

MOTHER FRIENDLY WORKPLACE POLICY

Rationale:

- As an educational institution, our school values and supports motherhood. In doing so, we encourage and support the participation of young mothers in our school at all levels.

Aims:

- To provide a workplace that supports mothers of young children.

Implementation:

- The school benefits by providing a Mother Friendly Workplace in that it assists female teachers on maternity leave to return to work at an earlier date, provides greater access to volunteer helpers within the school environment and assists retention of students with young babies wishing to continue their education.
- Breastfeeding mothers have a legal right to breastfeed their infants in any public environment, with the exception of gaming venues.
- Mother friendly workplaces provide staff members with babies, parents visiting the school and students with babies with a safe, private environment for breastfeeding their infants and for storing of expressed breastmilk.
- The school will provide an appropriate private room, with a locking door for female teachers, visitors and students wishing to breastfeed their baby or to express breastmilk for storage.
- The school will provide a refrigerator for the purpose of storing expressed breastmilk.
- The school will provide within the room a comfortable chair, baby change table and waste bin with lid.
- The school will consider flexible work options for staff, including lactation breaks, on a case-by-case basis.

Evaluation:

- This policy will be reviewed annually as part of the school's three-year review cycle.

This policy was last ratified by School Council on....

November 2015