



英國倫敦藝騰協會
Community Cohesion Advocates CIC



LONDON HACKNEY CHINESE COMMUNITY SCHOOL

餵哺母乳政策

喂哺母乳政策

Breastfeeding Policy



2023

Note: This document takes account of the most up to date central government information and guidance, at the time of writing. It is subject to change as guided by government policy.

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1. Statement of Intent

The purpose of this policy is to ensure that all workers at Community Cohesion Advocates Community Interest Company (CCACIC) London Hackney Chinese Community School (LHCCS) are aware of their role and responsibilities in supporting their colleagues when pregnant or having just returned from maternity leave.

This policy supports parents to feed and care for their baby in ways which support optimum health and well-being. We understand that preventing a mother from breastfeeding her infant may compromise both the health of the infant and the mother. We recognise the benefits of breastfeeding to mothers and their infants and, therefore, will support our workers, parents and visitors who choose to breastfeed whilst on the school premises.

We aim to accommodate breastfeeding mothers by creating a safe and welcoming environment in which mothers can feed their infants, without risk of judgement or lack of privacy.

For the purpose of this policy, the term 'breastfeeding' includes expressing milk to give to an infant at a later time. 'Infant' includes babies and children of any age.

2. Legal framework

This policy has due regard to all relevant legislation and statutory guidance including, but not limited to, the following:

- The Workplace (Health, Safety and Welfare) Regulations 1992
- The Management of Health and Safety at Work Regulations 1999
- Health and Safety at Work etc. Act 1974
- Equality Act 2010
- Employment Rights Act 1996

3. Aims

Through implementation of this policy, CCACIC London Hackney Chinese Community School aims to:

- 1) Provide students with the opportunity to see breastfeeding as a normal occurrence.
- 2) Create and maintain a positive ethos on breastfeeding.
- 3) Ensure all breastfeeding mothers, whether they are workers, parents or visitors, feel welcome to breastfeed while on the school site.
- 4) Maintain the health, safety and dignity of breastfeeding mothers and their infants while on the premises.
- 5) Assure breastfeeding mothers that they will not be treated unfavourably in any regard.
- 6) Ensure that breastfeeding mothers are offered a designated space to breastfeed their infant, if this is required by them.
- 7) Ensure that workers, students and visitors show respect for others' infant feeding choices.
- 8) Keep workers, parents and visitors informed of the facilities available to breastfeeding mothers who visit or work on the premises.

4. Roles and Responsibilities

4.1 The CCACIC London Hackney Chinese Community School Management Team is responsible for:

- 1) Informing workers about their legal rights to breastfeed whilst at work.
- 2) Informing workers, parents and visitors about mothers' rights to breastfeed whilst on the school site.
- 3) Promoting and maintaining a positive ethos surrounding breastfeeding.
- 4) Ensuring the health and safety of breastfeeding workers, parents, visitors and their infants whilst on the school site.
- 5) Informing mothers about their options for breastfeeding whilst on the school site.
- 6) Arranging a safe, comfortable, private space for mothers to breastfeed their infants if this is required by the mother.
- 7) Handling complaints and taking the necessary action.
- 8) Ensuring that the school's policies and procedures do not discriminate against breastfeeding mothers.
- 9) Ensuring workers are aware of workers', parents' and visitors' rights to breastfeed whilst on the school premises.
- 10) Work together with parents to improve experiences of parents with young babies and children to support the creation of a breastfeeding friendly environment.

4.2 Workers are responsible for:

- 1) Adhering to this policy.
- 2) Promoting and maintaining a positive ethos surrounding breastfeeding.

- 3) Being aware of the breastfeeding facilities available at the school.
- 4) Providing breastfeeding mothers with the necessary privacy.
- 5) Notifying their line manager or the headteacher of their needs to breastfeed and, where possible, arranging a schedule to do so in advance.
- 6) Helping parents and visitors locate the designated breastfeeding facilities.
- 7) Reporting issues regarding any designated breastfeeding areas to the headteacher.

4.3 Breastfeeding mothers are responsible for:

- 1) Adhering to this policy.
- 2) Keeping any breastfeeding facilities clean and tidy.
- 3) Informing a member of the school team of their needs in a timely manner.
- 4) Where required, providing their own re-sealable storage containers for the milk, which are clearly labelled with their name and the date.
- 5) Reporting any immediate issues about any designated breastfeeding facilities to a member of the teaching team.
- 6) Reporting any concerns or complaints regarding breastfeeding within the school to the headteacher.

5. Facilities

CCACIC London Hackney Chinese Community School understands that it is a mother's right to breastfeed anywhere on the school site and the school will respect all mothers' choice to breastfeed.

The exceptions are: Locations that pose a risk to the health and safety of the mother or her infant, e.g. construction sites and areas where there is a risk of radiation.

The school will provide a comfortable, clearly indicated, private space which is available exclusively for breastfeeding and offer this facility to breastfeeding mothers to aid their comfort, privacy and safety if required.

The school will not insist that breastfeeding mothers use these facilities if they do not wish to use them. The designated breastfeeding area will be kept clean, safe and accessible at all times. The area will be equipped with a comfortable chair. Where the designated space is not available, an alternative space will be offered, as long as it is sufficiently private, clean and comfortable.

Under no circumstances will the toilet facilities be used for breastfeeding as they are not sanitary locations for preparing or handling food.

Mothers who store their breast milk on the school site must store it safely in a sealed labelled container.

Positive promotion of breastfeeding will be facilitated via the school's communication platforms such as its website and social media platforms. Hardcopies of this policy can be made available for anyone upon request.

6. Workers returning to school after giving birth

Workers returning to school after giving birth are responsible for informing the headteacher in writing of their request to return to school, as well as whether they plan to continue breastfeeding once returning to school.

The headteacher will inform the returning worker of the rights provided under this policy as part of their equal opportunities, as well as where they can seek further advice from local breastfeeding professionals. Within the written request, the employee should detail any requests or specific adjustments which may be required. Prior to their return to school, the worker will discuss their needs with the headteacher, exploring any reasonable adjustments available to support them.

The worker will be provided with flexible breaks in order to breastfeed, where required. The arrangements for time allocated for breaks will be discussed and agreed with the headteacher. If, after discussion, a request for flexible working or breastfeeding-related breaks has been rejected by CCACIC LHCCS, the reasons for this decision will be explained to the worker.

Decisions will be carefully considered and communicated to avoid unlawful discrimination claims. Requests to breastfeed are likely to be temporary and so a permanent change to the volunteer contract will not be appropriate; however, temporary changes to working arrangements will enable the school and the worker to both meet their needs.

Workers who wish to breastfeed their infant while at school will not be asked to move or cover up while they are breastfeeding, unless in the interests of health and safety. All pregnant workers will be provided with the details of the local infant feeding peer support group, NHS infant feeding teams and breastfeeding helplines (which can all be found in Appendix A of this policy).

7. Parents and Visitors

7.1 Parents

Parents who wish to breastfeed on the school site will be welcome to do so, regardless of the age of their child. The breastfeeding of a student by their mother during school time will be arranged with the class teacher ahead of time to ensure there is minimal disruption to lessons or student's education. Regular breastfeeding of a student during school time will be arranged with the headteacher. The school will support the student's mother use of a designated breastfeeding area, should she require it.

If an agreement is made, the school will not insist the student's mother uses the facilities if she does not wish to use them, and will provide appropriate alternative arrangements that meet the needs of the mother and her child.

If the student's mother does not wish to use the designated breastfeeding facilities, appropriate alternative arrangements will be agreed with the headteacher ahead of time.

Should disruption to lessons or students' education occur because of any breastfeeding arrangements, the headteacher will meet with the parent to discuss and resolve any issues.

Should disruption or poor behaviour arise amongst students due to mothers breastfeeding on the school site, workers will address students' behaviour accordingly, and report concerns to the headteacher.

Artificial baby milk and solid foods will not be provided by the school.

Parents who wish to breastfeed while on the school site will not be asked to move or cover up while they are breastfeeding, unless in the interests of health and safety.

7.2 Visitors

Visitors who wish to breastfeed on the school site will be welcome to do so, regardless of the age of their child. The school will allow breastfeeding visitors use of a designated breastfeeding area, should they require it.

The school will not insist that breastfeeding visitors use the facilities if they do not wish to use them, and will provide appropriate alternative arrangements that meet the needs of the mother and the infant.

Artificial baby milk and solid foods will not be provided by the school.

Visitors who wish to breastfeed while on the school site will not be asked to move or cover up while they are breastfeeding, unless in the interests of health and safety.

8. Handling complaints

Complaints or concerns from parents and visitors regarding the school's breastfeeding arrangements should be communicated to the headteacher.

Complaints or concerns from workers regarding the school's breastfeeding arrangements should be communicated to the headteacher.

Workers, parents and visitors will be made aware of the process to follow when reporting a concern regarding breastfeeding on the school premises. The school will endeavour to address and resolve concerns.

9. Monitoring and review

This policy will be reviewed bi-annually by the school's Management Team and any changes made to the policy will be communicated to all workers and parents. The next scheduled review of this policy is date summer 2025.

Appendix A

1. National Breastfeeding Helpline 0300 100 0212
2. The Breastfeeding Network Hackney:

<https://www.breastfeedingnetwork.org.uk/hackney/>
3. Association of Breastfeeding Mothers 0300 330 5453
4. La Leche League 0345 120 2918
5. National Childbirth Trust (NCT) 0300 330 0700
6. The Breastfeeding Network supporter line in Bengali and Sylheti: 0300 456 2421
7. Ann Tayler Children's Centre: 02072756020
8. Daubeney Children's Centre: 02085257040