

## For publication

### Approval of a Breast Feeding Policy

<b>Meeting:</b>	Cabinet
<b>Date:</b>	14 September 2021
<b>Cabinet portfolio:</b>	Governance
<b>Directorate:</b>	Corporate
<b>For publication</b>	

#### 1.0 Purpose of the report

To seek approval of the implementation of a new Breast Feeding Policy.

#### 2.0 Recommendations

That Cabinet approves the implementation of the new Breast Feeding Policy.

#### 3.0 Reason for recommendations

3.1 To ensure consistency amongst staff to create an atmosphere within our venues in which a mother is able to breastfeed comfortably and confidently.

#### 4.0 Report details

4.1 It is entirely legal to breastfeed in public places anywhere in the UK. Breastfeeding in public places is protected under the Equality Act (2010) for as long as a mother wishes to breastfeed her baby, toddler or small child without an age restriction. Protection covers any public space from parks and leisure facilities to public buildings and using public transport.

4.2 A copy of the policy will be issued to all new staff members within one week of commencement of employment and a copy will be made available on the council's intranet.

4.3 Line managers will ensure that staff are familiar with the policy, know the areas of the building with more privacy and are confident in managing the common scenarios.

## **5.0 Alternative options**

5.1 The Council could choose not to implement the Breast Feeding Policy, however, it is anticipated that this would have a negative impact on uptake of services and inequality of access for the groups defined within the policy. This is reinforced in the associated preliminary equality impact assessment.

## **6.0 Implications for consideration – Council Plan**

6.1 The policy is linked to the priority of ‘Improving the Quality of Life for Local People’ and our objective ‘Reduce inequality and provide support to vulnerable people’

## **7.0 Implications for consideration – Financial and value for money**

7.1 No implications identified.

## **8.0 Implications for consideration – Legal**

8.1 The introduction of the new Breast Feeding Policy provides an opportunity for the council to demonstrate compliance with the Equality Act 2010.

## **9.0 Implications for consideration – Human resources**

9.1 No implications identified.

## **10.0 Implications for consideration – Risk management**

Description of the Risk	Impact	Likelihood	Mitigating Action	Impact	Likelihood
Reputational risk of not implementing and supporting a Breast Feeding Policy	M	L	Introduce and support the Breast Feeding policy to assist customers in accessing our services.	L	L

## **11.0 Implications for consideration – community wellbeing**

11.1 No implications identified.

## **12.0 Implications for consideration – Economy and skills**

12.1 No implications identified.

## **13.0 Implications for consideration – Climate Change**

13.1 No implications identified.

## **14.0 Implications for consideration – Equality and diversity**

14.1 The Preliminary Equality Impact Assessment has been written and is attached.

### **Decision information**

<b>Key decision number</b>	1051
<b>Wards affected</b>	All wards

### **Document information**

<b>Report author</b>	
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<b>Appendices to the report</b>	
Appendix 1	Breast Feeding Policy
Appendix 2	Preliminary Equality Impact Assessment