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2nd June 2026
Internal Reference: 260532
Email:

Dear ,

Thank you for your request for information, which we received on **27/05/2026**.
We have considered your request under the Freedom of Information Act 2000.
Please ensure you quote the Internal Reference number above in any future correspondence.

Your Request and our Formal Response

I am writing to request information under the Freedom of Information Act 2000 regarding the support your organisation provides to employees who are breastfeeding or expressing milk upon returning to work following maternity leave.

Please could you provide the following information:

1. Policies and Guidance

- **Do you have a formal policy or guideline relating to breastfeeding and/or expressing milk at work?**
- **If yes, please provide a copy or link to the document(s).**

The Trust can confirm that it does hold formal documentation relating to breastfeeding and expressing milk at work. This information is exempt from disclosure under section 21 of the Freedom of Information Act 2000, as it is reasonably accessible [here](#). The relevant information is contained within the Trust's

Family Friendly Policy, which is publicly available on the Trust's website. In addition, the Trust holds separate Breastfeeding at Work Guidance, which is being provided with this response. The Family Friendly Policy includes a specific section on breastfeeding/chestfeeding, and the accompanying guidance provides further practical detail for managers and staff. Relevant provisions include access to appropriate facilities, support for expressing milk at work, and discussion with line managers regarding suitable arrangements.

2. Facilities

- **What facilities are available for breastfeeding or expressing milk (e.g. dedicated rooms, private spaces, refrigeration, storage)?**
- **Are these facilities available across all sites or only specific locations?**

As found in the policy "A colleague who is breastfeeding should have access to a clean, private, lockable room, with a comfortable chair where they will not be disturbed. Consideration may be given to whether there is access to an alternative suitable facility nearby or at an alternative location".

3. Flexible Working and Breaks

- **Are employees permitted additional paid or unpaid breaks specifically for breastfeeding or expressing milk?**

Yes, as a reasonable adjustment.

- **Is there any flexibility in working patterns (e.g. adjusted hours, remote working) offered to support breastfeeding employees?**

Yes, as a reasonable adjustment.

4. Manager and Staff Support

- **Do line managers receive guidance or training on supporting breastfeeding employees?**

Guidance attached.

- **Are there any occupational health or wellbeing services specifically available to support breastfeeding staff?**

Occupational health

5. Awareness and Communication

- **How is information about breastfeeding support communicated to employees (e.g. induction, HR resources, intranet)?**

The Trust Intranet.

6. Monitoring and Uptake

- **Do you collect any data on the uptake or use of breastfeeding support provisions?**

No

- **If so, please provide any available anonymised summary data.**

7. Additional Support

- **Does your organisation provide any additional initiatives (e.g. peer support groups, parenting networks, lactation support, wellbeing programmes)?**

Yes. The Trust's Gender Equality Network (GEN) provides support for working parents through regular Working Parent Cafés, offering colleagues an opportunity to share experiences, access peer support, discuss challenges and exchange advice in a supportive environment.

If possible, I would appreciate this information in electronic format.

Next steps

Some information held by the Trust is routinely published on our [website](#) and may be of assistance.

If you are dissatisfied with the Trust's response to your request, you have the right to ask for an internal review.

Requests for an internal review should be submitted within **40 working days** of the date of this response and should be sent to:

Richard Banks, Head of Corporate Governance at FOI@secamb.nhs.uk

The internal review will be conducted by an individual who was not directly involved in handling your original request, ordinarily the Trust's Data Protection Officer. We aim to complete internal reviews within **20 working days** of receipt.

If you remain dissatisfied following the outcome of the internal review, you may complain to the Information Commissioner's Office (ICO). The ICO generally expects complaints to be raised promptly following the completion of an internal review.

The easiest way to raise a complaint is via the ICO's website:

www.ico.org.uk/foicomplaints

Alternatively, you may write to:
Information Commissioner's Office
Wycliffe House
Water Lane
Wilmslow
SK9 5AF

Yours sincerely,

Corporate Governance Team
South East Coast Ambulance Service NHS Foundation Trust