

Breast Feeding Policy for Staff and Visitors

Staff

It is widely acknowledged that breastfeeding is the healthiest way for a woman to feed her baby.

The Practice recognises the benefits of breastfeeding to both mothers and infants and therefore encourages and supports staff members to breastfeed their babies, including their return to work after their maternity leave. (Source Equality and Human Rights Commission)

Breastfeeding includes expressing milk and the same rights under this Policy will apply to employees who wish to express milk to give to their baby.

Policy

The Practice will therefore:-

- Inform all employees of the rights provided under this Policy as part of the Equal Opportunities Policy.
- Include this Policy in the induction programme for new staff, in order to foster a positive attitude towards breastfeeding.
- Inform all pregnant employees of the benefits of breastfeeding and their rights under this Policy.
- Perform a risk assessment in relation to all employees who plan to continue breastfeeding after their maternity leave.
- The Practice Manager will be responsible for performing the risk assessment. Written notice will be required of the employee's intention to continue breastfeeding or expressing milk on her return to work after their maternity leave.
- Make available a private, comfortable and appropriately equipped room for breastfeeding employees to feed their baby or express their milk.

Visitors / Patients

The Practice will not discriminate against any woman in her chosen method of infant feeding and will fully support the visitor/patient.

- All mothers will be enabled and supported to feed their infants in the Practice premises.
- The Practice will ensure that its staff members make comfortable arrangements for mothers who would prefer privacy to breastfeed as far as practicable.