Table of Contents

[Introduction 2](#_Toc171025463)

[ Purpose 2](#_Toc171025464)

[ Scope 2](#_Toc171025465)

[ Relevant legislation and guidance 2](#_Toc171025466)

[Expectations 2](#_Toc171025467)

[ For All Nursery Staff, Students and Volunteers 2](#_Toc171025468)

[ Compliance and Disciplinary Measures 2](#_Toc171025469)

[Processes and Procedures 2](#_Toc171025470)

[*Breast Milk Storage and Handling* 3](#_Toc171025471)

[*Emergency Procedures* 3](#_Toc171025472)

[Staff Training 3](#_Toc171025473)

[Communication with Parents 3](#_Toc171025474)

[Policy management and review 4](#_Toc171025475)

**Introduction**

* Purpose

The purpose of this Breastfeeding Policy is to support and encourage breastfeeding among parents and carers, ensuring that The Little Bumblebee Nursery provides a welcoming and accommodating environment for breastfeeding families. This policy outlines the necessary procedures and responsibilities to promote and facilitate breastfeeding within the nursery setting.

* Scope

This policy applies to all staff, students, volunteers, children, and visitors at The Little Bumblebee Nursery. It covers breastfeeding support, facilities, and guidelines for accommodating breastfeeding mothers and their children.

* Relevant legislation and guidance
* Equality Act 2010
* Health and Safety at Work Act 1974
* Public Health England: Breastfeeding and Returning to Work

**Expectations**

* For All Nursery Staff, Students and Volunteers

#### For All Nursery Staff, Students, and Volunteers

* Promote a positive attitude towards breastfeeding within the nursery.
* Respect the privacy and dignity of breastfeeding mothers.
* Provide information about the nursery’s breastfeeding support to parents and carers.
* Ensure that breastfeeding mothers feel comfortable and supported.
* Participate in training related to breastfeeding support and awareness.

*For Parents*

* Inform the nursery of your breastfeeding needs and preferences.
* Label all containers of expressed breast milk with your child's name and the date the milk was expressed.
* Communicate any specific instructions regarding the storage and handling of breast milk.
* Utilize the designated breastfeeding areas if you prefer to breastfeed on the premises.
* Engage with nursery staff about any concerns or questions regarding breastfeeding support.
* Compliance and Disciplinary Measures

Non-compliance with the breastfeeding policy may result in disciplinary action, which can include retraining, written warnings, or termination of employment for staff. Volunteers and students may be asked to leave the premises if they fail to adhere to the breastfeeding support guidelines.

**Processes and Procedures**

#### Breastfeeding Support Procedures

The setting manager will ensure that staff are knowledgeable about breastfeeding and are equipped to offer appropriate support to breastfeeding mothers. This includes providing relevant resources and training.

#### Facilities for Breastfeeding

The nursery will provide a comfortable and private area for breastfeeding mothers. This area will be equipped with:

* Comfortable seating.
* Access to water.
* A locked room if required.

#### Information and Resources

* The nursery will provide information about breastfeeding support and resources to all parents and carers upon enrollment.
* Staff will be available to discuss any concerns or questions parents may have about breastfeeding.

### *Breast Milk Storage and Handling*

The nursery will provide facilities for the safe storage and handling of expressed breast milk, including:

* Clearly labelled containers for breast milk storage.
* A refrigerator for storing expressed milk.
* Procedures for handling and warming breast milk to ensure safety and hygiene.

### *Emergency Procedures*

In case of any issues related to breastfeeding, such as a mother experiencing difficulty or discomfort, the following steps will be taken:

1. **Immediate Assistance:**
	* A staff member will offer immediate support and assistance.
	* The setting manager will be informed to provide additional help if necessary.
2. **Referral to Health Professionals:**
	* If the issue cannot be resolved within the nursery, the mother will be referred to relevant health professionals for further support.

#### Training and Development

All staff in the baby room will take baby training which covers aspects regarding breastfeeding, including:

* Understanding the benefits of breastfeeding.
* Practical skills for supporting breastfeeding mothers.
* Awareness of the nursery’s breastfeeding policy and procedures.

#### Parental Engagement

The nursery will engage with parents and carers to promote breastfeeding through:

* Regular communication about the benefits of breastfeeding.
* Providing resources and support materials.
* Encouraging an open dialogue about breastfeeding needs and concerns.

**Policy management and review**

* The Little Bumblebee will review this policy annually. In cases of relevant legal or procedural changes, we will review this policy accordingly. The policy should be made available on the Nursery website, with paper copies provided by the Nursery upon request.
* The policy should be approved, signed and dated and the date for review noted.
* The policy should be provided to and followed by all staff and volunteers.

This policy statement was adopted on 01/01/2023.

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| Reviewed By: Mojdeh Najafpoor | Date: 19/02/2024 |
| Signed:A handwritten oval shape with a black line  Description automatically generated with medium confidence | Next Review Date: 19/02/2025 |