



Endeavour Multi Academy Trust

BREAST-FEEDING POLICY

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 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:

