

BABIES AND CHILDREN ON CAMPUS AND BREASTFEEDING POLICY

This policy confirms the University's position on bringing babies and young children onto University premises during the teaching and working day and our commitment to being a breastfeeding friendly campus.

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1 Purpose and Scope of the Policy

- 1.1 The University has a legal responsibility for all persons whilst on University property, and it considers that babies and children may be at greater risk of accident or injury than adults.
- 1.2 This policy is intended to clarify the University's position on bringing babies and young children onto University premises during the teaching and working day and our commitment to being a breastfeeding friendly campus.
- 1.3 This policy is designed to provide a consistent approach to bringing babies and children to University premises whilst maintaining a professional environment for work and study.
- 1.4 University premises in this context include all buildings, grounds, roadways, and vehicles owned or leased by the University. Separate arrangements apply to users of the Hive, please contact the Hive Admin Team (hiveadminteam@worcestershire.gov.uk) for more information.
- 1.5 The policy applies to staff, students and visitors at all campuses of the University and Worcester Students' Union. If the student studies at a Partner Organisation, the student will need to liaise with the support services at the partner organisation regarding their policies, procedures and risk assessments. Separate arrangements apply to users of the Hive.
- 1.6 Breaches of this policy may be formally investigated under the [Student Behaviour and Disciplinary Procedures](#) or the staff [Disciplinary Policy](#).
- 1.7 The University's policy detailing its commitment to safeguarding children and vulnerable adults so far as they are engaged in University-related activities and services may be found in the [University Policy for Safeguarding](#).

2 Babies and Children on Campus

- 2.1 **The University does not normally expect staff and students to bring their children onto campus.**
- 2.2 The University recognises that there may be occasions where a member of staff or a student has to bring their child onto campus. However, this should not be done on a regular basis, and children must be accompanied and under close and continuous supervision by their parent/guardian at all times. Examples of appropriate, occasional visits may include staff and students bringing their children onto campus for brief informal visits such as to show a new baby to colleagues, as part of a scheduled event that is specifically designated as family friendly or as part of a planned appointment, such as at one of our sports clinics.

- 2.3 **Students are not allowed to bring their children into lectures, seminars, work placements or any other teaching activities.** The use of such facilities by children and/or dependents of staff and students should not be an alternative to proper childcare arrangements. This policy is in place for several important reasons:
- A. **Health and safety concerns:** Babies, particularly those under four months, are at a higher risk of infection before completing their initial immunisations, which could jeopardise their health and wellbeing.
 - B. **Parental stress and conflicting priorities:** Caring for a baby while trying to fully engage in course content can create significant stress for the parent, making it difficult to meet the demands of both.
 - C. **Minimising disruption:** The presence of a baby or young child can cause distractions for both students and teaching staff, impacting the learning environment for everyone involved.
- 2.4 Where children are brought onto campus by visitors, this is normally expected to be as part of a scheduled outreach, clinic, conferencing or similar event, with associated event risk assessments in place that explicitly allow for the presence of children. The Students' Union is part of the public areas and welcomes children who are accompanied by adults at all times. There is a bar on the premises and normal licensing rules apply within the building.
- 2.5 As per the Safeguarding policy, children and young people are only permitted in laboratories or other hazardous areas where this has been pre-agreed and arrangements have been made to mitigate appropriate risk in relation to a learning opportunity for an organised group.
- 2.6 In the event that a member of staff wishes to make arrangements for their child to attend campus and to be unaccompanied on campus for a short period of time, for example whilst waiting for their parent/guardian to finish work, this must be requested via the line manager in order that the details of this request can be fully considered, including the age of the child and the period of time that the child will be left unaccompanied. The safety of any unaccompanied child on campus is the responsibility of the parent/guardian and never the responsibility of the University. Such short-term arrangements should not be used as a substitute for regular childcare arrangements.
- 2.7 **Should a child be left unaccompanied within the University property without prior agreement;** Security will be called by the member of staff who identifies the child as unaccompanied to ensure the safety of the child whilst the parent is found. Where it is not possible to identify or locate the parent or responsible adult within a reasonable period, the Police will be notified in

accordance with the University's Policy for Safeguarding (Students, Children and Vulnerable Adults).

- 2.8 A member of staff can instruct the responsible adult to remove the baby or child immediately from the University premises if they have any concerns about the safety or supervision of the baby or child, or if their presence is causing a distraction for others.
- 2.9 If a student wishes to return to their study but does not have any childcare secured to support them doing this, there will need to be a discussion with the Course Lead in conjunction with Student Services to ascertain whether an alternative agreement can be reached. However, the expectation is for the student to either take a short leave of absence or temporarily withdraw until appropriate childcare is secured as not all courses will be able to accommodate alternative teaching.

3 Breastfeeding on Campus

- 3.1 The University of Worcester acknowledges the importance of breastfeeding within the first two years of an infant's life.
- 3.2 Breastfeeding is a choice and should students or staff at the University want to breastfeed their infant during their course/working day, for an indefinite period, the University will provide support as detailed in this policy. This includes being able to access facilities to express milk as well as breastfeeding on campus. The University expects all members of the University community to be encouraging and positive towards persons who are breastfeeding. Discrimination and/or harassment of breastfeeding parents is unacceptable and will not be tolerated.
- 3.3 Breastfeeding parents and academic members of staff should make themselves familiar with this policy. Whilst the University timetable cannot be changed for single members of a cohort, academic tutors or research supervisors should be able to advise students to identify breaks in periods of timetabled study.
- 3.4 In line with this policy, students may be able to bring babies onto campus for breastfeeding. However, babies should not be present during scheduled teaching sessions.
- 3.5 Students and staff may be able to bring a baby onto campus to remain in public areas **with sufficient childcare** so that, when necessary, the breastfeeding parent can take breaks from their class for breastfeeding. For example, a student can have another adult looking after their baby on campus within the public areas, and the student can leave lectures/seminars to

breastfeed their baby when needed and rejoin once done. It is advisable to inform your PAT and/or Student Services with prior notice so that support can be put in place.

- 3.6 A private room can be made available for students and staff on each campus to breastfeed or express milk. This will be private, lockable, and clean, located near a sink with running water and an electrical outlet. The rooms will be easily accessible and suitable for expressing milk/breastfeeding.
- 3.7 Whilst on placement, the student will need to refer to the policies and procedures of the placement provider.

Date Approved	17 November 2025
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Related Policies, Procedures, Guidance, Forms or Templates	Safeguarding Policy
Policy/Policies Superseded by this document	None