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Re: Breastfeeding employees returning to work

Dear *employer*,

As a Specialist Baby Friendly Team in Blackburn with Darwen we aim to support you in protecting and promoting and supporting breastfeeding amongst your workforce. The World Health Organisation suggests exclusive breastfeeding until baby is 6 months of age and thereafter for 2 years and beyond – this will ensure optimal health benefits for mums and babies alike.

By supporting breastfeeding mothers in your workplace you will also be:

- reducing future absence from work due to child sickness (breastfeeding reduces many childhood illnesses including infections, allergies, asthma, diabetes)
- increasing staff morale and loyalty resulting in a higher return to work
- lowering recruitment and training costs (higher staff retention)
- providing an extra incentive to offer potential employees
- reducing sickness of female employees (due to health gains of breastfeeding their babies i.e. reduced breast and ovarian cancer, and less risk of osteoporosis)
- acting as a model employer

We would like to support you to:

- ensure that your management team recognise the benefits of supporting members of staff who wish to continue breastfeeding upon their return to work, inform them accordingly, and develop creative ways of working to enable this to happen.
- create an environment where more female staff choose to breastfeed and are supported by the fellow colleagues

Please find enclosed in this e-pack:

- A sample breastfeeding policy for you to consider / adapt and share via your HR department
- 'Acas' guide - 'accommodating breastfeeding employees in the workplace' – including what the law says
- 'Breastfeeding at study or work' – a useful guide for employers and employees
- Breastfeeding Network information for employers

Please do not hesitate to contact us for further support and guidance. We hope you find the information included helpful.

Best regards
Specialist Baby Friendly Team, ELHT (NHS) / Blackburn with Darwen