



Maternity Policy

HR-02/2019

At the Council meeting on 4 April 2019, approval was given to the introduction of a new Maternity Policy to reflect the Council's earlier commitment to promote and encourage access to facilities to support breastfeeding.

North Lanarkshire Council recognises the short and long term advantages of breastfeeding for both mother and baby and supports breastfeeding as the optimal infant feeding choice for all parents. The Council is keen, in partnership with colleagues in NHS Lanarkshire, to seek to encourage and support staff to continue breastfeeding on their return to work from maternity leave to maximise the full benefits (short and long term) of breastfeeding. There is a role for the Council to play in providing breastfeeding friendly facilities where possible in current buildings, and to include consideration of these facilities when refurbishing or commissioning new buildings. The first step in this process is to support our employees to continue to breastfeed on their return to work.

The Maternity Policy sets out the following commitments: Where possible, the following requests will be accommodated for breastfeeding mothers during the period they are breastfeeding:

- Flexible working – temporary changes to working hours or patterns in line with the Smarter Working Policy.
- A private, hygienic, safe and secure area will be provided to allow a breastfeeding mother to express milk.
- Access to a refrigerator and, where possible, a clean area where sterilising equipment may be stored.

The Maternity Policy can be accessed [here](#).

Please ensure that the content of this Circular is brought to the attention of all employees by circulating this circular or prominently displaying a copy on your Service notice boards. Thank you for your assistance with this matter.

Head of People & Organisational Development

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