



# Writing Your Center's Breastfeeding Policy

Building Blocks of Breastfeeding Child Care Learning Burst

# Agenda

## Writing a breastfeeding friendly child care policy

- Welcome (5 mins)
- Why have a policy? (2 mins)
- What are the laws and guidelines? (3 mins)
- How to get started using the North Carolina designation? (5 mins)
  - Review parts 1, 2, 3, (20 mins)
  - Integrate the Breastfeeding Friendly Child Care steps (10 mins)
  - Clean up and formatting (5 mins)
- Questions (5 mins)
- Post evaluation (5 mins)

Facilitators will stay on an extra hour for collaborative support and technical assistance.

The Why...

# Health Equity in all Communities



# Why write a policy? Why a Breastfeeding policy?

- “Policies...build a common understanding of how [a] program operates. [Policies] help teachers, center [and family child care home] staff, and families work together and avoid misunderstandings...policies can also express the vision and values of your program” - Go NAPSACC
- *A Breastfeeding policy will share the center’s commitment to breastfeeding families, program staff, and other stakeholders. It will also outline HOW the center plans on enacting this commitment.*



# North Carolina State Law

“A woman may breast feed in any public or private location where she is otherwise authorized to be, irrespective of whether the nipple of the mother's breast is uncovered during or incidental to the breast feeding.”

# **DCDEE- Child Care Commission Rule**

**10A NCAC 09.0901**

## **General Nutrition Requirements(k):**

Parents shall be allowed to provide breast milk for their children.

Accommodations for breastfeeding mothers shall be provided that include seating and an electrical outlet in a place other than a bathroom that is shielded from view by staff and the public which may be used by mothers while they are breastfeeding or expressing milk.

# COVID-19

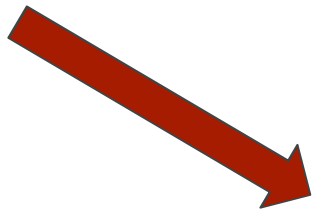
## Breastfeeding Accommodations in Child Care Programs

### It is recommended that child care programs:

- Follow [social distancing strategies](#).
- Only allow children and staff who are required for daily operations and ratio inside the building and classrooms with the following exceptions:
  - Health professionals who support children with special health care needs, early intervention service coordinators and providers for children with Individualized Family Services Plans (IFSP), and itinerant teachers and related service providers for children Individualized Education Plans (IEP) working in compliance with their agency protocols are allowed to be in the classroom once screened. Providers are encouraged to work collaboratively with professionals to safely meet the needs of children in their care.
  - Mothers who are breastfeeding to meet the nutritional needs of breastfeeding infants.
  - Regulatory agencies
  - Consultants providing monitoring of health and safety practices and offering technical

throughout the day with the same child care providers, including at the start/end of each day, at nap time, during outdoor play, and for meals.

- Limit mixing of children as much as possible (e.g., staggering playground times, keeping groups separate for activities such as art and music).
- At nap time, ensure that children's naptime mats (or cribs) are spaced out as much as possible, ideally 6 feet apart. Place children head to toe to help prevent the virus from spreading.
- Prohibit water play using water tables and sensory play such as rice, beans, sand, or playdough activities.
- Outdoor water play using sprinklers is considered similar to playground usage and is allowed. However, water for outdoor play cannot be collected or recirculated and must drain quickly to avoid puddling.
  - Any structure, chamber, or tank containing an artificial body of water used by the public for swimming, diving, wading,



# Getting Started



# Policy

## Breastfeeding Families

- Go to <https://www.nutritionnc.com/breastfeeding/bf-childcare.htm>
- Click on 'Want to review the application and prepare your responses?' A printable copy of the online application is available [here](#)
- Here is the link <https://ncnutrition.adobeconnect.com/requiredpolicytopics/>

# Right Now: Start Writing

Step 1. Have a written policy that reflects the program's commitment to promoting and supporting breastfeeding, especially exclusive breastfeeding, and share with employees and families.

- Step 2. Train and evaluate all staff in the skills to support and promote optimal infant and young child feeding.
- Step 3. Inform women and families about the importance of breastfeeding.
- Step 4. Provide learning and play opportunities that normalize breastfeeding for children.
- Step 5. Ensure that all breastfeeding families we serve are able to properly store and label their breast milk for child care use.
- Step 6. Provide a breastfeeding-friendly environment.
- Step 7. Support breastfeeding employees.
- Step 8. Ensure that each infant has a feeding plan that supports best feeding practices.
- Step 9. Contact and coordinate with community breastfeeding support resources; actively refer mothers and families.
- Step 10. Train all staff (teaching and non-teaching) annually on the protection, promotion, and support of breastfeeding.



# Policy for Breastfeeding Families



## Health benefits of breastfeeding for the CHILD

### Human Milk: Perfect Baby Food.

- It contains immunity-boosting antibodies
- Protects infants against allergies and eczema.
- Lower rates of obesity, diabetes, infectious diseases, and other child illnesses.
- Human milk is easy for your baby's body to digest
- Scientists have yet to replicate
- More benefits continue to be discovered.



# Right Now: Start Writing

Write a commitment to:

- ★ Promoting and supporting breastfeeding.
- ★ Especially exclusive breastfeeding.
- ★ How you share with **employees** and **families**.
- ★ When you share with **employees** and **families**.

## Right Now: Start writing in your own words...

- 1.1 Our program has a commitment to promoting and supporting breastfeeding, and it is regularly communicated to our staff and families.
- 1.2 Staff evaluations document a review of breastfeeding support activities.
- 1.3 Our program's breastfeeding support is part of our discussion with all potential families.



# Right Now: Start writing in your own words...

Step 2. Train and evaluate all staff in the skills to support and promote optimal infant and young child feeding.

- 2.1 All staff at our center receive training on age-appropriate infant feeding practices, including proper storage and handling of human milk.
- 2.2 All staff at our center receive training on recognizing infant hunger cues and feeding in response to these cues.
- 2.3 All staff at our center receive training on the risks and benefits of different infant feeding options.
- 2.4 All staff at our center receive training in breastfeeding protection, promotion, and support, including support of exclusive breastfeeding.





## Welcome Breastfeeding Families

**Our goal is to support families however they choose to feed.**

- We support breastfeeding families by learning about specific challenges they face...
- We want to learn how our program can be part of the solution....



## Right Now: Start writing in your own words...

Step 3. Inform women and families about the importance of breastfeeding.

- 3.1 We provide all our families with our written policy for promoting and supporting breastfeeding.
- 3.2 Culturally appropriate educational materials on breastfeeding and on the risks and benefits of different feeding options are displayed in several areas.
- 3.3 Culturally appropriate educational materials on breastfeeding and on the risks and benefits of different infant



## Breastfeeding Supports Families

We welcome breastfeeding parents to come into the program during the day to nurse or express their milk, or to send in expressed milk.

- Discuss breastfeeding accommodations with potential families
- Share breastfeeding materials with families
- Support breastfeeding during staff meetings



Right Now: Start writing in your own words...

Step 4. Provide learning and play opportunities that normalize breastfeeding for children.

- 4.1 We provide toys and books that illustrate nursing animals and babies, for children of all ages.
- 4.2 We discuss interactions between mothers and babies with children of all ages, including how they feed.

# Milk Storage

**Provides appropriate breastfeeding-friendly and human milk storage space(s).**

- Our program has a refrigerator readily-available for the safe storage of expressed breast milk.
- Breastfeeding families and employees may store their expressed breast milk in the center refrigerator.

# Start writing in your own words...

Step 5. Ensure that all breastfeeding families we serve are able to properly store and label their breast milk for child care use.

- 5.1 We provide sufficient refrigerator and freezer space to accommodate all of our breastfeeding families' storage needs.
- 5.2 We instruct all breastfeeding families on the proper way to store and label human milk for child care center use, and all milk at our center is properly labeled.
- 5.3 We discuss with all families how expressed milk will be handled at our child care center.



# A Place to Breastfeed



## Breastfeed Anywhere AND Everywhere

- **Express Milk (Privacy is sometimes nice)**
- Breastfeeding families, including employees,
  - **NO** bathroom
  - Electric outlet, comfortable chair, and access to running water nearby.
  - Chairs for nursing vs chairs for pumping

# Start writing in your own words...

Step 6. Provide a breastfeeding-friendly environment.

- 6.1 We actively invite breastfeeding mothers to come to the center to nurse their babies while under our care.
- 6.2 There is a clean and comfortable place in our center, other than a bathroom, for mothers to sit and nurse their babies, or pump (express) milk if desired.
- 6.3 Our center displays posters and distributes materials, including photos reflecting the families we serve, that show our support of breastfeeding and demonstrate best practices.



# Start writing in your own words...

## Step 7. Support breastfeeding employees.

- 7.1 Breastfeeding employees are given appropriate breaks so that they may express milk and/or nurse their babies as needed.
- 7.2 The center provides a clean, comfortable, private place for employees to pump/express milk and/or nurse their babies as needed.

**\*\*\*For more information see our lactating employee policy.**

# Feeding Plans

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## Maintains current individual infant feeding plans

- **Support breastfeeding practices**
- Recognizing and responding appropriately to infant feeding cues
- Paced bottle feeding
- Honor parent wishes to breastfeed at pick up, whenever possible.

# Bottle Warming

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- **15A NCAC 18A .2804 FOOD SUPPLIES**
  - (d)...Bottle warming equipment shall be inaccessible to children when in use and shall be emptied, cleaned and sanitized daily...
- **15A NCAC 18A .2810 SPECIFICATIONS FOR KITCHENS, FOOD PREPARATION AREAS AND FOOD SERVICE AREAS**
  - (f) If food is prepared in a classroom, a food preparation area shall be provided. Water from a hand wash lavatory shall not be used to prepare formula, mix dry cereals, or other foods. Toy cleaning and sanitizing may also be conducted in this food preparation area. This food preparation area shall contain an easily cleanable countertop and a lavatory and , when needed, adequate refrigeration. The food preparation counters, bottle warming equipment if used, food and food contact surfaces shall be out of reach of children and the following shall apply:

# Feeding Plans

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We develop a written feeding plan with each new family at our Child Care Program, which is accessible to the Staff and family and regularly updated. Breastfeeding support is explicitly included in all feeding plans, as part of the standard form.



## Introduction of Solids

Supports and promotes appropriate introduction of solid foods

- One year or longer, as desired by families, and as recommended by the Academy of Pediatrics (AAP).
- Train staff on the importance of developmentally appropriate introduction of solid foods
- Shares that information with families.



# Start writing in your own words...

Step 8. Ensure that each infant has a feeding plan that supports best feeding practices.

- 8.1 We develop a written feeding plan with each new family at our center, which is accessible and regularly updated.
- 8.2 Breastfeeding support is explicitly included in all feeding plans, as part of the standard form.
- 8.3 We respond to infants' hunger cues rather than feeding on a schedule, and we encourage mothers to feed this way at home.
- 8.4 We encourage mothers to introduce solid foods at a developmentally appropriate time.



# Promote Exclusive Breastfeeding



Exclusive breastfeeding means that **for the first six months of life**, infants only receive human milk:

No infant formula, No water, No juice or No solid food.

- ★ We inform families about the importance of exclusive breastfeeding.
- ★ We provide families with culturally appropriate information
  - Risks/benefits of different feeding choices.

# Start writing in your own words...

Step 9. Contact and coordinate with community breastfeeding support resources; actively refer mothers and families.

- 9.1 Our center has a list of community breastfeeding resources to be used for referral.
- 9.2 Our center regularly refers families to community breastfeeding resources.
- 9.3 Our center tracks community referrals and follows up with families as needed.



# Train Staff

- ★ Our staff develop the skills to support breastfeeding through regular training.
  - Appropriate storage
  - Handling
  - Preparation
  - Feeding of human milk
  - Supporting breastfeeding.
- ★ Follow the State guidelines for human milk storage and handling in the child care setting.

# Start writing in your own words...

Step 10. Train all staff (teaching and non-teaching) annually on the protection, promotion, and support of breastfeeding.

- 10.1 Our center has up-to-date materials on hand that include information on breastfeeding and human milk feeding.
- 10.2 Each staff member receives at least one hour per year of continuing education on human milk feeding and breastfeeding support.
- 10.3 Our center provides a resource list, for our staff, of local lactation consultants and community providers who can answer breastfeeding and human milk feeding questions.

# Family Feedback

→ Must have family feedback protocol to be designated

## Provide a process for family feedback on a regular basis

- Staff ask parents and caregivers to share their thoughts
- Through email, newsletters, and one-to-one conversations with families.
- When/if there is a specific concern or problem that involves a staff member, families are encouraged to reach out to the Director for assistance.

If the parent wishes to remain anonymous...



# Breastfeeding Employees Policy

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In recognition of the well-documented health advantages of breastfeeding for infants and employees, our Child Care Program provides a supportive environment to allow breastfeeding employees to express their milk during work hours or to breastfeed their child..

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# Time to Express Milk

Breastfeeding employees are allowed to breastfeed or express milk during work hours.

- For classroom staff, coverage will be provided
- Employees may remain “clocked in” while expressing milk

# Space

## **Access to a breastfeeding-friendly space other than a bathroom.**

- The breastfeeding employee shall have access to a private room (not a toilet stall or restroom) to breastfeed or express their milk.
- When more than one employee needs to use the designated lactation room,
- Sign-in log provided in the room to negotiate milk expression times that are most convenient or best meet their needs.

# Labeling

- Breastfeeding employees should label all expressed milk with their name and date collected...
- The program has a refrigerator readily-available for the safe storage of expressed breast milk, as long as the container is properly labeled...



# Right Now: Start Writing

Step 7. Support breastfeeding employees.

- 7.1 Breastfeeding employees are given appropriate breaks so that they may express milk and/or nurse their babies as needed.
- 7.2 The center provides a clean, comfortable, private place for employees to pump/express milk and/or nurse their babies as needed.

# Reflection

**Take a few minutes in your break out group to discuss:**

1. What are your takeaways from this learning session?
2. What kind of help do you think you'll need to write/re-write your center policy?

# Thanks to all of our partners!

- ENRICH Carolinas - Carolina Global Breastfeeding Institute (CGBI)
- Buncombe County Partnership for Children
- Orange County Partnership for Young Children
- Wake County Smart Start
- NC Partnership for Children
- Breastfeed Durham
- Breastfeed Orange NC



The Orange County Partnership  
for Young Children

WAKE COUNTY



Smart Start



Buncombe  
Partnership  
for Children

a partner in the  
smart start network

