Employment Rights Act 2025

Pregnant workers protection – reps' checklist

Here's what you can do to make sure members who are pregnant, on maternity leave, or returning to work are treated fairly.

1. Make sure members know they have extra protection

- ☐ Let members know they have extra protection if they're pregnant, on maternity leave, or newly back at work.

2. Watch out for changes at work that affect members

- ☐ Scrutinise any proposed reorganisations or redundancies affecting pregnant workers or recent returners.
- ☐ Insist the union team is consulted and involved in any proposed changes.

3. Protect pregnant or returning workers from unfair treatment

- ☐ Support members to challenge unfair selection or pressure to resign.
- ☐ Signpost members to prompt and proper legal advice if they're treated unfairly.