



LIT

LIMERICK
INSTITUTE OF
TECHNOLOGY

**LIMERICK INSTITUTE OF TECHNOLOGY
PROTOCOL FOR PREGNANT STUDENTS**

DOCUMENT CONTROL

Document Location: Health & Safety Officer, Estates Office, Moylish Campus.

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| 2.0 | March 2018 | <ul style="list-style-type: none"> • Placement section added • Maternity leave revised • Risk assessment section broadened • Student support Services sections revised • Relevant support documents added | Safety Advisory Committee – May 2018 |

Guiding Principle

Limerick Institute of Technology will ensure to the greatest extent possible that any Student who becomes pregnant will be accommodated to allow the Student complete their programme of study while maintaining academic standards. Throughout the course of the pregnancy every effort will be made to give feasible care and attention to the Student's health and wellbeing.

In the event where a partner or spouse, of a pregnant person, is a current LIT Student, this Student will also be supported as relevant.

Responsibility

Whilst the Institute respects the Student's right to confidentiality, and this confidentiality will be respected, never the less the Student is responsible for notifying the Course Leader or Head of Department of their pregnancy. Failure to disclose a pregnancy may result in a Pregnant Student unknowingly putting them-self and/or their unborn-child in danger. This notification must also include the expected date of birth.

Once notified, it is the responsibility of each Department to ensure that no aspect of the course work, environment or activities affect the health and safety of the Student and/or Baby.

Risk Assessment

On receipt of the pregnancy notification the Department will inform the Health & Safety Officer and the Institute Nurse. The Health and Safety Officer will complete a "Pregnancy Risk Assessment" with the Student and the relevant Department representative. This pregnancy risk assessment will address specific areas of concern pertaining to the Student's course.

In exceptional circumstances it may be necessary to engage the services of an occupational health physician to advise the Institute on how best to safely meet the needs of the Students. If in the event this assessment determines significant risk to the pregnancy the Institute may be obliged to require a pregnant student to defer enrolment or attendance at classes.

Placement Students

In the event a Student becomes pregnant prior to going on placement, every effort should be made by the Department to find a suitable low risk environment. Consultation with the Institute Health and Safety Officer may be necessary to identify any potential hazards.

Students who become pregnant on placement must notify their LIT point of contact and placement employer as soon as possible. The placement employer must carry out a pregnancy risk assessment with the Student and provide LIT with a copy of same. The Institute Health and Safety Officer may visit the placement premises to carry out a further assessment if deemed necessary. An alternative placement may be necessary in high risk circumstances.

Health Unit

The Institute Nurse will provide free pregnancy testing, arrange referral to a doctor and answer questions on what to expect during pregnancy. The Student will be required to periodically attend the nurse as frequently as deemed necessary by the nurse.

The Counselling service is also available to help the Pregnant Student cope with pregnancy related or other issues they may be facing.

Learning Support Unit

The services of the Learning Support Unit are also available to the Pregnant Student.

Maternity Leave

The Student must take at least 2 weeks maternity leave before the end of the expected week of giving birth and at least 4 weeks leave after the birth.

Examinations

When organising alternative examination arrangements each case is considered on an individual basis and recommendations of the Student's GP/Consultant are also taken into account.

If time of birth is close to the time of examinations the Student may sit the examinations having provided the college with a medical certificate stating that it is safe for the Student to do so. A separate examination room will be provided for the Student.

Should the Student go into labour during an examination they will be allowed defer, that particular examination and any other examination they were unable to sit as a consequence, to a later sitting.

Where the time of birth coincides with examinations the Student may apply in writing to defer the examination to a later sitting.

Returning to College

The Student should not return to college within 4 weeks after having given birth. However, if the Student returns within this 4-week period the Institute will require them to provide a letter from their doctor passing them fit to return. The Institute may also require the Student to attend an occupational health physician for assessment before being allowed to resume their studies.

Liability

Limerick Institute of Technology assumes no liability or responsibility for Student's Pregnancy, Parental Care, Miscarriage or other complications which may occur on Institute premises.

Relevant support documents:

- LIT Parent Safety Statement
- LIT Student Handbook
- LIT Work Placement for Students
- LIT Pregnancy Risk Assessment