



## **First Presbyterian Day School Breast Feeding Policy**

First Presbyterian Day School is committed to providing a breastfeeding friendly environment for our enrolled families, children, and staff. First Presbyterian Day School subscribes to the following policy:

We believe at First Presbyterian Day School that breastfeeding provides the healthiest start for babies, providing ideal nutrition and a multitude of health benefits for both infant and mother, it is important for childcare providers to support and encourage breastfeeding.

**The purpose of this policy is to ensure that all breastfeeding families have the support they need to continue breastfeeding while their children attend our childcare center.** We also strive to make sure that all families are well-informed about the risks and benefits of infant feeding choices as they may apply to these children and to any future children.

**We demonstrate our commitment to breastfeeding, especially exclusive breastfeeding.** We discuss breast feeding with potential families, share breastfeeding materials with our families and include breastfeeding updates for all the staff.

**We train our staff to support and promote optimal infant and young child feeding.** All staff receive training in storage and handling of human milk, developmentally appropriate infant feeding practices, breastfeeding promotion, support of exclusive breastfeeding, and the risks/benefits of different infant feeding choices.

**We inform women and families about the importance of breastfeeding.** We provide families with culturally appropriate information about the risks/benefits of different feeding choices and about the importance of exclusive breastfeeding. We also discuss the importance of breastfeeding and exclusive breastfeeding with all families.

**We provide learning and play opportunities which normalize breastfeeding for children.** Our center provides toys and books that illustrate nursing animals and babies, for children of all ages. We discuss interactions between mothers and babies, including how they feed.

**We ensure that all breastfeeding families can properly store and label milk for childcare center use.** We have written guidelines that we share with our families, and all milk at our center is properly labeled (name, date, BM, FOR).

**We provide a breastfeeding-friendly environment.** We invite mothers to come to the center and nurse their child in our comfortable and cozy lactation room and/or the infant classroom. The lactation room has culturally appropriate posters, breastfeeding information, and equipment to support breastfeeding families. Our lactation space includes; a comfortable chair, nursing pillow, a foot rest, phone charger, white noise, burp clothes and blankets, cleaning supplies, and a refrigerator for human milk storage.

**We support breastfeeding employees.** Breastfeeding employees shall be provided a flexible schedule for breastfeeding or pumping to provide breast milk for their children. The time allowed would not exceed the normal time allowed to other employees for lunch and breaks. For time above and beyond normal lunch and breaks, sick/annual leave may be used, or the employee can come in earlier or leave later to make up the time.

**We develop a feeding plan that supports best feeding practices with each family.** Understanding that feeding patterns at the day school can impact the overall breastfeeding relationship, we work with each family to encourage practices that will help maintain breastfeeding. This includes nursing on demand, responding to feeding cues rather than feeding on a schedule, and developmentally appropriate introduction of complementary foods.

**We support all** breastfeeding, chestfeeding, and human milk feeding families inclusive of their race, ethnicity, immigration status, nationality, creed, age, sexual orientation, gender identity, family structure, primary language, ability, or class.

**Improving rates of breastfeeding is one of the most important ways we can improve the health of women and children.** Breastfeeding decreases the risk of maternal diabetes and cancers, as well as a myriad of preventable pediatric conditions including obesity, Type 2 diabetes, and Ovarian and Breast cancer. Younger mothers, and African Americans have the lowest breastfeeding rates, and this contributes to their higher rates of many of these diseases.

**There are many barriers to increasing breastfeeding duration.** For many mothers, the need to return to work and be separated from their babies can make it challenging to continue breastfeeding. Research suggests that infants who are routinely cared for by someone other than their mother, are significantly less likely to be breastfed. That's why First Presbyterian Day School provide support and encouragement for breastfeeding families, it makes it easier for mothers to continue to breastfeed, thus continuing to provide the optimal food and nurturing for babies.

The center director will directly communicate this policy to all new and current staff members. All new parents will learn about this breastfeeding policy in their initial interview with the center director.

Effective Date: 6/16/2022

Review Date: