



Sidney Stringer
Multi Academy Trust

Supporting Breast Feeding

(Employees)

December 2016 – December 2019



Purpose

To establish guidelines for promoting a breastfeeding-friendly work environment.

Policy

Sidney Stringer Multi Academy Trust supports mothers that make the choice to breastfeed.

All schools in the MAT will provide.

Information

Information about breastfeeding support after returning to work is available to employees either before or during maternity leave.

Time to Express Milk or Breastfeed (Lactation Time)

Lactation times shall be established for each employee based on her work schedule. Where possible, the lactation time is to run concurrently with any break time already provided.

Lactation time beyond the regular break time is unpaid and will be negotiated between the employee and the school.

Space and Equipment for Expressing Milk or Breastfeeding

Employees shall be provided the use of a clean, comfortable space or "Lactation Area."

A toilet shall not serve as the lactation area.

The Lactation Area:

- is equipped with an electrical outlet
- is in close proximity to the employee's work area
- contains comfortable seating.

Ideally, the Lactation Area will be near:

- a sink with hot water and soap for hand washing and cleaning of equipment
- a refrigerator for storage of expressed breastmilk.

Atmosphere of Tolerance

Breastfeeding should not constitute a source of discrimination in employment or in access to employment. It is prohibited under this policy to harass a breastfeeding employee; such conduct unreasonably interferes with an employee's work performance and creates an intimidating, hostile or offensive working environment.

Any incident of harassment of a breastfeeding employee will be addressed in accordance with the Sidney Stringer Multi Academy Trust policies and procedures for discrimination and harassment.