

South Lanarkshire Council: Education Resources

Biggar Primary School & ELC



Breastfeeding Policy

Related content links to UNCRC Article 24

Related content links to Sustainable Development Goals





Biggar Primary School **&** **Nursery Class** **Breastfeeding Policy**

Rationale

Biggar Primary School and Nursery Class, recognises the significant health and well-being benefits of breastfeeding for mothers, babies and young children. We aspire to a positive breastfeeding culture and we support breastfeeding in a number of ways.

‘Breastfeeding is the healthiest way to feed your baby. Exclusive breastfeeding (giving your baby breast milk only) is recommended for the first 6 months (26 weeks) of your baby’s life. After that, giving your baby breast milk alongside other food will help them continue to grow and develop healthily. Breast feeding is good for babies. Breastfed babies have:

- Less chance of diarrhoea and vomiting and having to go to hospital as a result
- Fewer chest and ear infections and fewer visits to hospital as a result
- Less chance of being constipated
- Less likelihood of being obese and therefore developing type 2 diabetes and other obesity related illnesses later in life
- Less chance of developing eczema

‘Any amount of breast feeding has a positive effect. The longer you breastfeed the longer the protection lasts and the greater the benefits.’ (www.breastfeedingnhs.uk)

According to the Breastfeeding etc.. (Scotland) Act 2005 it is an offence to prevent or stop a person in charge of feeding them in a public place. This means that any person should be able to feed a child when required without the fear of interruption or criticism.

Objectives

- We aim to promote an environment where breastfeeding is seen as the normal way to feed babies and young children.
- We aim to make sure that mothers wishing/needing to breastfeed on our premises are supported to do so.
- Our breastfeeding and returning to work policy provides assurance to pregnant and breastfeeding mother employees that they will be supported to continue breastfeeding on return to work, should they wish to do so.
- We aim to be aware of services where breastfeeding families can access support and information and be able to signpost families to this support if desired.

Line Manager Responsibilities

- It is the responsibility of the HT to communicate this policy to employees
- Once the employee has provided written notification, at least eight weeks' notice where possible, that they are breastfeeding/ intending to breastfeed, it is the HT's responsibility to carry out a risk assessment, and have a discussion with the employee, which will consider the employees job role and any health conditions.
- If necessary, and in consultation with employee, adjustments/accommodation will be made to working patterns and/or conditions to ensure the health, wellbeing and safety of the employee and child. Examples of adjustments include:
 - Changes to working patterns e.g. Employees who are breastfeeding should not be required to attend training courses or meetings that involve excessively long working days or overnight stays, which in turn might be detrimental to breastfeeding. Meetings and training courses may need to be cancelled or rescheduled. Any temporary adjustments must be agreed between the employee and their line manager and will be subject to the demands of the service.
 - Paid rest breaks. Flexibility in working hours, including regular breaks for employees who need to express milk or breastfeed.
 - Adjustments to working conditions that reduce risks identified in the risk assessment e.g. relating to posture, fatigue
- Employees will have access to a private and hygienic space for breastfeeding and expressing milk, should they need a space. It will be clean and warm with a low comfortable chair and, if reasonably practicable, the facility to lie down.

This

should not be a toilet. For the area to be considered suitable, it should have a lock or other arrangement for ensuring total privacy and have an electricity point for an electric breastfeeding pump, if required. (Visiting Services Room)

-Provide a clean area where the mother's sterilising equipment can be cleaned and stored. (Visiting Services Room)

-Provide access to hot and cold running water with hand wash and means of drying hand and where sterilising equipment can be washed.

-Provide access, where reasonably practicable, to a suitable fridge for storage of expressed breast milk. This milk should be stored in the coldest part of fridge, placed well away from other items in fridge. The fridge should be clean and able to maintain a reliable temperature 4°C or lower. (Fridge in main office)

Employee Responsibilities

The employee should provide written notification that they are breastfeeding /intending to breastfeed in advance of return to work and or before any Keep in touch days or shared parental leave in touch (SPLIT days), at least eight weeks' notice where possible.

- This ensures that an individual risk assessment can take place and appropriate accommodations can be put in place. It is recommended that the employee

provides any medical evidence, recommendations or requirements when notifying their line manager that they are (intend to) breastfeed/ express breast milk.

- Employees are responsible for leaving any space / facilities for breastfeeding/ expressing milk clean and tidy.
- Employees are responsible for maintaining and storing any breast pump equipment and the storage and transportation of their own expressed breast milk. It is recommended that any breastmilk that is stored in a communal fridge is labelled and/or placed in a cool bag.

No reasonable 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.

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