

## WITHAM AND HUMBER DRAINAGE BOARDS

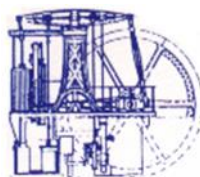
*Four independent statutory Land Drainage and Flood Risk Management Authorities working in partnership.*



Witham First District IDB



Upper Witham IDB



Witham Third District



North East Lindsey

[www.witham3idb.gov.uk](http://www.witham3idb.gov.uk)

### Breastfeeding or expressing milk policy

<b>Background</b>	Witham and Humber Drainage Boards will provide support and assistance to new mothers who return to work after maternity leave whilst continuing to breastfeed or express milk.
<b>Statement</b>	Witham and Humber Drainage Boards take their obligations under health and safety legislation seriously and view the welfare of employees as a priority. Risk assessments will always be carried out in respect of employees who have returned from maternity leave and are breastfeeding/expressing milk.
<b>Responsibilities</b>	Chief Executive for Implementing the scheme and ensuring that employees have necessary information. HR Lead and Line Managers to ensure that employees have the necessary information and that relevant forms are completed. HR Lead and Senior management team to review and revision of the policy
<b>Training</b>	HR Lead to offer support, guidance and training in the most appropriate approach
<b>Equality and Diversity</b>	This policy aims to meet the requirements of the Equality Act 2010 and ensure that no employee receives less favourable treatment on the grounds of gender, sexual orientation, transgender, civil partnership/marital status, appearance, race, nationality, ethnic or national origins, religion/belief or no religion/belief, disability, age, carer, pregnancy or maternity, social status or trade union membership.
<b>Association of Drainage Authorities (ADA)</b>	Local Policy in Line with ADA Lincolnshire Branch Wages and Salaries and Conditions of Service, 2019
<b>Dissemination</b>	Boards' Websites
<b>Version</b>	V3
<b>Approval Date</b>	Joint Services Committee 20.07.20
<b>Review Date</b>	Within 3 years of approval or as and when policy guidance changes

## **1. Introduction**

- 1.1 The purpose of this policy is to set out how Witham and Humber Drainage Boards will offer support to new mothers who return to work after maternity leave whilst continuing to breastfeed or express milk.
- 1.2 Witham and Humber Drainage Boards takes their obligations under health and safety legislation seriously and view the welfare of employees as a priority. Risk assessments will always be carried out in respect of employees who have returned from maternity leave and are breastfeeding/expressing milk.
- 1.3 Risks identified must be addressed. The 4 Boards will review and eliminate the risk fully or alternatively a reduction in the risk where this is acceptable. Adjustments will be made to the employee's role in order to eliminate or reduce the risk for the period that the employee continues to breastfeed/express milk.
- 1.4 If no adjustments can be made which have the desired effect, the 4 Boards will seek suitable alternative work to be offered to the employee on a temporary basis until the risks are removed or breastfeeding/expressing milk ends. Maternity suspension on full pay will be the last resort should no alternative work be available.
- 1.5 The risk assessment will focus on all relevant areas including physical, mental, biological and chemical agents and any operational methods adopted by the 4 Boards.

## **2. Maternity suspension**

- 2.1 Maternity suspension is not in any way a disciplinary action but is a protective measure for both the employee and the 4 Boards. Employees will remain on full pay for the suspension period. In addition, all the employee's normal terms and conditions will continue to apply for the duration of the suspension.

## **3. Provision for expressing milk at work**

- 3.1 Employees who are breastfeeding/expressing milk at work should, wherever possible, do this during their contractual rest breaks (e.g. lunchtime). If this is not possible a time should be agreed between the employee and the line manager.
- 3.2 Private facilities for breastfeeding/expressing milk will be provided. If milk is to be kept in a communal fridge, it must have a clearly visible label.

## **4. Time off to breastfeed**

- 4.1 An employee may make a request for flexible working in order to take time off for the purposes of breastfeeding her baby. However, the policy is to agree a permanent change to working hours as a result of a flexible working request and therefore this may not be in the employee's best interests.
- 4.2 Any other arrangements regarding time off for the employee to breastfeed must be discussed and agreed in advance with her line manager. The arrangements must be reviewed, and a date of the review set if working hours have been reduced as part of the arrangements.

## **5. Dismissal**

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- 5.1 Dismissal for reasons related to breastfeeding or expressing milk is automatically unfair. In addition, a woman must not suffer any detriment because she is breastfeeding or expressing milk.