

**CFRS**

 **Policy**

**Maternity Uniform Policy**

Introduction

This policy provides additional guidance to CFRS operational employees and managers, additional to the information provided in Cumbria County Council Maternity Scheme.

Scope

The Policy applies to all female employees of CFRS.

**Principles**

Health and Safety legislation sets out that employers must provide maternity uniform and Personnel Protective Equipment (PPE) to pregnant employees.

Furthermore, maternity and pregnancy has been established as a protected characteristic in the 2010 Equality Act, setting out the employee’s entitlement to reasonable adjustment.

[Procedure](http://www.intouch.ccc/elibrary/Content/Intranet/536/671/5053/6001/41410105256.doc)

**Operational Employees**

Employees should order working rig as maternity uniform from the stores team as soon as they have informed the Service regarding their pregnancy.

Pregnant employees are entitled to order two sets of maternity working rig trousers and up to 4 T- Shirts (or pro-rata if part time). Employees are advised to order both sets as soon as possible.

They may order one set for the first trimester of their pregnancy and a larger set for the second trimester. For the third trimester employees may continue to wear working rig or may wear their own clothes if that is more comfortable for them. If employees choose to wear their own clothes, they should be smart, plain and similar in colour to the working rig.

Maternity working rig is specifically included in the North West FRS Sugden’s Duty Rig and Associated Uniform Contract and a stock of un-badged maternity working rig will be held. This will be embroidered as soon as an order is placed by the Technical Services Department..

This guidance also applies to Green Book/Support Staff who wear working rig uniform in their daily work.

Employees should order maternity uniform from the stores team as soon as they have informed the Service regarding their pregnancy.

**GREEN BOOK/SUPPORT STAFF UNIFORM**

Pregnant employees are entitled to order 5 tops and 3 skirts or trousers for the duration of their pregnancy (or pro-rata if part time). They may order maternity wear or just larger sizes, whatever is more comfortable.

They may order part of their allocation for the first trimester of their pregnancy and the remainder in a larger size for the second trimester.

Employees are advised to order all uniform as soon as possible. For the third trimester employees may continue to wear service uniform or may wear their own clothes if that is more comfortable for them. If employees choose to wear their own clothes, they should be smart, plain and similar in colour to Green Book/Support Staff Uniform.

Maternity Green Book/Support Staff uniform is available through the ARCO contract.