



Libberton Primary School

Breastfeeding Policy



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

- 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 local services where breastfeeding families can access support and information and be able to signpost families to this support if desired

Breastfeeding and returning to work Policy (information for staff)

Staff returning to work should feel supported to continue breastfeeding. 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 returning to work, you should notify your line manager in writing, giving at least eight weeks' notice where possible.

What support can you expect to receive?

Employees who are breastfeeding should not be required to work night shifts or attend training courses or meetings that involve excessively long working days or overnight stays, which in turn might be detrimental to breastfeeding.

Shift patterns may need to be temporarily re-organised while 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. You can expect reasonable paid time off during working hours to express milk or to breastfeed your baby if cared for close-by.

Every effort will be made to:

- Facilitate flexibility in working hours, including regular breaks for employees who need to express milk or breastfeed
- Provide a suitable area for rest / expressing milk which 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 (HT Office)
- Provide a clean area where the mother's sterilising equipment can be cleaned and stored (HT Office)

- 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 office)

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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