

North West Regional College Policy and Procedures

Breastfeeding Policy

Issue	Document Title	Date Last Reviewed	Next Review Date	Responsibility of
5	Breastfeeding Policy	May 2022	May 2023	Gillian Moss Sandra Kelly

North West Regional College

Breastfeeding Policy

Policy Aim



To facilitate and support breastfeeding mothers in the workplace and during their education.

The North West Regional College recognises the importance of breastfeeding for both mother and baby and supports and promotes breastfeeding. The College provides facilities and the support necessary to enable mothers in their employment to balance breastfeeding with their work, as well as supporting students who are breastfeeding.

The North West Regional College is committed to promoting equality of opportunity and good relations in accordance with Section 75 of the Northern Ireland Act 1998. This policy should be interpreted in a manner consistent with the aforementioned legislation.

The College will provide this policy in alternative formats on request where reasonably practicable, eg, Braille, Large Print, Computer Disk, Audio formats, etc, and/or alternative language.

Lactation Breaks - Staff

Lactation breaks are paid breaks. There is flexibility for mothers to take lactation breaks during their working day. The timing of the breaks can be agreed by the mother and her line manager.

Our options include:

- paid time off to express breast milk or to breastfeed her baby in the workplace;
- a short period of time off to breastfeed at another location without loss of pay;
- we allow lunch and other breaks to be taken to coincide with feeding times.

Lactation Breaks - Students

The timing of the breaks can be agreed by the mother and course tutor. If any timetabling concerns are identified, students should contact Student Services who will provide support to address concerns.

Facilities

A clean private room with a power socket, lockable door, comfortable chair, table, refrigerator, hand washing facilities and a storage area for breast pump and sterilizing equipment are provided in the Strand Road Campus. The key is available in HR Services. Also, in Limavady, a breastfeeding room is available on the ground floor in the Benevenagh Building and a key is available at reception. A further facility is available in Strabane Campus in Room H118.

Information

All staff and students are made aware of this policy. All women who are going on maternity leave will be provided with information on how they can combine breastfeeding and work/study. Staff/students who are considering breastfeeding can make arrangements for breastfeeding facilities, flexible working/study options and other supports before going on maternity leave.

Monitoring

This policy will be monitored every three years based on the College's Policy monitoring schedule. Other policies related to this policy include:

- [Children on College Premises](#)
- [Safeguarding, Care and Welfare Policy](#)
- [Health and Safety Policy](#)
- [Fire Safety Policy](#)
- [Attendance Policy](#)

The College's Equality Scheme should also be considered. Access to the scheme is on the link below

<https://www.nwrc.ac.uk/assets/files/Equality-Scheme.pdf>

The above policies, as well as other relevant policies such as Maternity and Paternity Leave Policies, can be accessed on the [College's A to Z portal](#).