

<b>Report to:</b>	MSMTM
<b>Report by:</b>	Helen Gardner-Swift, Head of Corporate Services (HOCS) Bethan Owen, Administrator (Administrator)
<b>Meeting Date:</b>	24 February 2021
<b>Subject/ Title:</b> (and VC no)	Breastfeeding Friendly Scotland Award Scheme (VC145778)
<b>Attached Papers</b> (title and VC no)	None

## Purpose of report

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1. The purpose of this report is to inform SMT of the Breastfeeding Friendly Scotland scheme which the Commissioner has been invited to join.

## Recommendation and actions

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2. I recommend the following:
  - (i) the Commissioner joins the Breastfeeding Friendly Scotland Scheme and that the HOCS signs the related documentation on behalf of the Commissioner
  - (ii) the Administrator arranges for staff training for all members of staff (including induction for any new members of staff) to be provided before the office premises are able to re-open to the public
  - (iii) the Administrator liaises with Fife NHS board to arrange for the publication materials to be provided which will be displayed when the office premises are able to re-open
  - (iv) the report is published in accordance with paragraph 21.

## Executive summary

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3. The Breastfeeding etc (Scotland) Act 2005 provides it is an offence to prevent or stop a person in charge of a child who is otherwise permitted to be in a public place or licensed premises from feeding milk (breastmilk, formula or cow's milk) to that child in that place or on those premises. The Act applies to all employees and employers in premises where the public have general access.
4. The Equality Act 2010 also confers a protection for breastfeeding children over the age of 2 years, supporting families for the duration of feeding.
5. The Breastfeeding Friendly Scotland scheme (BFS) is a Scottish Government supported national scheme, but implemented locally by NHS Boards which aims to:
  - provide mothers with positive experiences of breastfeeding when out and about, enabling mothers to feel confident and supported
  - raise awareness of the Breastfeeding etc. (Scotland) Act 2005 and the Equality Act 2010
  - ensure that organisations are aware of their responsibilities under this legislation.

6. Organisations which sign up to the BFS must clearly display a logo and this will let people know that the organisation
  - is part of the BFS
  - understands the law that applies to this
  - supports breastfeeding on their premises
7. The benefits of the BFS are:
  - people who breastfeed feel more comfortable when visiting the premises
  - training staff to be breastfeeding aware can improve awareness of equality rights and, also, improve customer service
8. To sign up to the BFS we will need to:
  - train staff about the law related to the BFS and what it means for them
  - display the BFS award in a noticeable place (not in a toilet or baby changing area)
  - agree to never ask someone to stop breastfeeding, cover up or move their seat when breastfeeding
  - support people to feel more comfortable when breastfeeding their child
9. We will not need to provide a breastfeeding/feeding room but are encouraged to support the request if a mother asks for a private space. Likewise, there is no obligation to supply storage facilities of expressed milk, but we are encouraged to provide these facilities if we can.
10. As the general public have access to our premises (when the office premises re-opens), I am of the view that we should consider signing up to the BFS and have this in place when the office premises are able to be re-open to the public. Training will be provided to all staff so that they know what is required under the BFS.

## **Risk impact**

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11. Ensuring that there are relevant policies and procedures in place, including policies and procedures relating to equalities helps us to ensure that operational risks are mitigated as far as possible.

## **Equalities impact**

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12. All staff should be aware of the requirements of the Breastfeeding (Scotland) Act 2005 and the Equality Act 2010.
13. Whilst the BFS is aimed at people and children who may be visiting our premises, it also provides an important message to any member of staff who may be breastfeeding.
14. In addition to the staff training that will take place, training will be included in our induction procedures for any new member of staff.

## **Privacy impact**

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15. There are no direct privacy implications arising from this report. There will be no records generated, kept or processed of any member of the public who breastfeeds or requests breastfeeding facilities in our premises.

## Resources impact

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16. None.

## Operational/ strategic plan impact

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17. None.

## Records management impact (including any key documents actions)

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18. None.

## Consultation and Communication

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19. The Administrator will liaise with the Fife NHS health concerning the BFS and to arrange for the related promotional materials to be sent to us to display once the office premises are re-opened to the public.

20. Staff will be advised of the BFS, training will be arranged and this will also be included in any induction training for any new member of staff.

## Publication

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21. I recommend that this committee report is published in full.