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**How to support a member of staff who is breastfeeding**

Some employees returning from maternity leave may still be breastfeeding their child. A risk assessment must be conducted in these circumstances, in order to identify if there are any risks to the mother or her child.

Organisations must also provide suitable rest facilities for breastfeeding members of staff. It is good practice to ensure that there is a private, clean environment for expressing, and a fridge in which to store the milk.

Managers should:

* Discuss with the member of staff about their individual requirements for rest and expressing and storing milk.
* As part of the return to work plan and support, maintain a regular dialogue with the member of staff about their needs.
* Ensure that flexibility is provided around breaks or hours of work to allow for expressing milk.
* Maintain confidentiality at all times.
* Consider temporary flexible working arrangements to support breastfeeding, if required.
* Identify the appropriate place for expressing milk and resting, liaising with Facilities as required. The University does have designated rooms in some locations – see StaffNet for further details.
* Take advice from HR if more information is needed about specific issues or circumstances.