



Ref: FOIA Reference 2024/25-714

Date: 29<sup>th</sup> January 2025

Email [foi@uhnm.nhs.uk](mailto:foi@uhnm.nhs.uk)

Dear Sir/Madam

I am writing to acknowledge receipt of your email 17th January 2025 requesting information under the Freedom of Information Act (2000) regarding Breastfeeding

Please note that we have received this identical request twice but will be responding once

**Q1 I am writing to request information under the Freedom of Information Act 2000 regarding your Trust's policies and facilities relating to breastfeeding for staff. Please could you provide the following information:**

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

A1 Please refer to the attached Trust policy HR11

**Q2 Does the Trust provide a dedicated breastfeeding room or private space (other than toilets) for staff to breastfeed or express breastmilk?**

A2 The HR11 Policy states, section A3 15.2 The Trust will undertake a risk assessment and provide breast/chest feeding mothers with suitable private rest facilities. The Health and Safety Executive Guidance recommends that employers provide:

- a) clean, healthy and safe environment for women who are breast/chest feeding;
- b) suitable access to a private room to express and store milk in an appropriate refrigerator.

An employee who is breast/chest feeding must be risk assessed, and facilities provided in accordance with Section A3.5.

**Q3 Does the Trust's breastfeeding policy include provisions for staff to take breaks to express breastmilk during working hours?**

A3 This is not specifically stated, but the risk assessment does include the following section, meaning it could be included in the risk assessment discussion with the appropriate line manager.

**Q4 If such breaks are allowed, does taking these breaks have any impact on staff pay?**

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

A4 Information not held.

\*Please note that any individuals identified do not give consent for their personal data to be processed for the purposes of direct marketing.

***UHNM NHS Trust is a public sector body and governed by EU law. FOI requestors should note that any new Trust requirements over the EU threshold will be subject to these regulations and will be advertised for open competition accordingly.***

Where the Trust owns the copyright in information provided, you may re-use the information in line with the conditions set out in the Open Government Licence v3 which is available at <http://www.nationalarchives.gov.uk/doc/open-government-licence/version/3/>. Where information was created by third parties, you should contact them directly for permission to re-use the information.

An anonymised copy of this request can be found on the Trust's disclosure log, please note that all requests can be found at the following link: <http://www.uhnm.nhs.uk/aboutus/Statutory-Policies-and-Procedures/Pages/Freedom-of-Information-Disclosure-Log.aspx>

This letter confirms the completion of this request. A log of this request and a copy of this letter will be held by the Trust.

If you have any queries relating to the response please contact my office

Should you have a complaint about the response or the handling of your request, please also contact my office to request a review of this. If having exhausted the Trust's FOIA complaints process you are still not satisfied, you are entitled to approach the Information Commissioner's Office (ICO) and request an assessment of the manner in which the Trust has managed your request.

The Information Commissioner may be contacted at:

Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire SK9 5AF or via [www.ico.org.uk](http://www.ico.org.uk).

Yours,



University Hospitals  
of North Midlands  
NHS Trust

*L Carlisle*

**Leah Carlisle**

Head of Data, Security & Protection and Health Records  
Data Protection Officer

