



## St. Brendan's Nursery Class

### Staff & Visitors Breastfeeding Policy



St. Brendan's Primary School and Nursery recognises the short and long-term advantages of breastfeeding for both mother and baby and supports breastfeeding as the optimal infant feeding choice for all parents.

There are significant benefits to the employer from supporting women who wish to breastfeed on returning to work. As long as an employee is breastfeeding, health and safety at work regulations 1999 stipulate that an employer has a duty to consider whether working conditions are a risk to her health or the health of her baby. This policy aims to ensure that all pregnant and breastfeeding mothers employed by us are confident that they will be supported to continue breastfeeding on their return to work should they wish to do so. If you intend to continue breastfeeding after you return to work, you should notify your line manager in writing, giving at least eight weeks notice where possible.

#### **What support can staff expect to receive**

Our aim is to facilitate flexibility in working hours, including regular breaks for employees who need to express or breastfeed.

- We aim to provide a suitable area to rest/express milk (PT office beside nursery and parents room located in the nursery) which will be clean, warm with a low comfortable chair. This should not be a toilet. For the area to be considered suitable it should have a lock or sign on the door for ensuring total privacy and have an electricity point for an electric breastfeeding pump if required.
- The nursery parents' room has a sink where expressing equipment can be cleaned and stored. There is access to hot and cold running water with handwash and means of drying hands.
- We aim to provide access where reasonably practical, to a suitable fridge for storage of expressed milk (2-3 nursery Fridge).

No unreasonable request will be refused however where an employee disagrees with the decision made in relation to this policy, they can raise a grievance under the grievance procedure. The policy will be reviewed regularly to ensure that it reflects relevant legislation.

See North Lanarkshire Council's breastfeeding policy for updated guidance and further information.

Reviewed: September 2023

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