



# BREAST-FEEDING POLICY

## Endeavour Multi Academy Trust

Review date: Spring Term 2022  
Policy Oversight Committee

Next Review: Spring Term 2024

## **Introduction**

The promotion of breast-feeding is a priority in the UK. Exclusive breast-feeding for the first six months of life offers major health advantages to mother and babies, so it is important that they are enabled to continue breast-feeding when they return to work.

The World Health Organisation advises that breast-feeding should continue alongside the introduction of solid foods, for up to and beyond the age of two years.

Under the Health and Safety at Work Act 1974 and subsequent legislation, employers have a statutory general duty of care to ensure the health and safety of all employees on an individual basis. This duty of care extends to ensuring that the breast-feeding child does not suffer any adverse effects as a result of their mother's work.

This guidance aims to extend the support offered to mothers so that they can balance their work and home lives and responsibilities.

## **Eligibility**

Employees who are breast-feeding mothers with children under the age of 3.

## **Provisions**

What support can I expect from my manager?

Where practicable, your manager will offer the following support:

- conduct a risk assessment of your work when you return, make adjustments as necessary and keep the assessment under review
- organise appropriate work patterns/hours or paid breaks to ensure the required time is allocated for breast-feeding or expressing breast milk
- find a room where you can express milk which will be:
  - warm, clean and private (i.e. blinds on windows, lockable)
  - comfortable furniture
  - hand-washing facilities (could be near-by)
  - storage facilities
  - dedicated refrigerator

As your child grows these arrangements will be reviewed by you and your manager.

## **How to Apply**

### **What must I do to continue breast-feeding once I have returned to work?**

As stated in the Maternity Leave process you may have already notified your manager that it is your intention to continue breast-feeding once you have returned to work. If not, you must discuss this as soon as is practicable to ensure that the right level of support can be offered on your return to work.

In all cases you should discuss your personal requirements with your manager prior to your return so that breaks, working hours, and accommodation issues can be agreed as appropriate.

## **Further Advice and Information**

This policy document is for general guidance only. If you need any further advice on how to apply this policy please contact your manager.

## **Useful contacts**

[www.maternityalliance.org.uk](http://www.maternityalliance.org.uk)

[Parents At Work | Education and Coaching | Workplaces, Parents, Carers and Leaders \(parentsandcarersatwork.com\)](http://Parents At Work | Education and Coaching | Workplaces, Parents, Carers and Leaders (parentsandcarersatwork.com))

[www.nctpregnancyandbabycare.com](http://www.nctpregnancyandbabycare.com)

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