confined Spaces Work in small areas may increase the risk of musculoskeletal problems, particularly in later pregnancy when the body shape changes.	0 0 0
	Measures Currently in place to prevent risk of injury	
	1. ABM managers will review and temporary change duties to avoid work in small spaces, especially in late pregnancy as employees may struggle to clean toilets/ shower cubicles or access other small areas to clean. 2. ABM manager will ensure that cleaning cupboards allow sufficient space to handle equipment and chemicals required to be used.	

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Related Files