

Appendix B

Diversity impact assessment

TITLE			
Breastfeeding Policy			
DATE			
10/003/2025			
LEAD OFFICER.			
Nick Morgan, HR Business Partner			
1 Summary description of the proposed change			
<p>The proposed change is the implementation of a comprehensive breastfeeding policy within the council.</p> <p>This policy aims to make sure that employees are provided with consistent support and improve awareness for managers around the responsibilities for breastfeeding employees.</p> <p>Currently, the council does not have a formal breastfeeding policy. Employees who need to breastfeed or express milk must make ad-hoc arrangements, which may not always be adequate, supportive or consistent across the organisation.</p>			
2 Summary of evidence used to support this assessment			
<p>Working in collaboration with Public Health and taking feedback from consultation with Staff Forums has helped to shape the policy. Current arrangements that have been put in place previously have been formalised to make sure that employees and managers know what support is available.</p> <p>Benchmarking has been undertaken against health and safety standards and best practice.</p>			
3 What is the likely impact of the proposed change?			
Protected characteristic groups (Equality Act 2010)	Adverse impact	Advance equality	Foster good relations
Age	No	Yes	Yes
Disability	No	Yes	Yes
Gender reassignment	No	No	No

Marriage/civil partnership	No	No	No
Pregnancy/maternity	No	Yes	Yes
Race	No	No	No
Religion/belief	No	No	No
Sex	No	Yes	Yes
Sexual orientation	No	No	No
Care experience	No	No	No
Other (e.g. low income groups)	No	No	No
4 Summary of the likely impacts			
<p>Who will be affected?</p> <p>Breastfeeding employees and their children.</p> <p>How will they be affected?</p> <p>Improved health well-being due to better support for breastfeeding. Increased job satisfaction and retention. Enhanced work-life balance.</p>			
5 What actions can be taken to mitigate likely adverse impacts, improve equality of opportunity or foster good relations?			
Not applicable.			
6 Action plan			
Actions to mitigate adverse impact, improve equality of opportunity or foster good relations and/or obtain new evidence			
Action	Lead	Deadline or review date	
Communicate Policy	HR/Comms	June 2025	
Ensure breastfeeding rooms and provisions are part of the Gun Wharf renovation plans	HR Building	Ongoing	

	Engage ment Officer	
Train Managers on Breastfeeding Policy	HR	July 2025
7 Recommendation		
<p>It is recommended that the new Breastfeeding Policy is adopted and implemented. It will significantly improve support for breastfeeding employees without any adverse impacts.</p> <p>Monitoring of the effectiveness of the policy will be carried out through the analysis of HR data and from any feedback received from the wider organisation. Following the launch of the policy (and through any training provided) feedback will be requested to review and amend as required.</p>		
8 Authorisation		
<p>The authorising officer is consenting that the recommendation can be implemented, sufficient evidence has been obtained and appropriate mitigation is planned, the Action Plan will be incorporated into the relevant Service Plan and monitored</p>		
Assistant Director		
Samantha Beck-Farley		
Date of authorisation		