

## BREASTFEEDING POLICY

### AIM

To provide clear guidelines and support for staff, volunteers, committee members and students who breastfeed their children while working on-site.

### IMPLEMENTATION

#### Leadership will:

- Monitor and review this policy as needed
- Provide a safe and restful space where parents can breastfeed their child
- Ensure there are facilities on-site for mothers to pump breastmilk (i.e. clean spaces with power points, handwashing facilities etc.)
- Negotiate flexible working arrangements with parents that wish to breastfeed
- Allow up to an hour of breaks for employees/students to breastfeed (for the first 6 months) as per Department for Education guidelines.

#### Team Leaders will:

- Allow staff and students to have release time off the floor to pump breastmilk or breastfeed their child. This will not count towards their time off the floor such as lunch and break times.
- Ensure all staff in their room are aware of this policy and implement these guidelines
- Acknowledge the importance of breastfeeding children for the first six months but allow parents to breastfeed for as long as necessary (WHO guidelines recommend up to 2 years).
- Meet with the staff member to discuss breastfeeding arrangement and record as part of 'staff who are parents' documentation.

#### Staff members who are breastfeeding will:

- Inform their Team Leader or line manager when they need to leave to breastfeed, giving ten minutes' notice where possible.
- Ensure they have a routine with their child around feeding times to avoid disrupting the child's routine in the room or other children.
- Negotiate with both their team leader and Leadership staff if they feel they need to change their working arrangement
- Negotiate flexible study options with their course provider and/or lecturer and communicate this information to Leadership if completing placement.
- Notify their Team Leader or line manager if their breastfeeding routine changes.
- Understand they're entitled to 1 hour of paid lactation breaks and must negotiate further breaks.

#### EVALUATION:

*This policy is seen to be successful when:*

Mothers are able to breastfeed their children on-site and balance their work or study commitments.

#### National Quality Standards:

**Element 2.1.1** Each child's health needs are supported

**Standard 6.2** Families are supported in their parenting role and their values and beliefs about childrearing are respected.

**Implemented:** August 2015

**Reviewed:** November 2023

**Next Review:** November 2024

#### Source:

Department for Education Breastfeeding Policy (Last Updated January 2022)

Australian Breastfeeding Association, *Breastfeeding and Childcare: Information for Service Providers and Parents* (August 2012)

Australian Breastfeeding Association, *Caregiver's Guide*, (April 2013)

World Health Organisation, *Up to what age can a baby stay well nourished by just being breastfed?* (July 2012)