

FOI REF: 24/054

24th January 2025

Eastbourne District General Hospital

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Eastbourne
East Sussex
BN21 2UD

Tel: 0300 131 4500

Website: www.esht.nhs.uk

FREEDOM OF INFORMATION ACT

I am responding to your request for information under the Freedom of Information Act. The answers to your specific questions are as follows:

I am writing to request information regarding your Trust's policies and facilities relating to breastfeeding for staff. Please could you provide the following information:

- 1) Does the Trust have a formal policy for staff who are breastfeeding and or expressing in the workplace?**

No, East Sussex Healthcare NHS Trust does not have a standalone policy for staff who are breastfeeding or expressing milk in the workplace.

- 2) Does the Trust provide a dedicated breastfeeding room or private space (other than toilets) for staff to breastfeed or express breastmilk?**

Yes, both onsite NHS nurseries have parents' rooms which can be accessed during nursery opening times. At Conquest Hospital a dedicated room is accessible to both staff and the public.

- 3) Does the Trust's breastfeeding policy include provisions for staff to take breaks to express breastmilk during working hours?**

Yes, staff are allowed to take breaks to express milk during working hours.

- 4) If such breaks are allowed, does taking these breaks have any impact on staff pay?**

No.

Please provide copies of any relevant policies or guidance documents, if available.

Please see the attached 'Breast Feeding.doc for staff expressing' and 'Staff accessing nursery to breastfeed.doc enrolment form'.

If I can be of any further assistance, please do not hesitate to contact me.

Cont.../

Should you be dissatisfied with the Trust's response to your request, you have the right to request an internal review. Please write to the Freedom of Information Department (esh-tr.foi@nhs.net), quoting the above reference, within 40 working days. The Trust is not obliged to accept an internal review after this date.

Should you still be dissatisfied with your FOI request, you have the right of complaint to the Information Commissioner at the following address:

The Information Commissioner's Office
Wycliffe House
Water Lane
Wilmslow
Cheshire SK9 5AF

Telephone: 0303 123 1113

Yours sincerely

Freedom of Information Department
esh-tr.foi@nhs.net

Breast Feeding- Expressing Milk

Staff returning to work following maternity leave

Staff returning from maternity work who may wish to continue expressing breast milk during their normal working day may find it difficult to find areas within their own workplace to do this. Childcare Facilities are available on the EDGH and Conquest site and can provide a room/ area for staff to express milk during their breaks, or be met with their baby by their current childcare provision.

As these staff may not be regular users for childcare, it is important that the following procedures are adhered to thus ensuring staff are able to access these facilities and that the nursery management team have all the information about that staff member. This will ensure access at all times to our facilities whilst ensuring the safeguarding of all our regular users

Procedures for staff wishing to access facilities:

- Staff wishing to access our facilities must first make contact to meet the management team of the nursery to discuss requirements
- Complete registration form
- Once staff ID has been checked and employment verified staff can access the nursery
- Forms will be kept by the nursery manager

Procedures for manager:

- Meet with staff member
- Forms to be completed and Staff ID photo copied
- Employment must be verified by the Child& Family care co-ordinator or HR
- Inform staff member of opening times/ closing times
- Inform staff member of infection control policy
- Inform staff member of where in the nursery they can access
- Inform all nursery staff so that they can allow access
- Inform staff member of storage of milk and clear labelling procedure
- Inform staff member if milk not collected within 24 hours then staff will dispose of it.

Staff accessing nursery to breastfeed/ express milk

Please complete all the details required on the form

Name:	Staff Number:
Department:	Employer/Trust:
Contact Number:	Email Address:

When do you envisage accessing the nursery? days/ times?

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Will you be requiring the nursery to store your breast milk? *Please Circle*

Yes

No

If **yes** please ensure this is clearly labelled with name date and time and contents of the container

Signed..... Date.....

To be completed by Manager

Sign & Date

Photo copy of ID (attach to form)	
Employment verified	
First anticipated date of access	
All nursery staff informed	