

*This card summarises your key legal rights and emergency contacts as a female professional driver in the UK. Print it, keep it in your cab, and share it. **This is not legal advice** — consult a solicitor or ACAS for your specific circumstances.*

Equality Act 2010

Sex discrimination:	It is unlawful to treat you less favourably because of your sex.
Pregnancy/maternity:	Protected from the moment you tell your employer you are pregnant.
Disability:	Endometriosis, PCOS, and menopause can qualify as disabilities — triggering the right to reasonable adjustments.
Reasonable adjustments:	Employers must make changes to remove substantial disadvantage. Examples: flexible break scheduling, access to toilet facilities, temperature adjustments, uniform modifications.
Harassment:	Unwanted conduct related to sex, pregnancy, or a protected condition is unlawful.

Working Time & Breaks

WTR 1998:	Maximum 48-hour average working week (can opt out in writing). Minimum 11 hours rest between shifts.
Road Transport WTD:	HGV/PSV drivers: max 60 hours in any single week, max 48 hours average over 26 weeks.
Tachograph breaks:	45-minute break after 4.5 hours driving (may be split 15+30). This is a legal minimum — not a ceiling on welfare breaks.
Night work:	Max 10 hours per night shift. Free health assessment for night workers on request.
Annual leave:	28 days minimum (including bank holidays) pro rata. Cannot be waived.

Health & Safety Rights

Risk assessment:	Under the Management of Health & Safety at Work Regulations 1999, your employer MUST carry out a specific risk assessment once you notify them of your pregnancy.
Toilet breaks:	The Working Time Regulations 1998 entitles you to adequate rest breaks. Employers cannot legally deny reasonable toilet access.
Cab temperature:	Employers have a duty to ensure the working environment does not pose a health risk. Excessive cab heat is a welfare issue.
PPE & uniform:	PPE must fit properly. Ill-fitting PPE for female bodies is a health and safety failure — raise it with your employer or HSE.
Lone working:	Employers must assess risks of lone working, including overnight stops. You have the right to raise safety concerns without detriment.

Reporting & Enforcement

ACAS:	Free, confidential advice on all employment rights. 0300 123 1100.
Employment tribunal:	Time limit: 3 months less 1 day from the act of discrimination. ACAS early conciliation is required first.
HSE:	Report unsafe working conditions at hse.gov.uk/contact . Inspectors can investigate and issue improvement notices.
DVLA:	Notify DVLA of any medical condition that may affect your fitness to drive. gov.uk/health-conditions-and-driving
Trade union:	If you are a union member, your rep can accompany you to any disciplinary or grievance meeting.

Maternity & Pregnancy

Maternity leave:	Up to 52 weeks (26 ordinary + 26 additional). Statutory Maternity Pay for 39 weeks if eligible.
Keeping in Touch days:	Up to 10 KIT days during maternity leave without losing SMP.
Return to work:	Right to return to the same job (first 26 weeks) or a suitable alternative.
Redundancy protection:	Enhanced protection from redundancy during pregnancy and maternity leave.
No law stops driving:	There is no UK law that prohibits driving while pregnant. DVLA does not require notification for uncomplicated pregnancy.

Fertility & Menopause

Fertility treatment:	No specific statutory right to paid time off, but reasonable adjustments may apply. Dismissal related to IVF may be sex discrimination.
Menopause:	Not a protected characteristic in itself, but symptoms may engage sex, age, or disability discrimination protections.
Medication & Group 2:	Most hormone treatments are compatible with Group 2 driving. Always confirm with your GP and notify DVLA if in doubt.
Reasonable adjustments:	A menopause policy is best practice. If your employer lacks one, request adjustments under the Equality Act.

Emergency & Support Contacts

Samaritans 116 123 — free, 24/7	National Domestic Abuse 0808 2000 247 — free, 24/7	ACAS Helpline 0300 123 1100	Endometriosis UK 0808 808 2227
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Mind 0300 123 3393	Women's Aid womensaid.org.uk	HSE Concerns hse.gov.uk/contact	DriverWell driverwell.co.uk
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