



# Intimate Care Policy

SCHOOL POLICY & PROCEDURE

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| Document Revised:     | May 2024     |
| Ratified By Trustees: | May 2024     |
| Next Review Date:     | October 2026 |

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## 1. Aims

This policy aims to ensure that:

- Intimate care is carried out properly by staff, in line with any agreed plans
- The dignity, rights and wellbeing of children are safeguarded
- Pupils who require intimate care are not discriminated against, in line with the Equality Act 2010
- Parents/carers are assured that staff are knowledgeable about intimate care and that the needs of their children are taken into account
- Staff carrying out intimate care work do so within guidelines (i.e. health and safety, manual handling, safeguarding protocols awareness) that protect themselves and the pupils involved

Intimate care refers to any care that involves toileting, washing, changing, touching or carrying out an invasive procedure to children's intimate personal areas.

## 2. Legislation and Statutory Guidance

- This policy complies with [statutory safeguarding guidance](#).
- It also complies with our funding agreement and articles of association.

## 3. Role of Parents/Carers

### 3.1 Seeking parental permission

- For children who need routine or occasional intimate care (e.g. for toileting or toileting accidents), parents/carers will be asked to sign a consent form.
- For children whose needs are more complex or who need particular support outside of what's covered in the permission form (if used), an intimate care plan will be created in discussion with parents/carers (see section 3.2 below).
- Where there isn't an intimate care plan or parental consent for routine care in place, parental permission will be sought before performing any intimate care procedure.
- If the school is unable to get in touch with parents/carers and an intimate care procedure urgently needs to be carried out, the procedure will be carried out to ensure the child is comfortable, and the school will inform parents/carers afterwards.
- Intimate care arrangements will be discussed with parents / carers on a regular basis and recorded on the child's care plan. The needs and wishes of children and parents will be taken into account wherever possible, within the constraints of staffing and equal opportunities legislation.

### 3.2 Creating an Intimate Care Plan

- Where an intimate care plan is required, it will be agreed in discussion between the school, parents/carers, the child (when possible) and any relevant health professionals.

- The school will work with parents/carers and take their preferences on board to make the process of intimate care as comfortable as possible, dealing with needs sensitively and appropriately.
- Subject to their age and understanding, the preferences of the child will also be taken into account. If there's doubt whether the child is able to make an informed choice, their parents/carers will be consulted.
- The plan will be reviewed twice a year, even if no changes are necessary, and updated regularly, as well as whenever there are changes to a pupil's needs.
- See appendix 1 for a blank template plan to see what this will cover.

### 3.3 Sharing information

The school will share information with parents/carers as needed to ensure a consistent approach. It will expect parents/carers to also share relevant information regarding any intimate matters as needed.

## 4. Role of Staff

### 4.1 Which staff will be responsible

- Any roles who may carry out intimate care will have this set out in their job description. This includes learning support assistants, class teachers, and care team.
- No other staff members can be required to provide intimate care.
- All staff at the school who carry out intimate care will have been subject to an enhanced Disclosure and Barring Service (DBS) with a barred list check before appointment, as well as other checks on their employment history.

### 4.2 How staff will be trained

- Staff will receive:
  - Training in the specific types of intimate care they undertake
  - Regular safeguarding training
  - If necessary, manual handling training that enables them to remain safe and for the pupil to have as much participation as possible
- They will be familiar with:
  - The control measures set out in risk assessments carried out by the school
  - Hygiene and health and safety procedures

They will also be encouraged to seek further advice as needed.

## 5. Intimate care procedures

### 5.1 How procedures will happen

- Children with Identified Intimate Care Needs The management of all children with intimate care needs will be carefully planned. The child who requires intimate care is treated with respect at all times; the child's welfare and dignity is of paramount importance.
- Staff who provide intimate care are trained to do so (including Child Protection and Health and Safety training in lifting and moving) and are fully aware of best practice. Apparatus will be provided to assist with children who need special

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arrangements following assessment from physiotherapist/ occupational therapist as required.

- Staff will be supported to adapt their practice in relation to the needs of individual children, taking into account developmental changes, such as the onset of puberty and menstruation. Wherever possible staff who are involved in the intimate care of children/young people will not usually be involved with the delivery of sex education to the children/young people in their care as an additional safeguard to both staff and children/young people involved.
- The child will be supported to achieve the highest level of autonomy that is possible given their age and abilities. Staff will encourage each child to do as much for him / herself as he/she can. This may mean, for example, giving the child responsibility for washing themselves.
- Individual intimate care plans will be drawn up for particular children as appropriate to suit the circumstances of the child. Each child's right to privacy will be respected. Careful consideration will be given to each child's situation to determine how many staff might need to be present when a child is toileted. Wherever possible a child will be catered for by one adult but another member of staff should be in the vicinity and should be made aware of the task being undertaken. Wherever possible the same child will not be cared for by the same adult on a regular basis; ideally there will be a rota of staff known to the child who will take turns in providing care. This will ensure, as far as possible, that over-familiar relationships are discouraged from developing, whilst at the same time guarding against the care being carried out by a succession of completely different staff.
- For pupils needing routine intimate care, the school expects parents to provide, when necessary, a good stock (at least a week's worth in advance) of necessary resources, such as nappies, underwear and/or a spare set of clothing.
- Wherever possible staff should only care intimately for an individual of the same sex. However, in certain circumstances this principle may need to be waived where failure to provide appropriate care would result in negligence for example, female staff supporting boys in a primary school, as no male staff are available.
- When carrying out procedures, the school will provide staff with:
  - Protective gloves, cleaning supplies, and bins.
  - For pupils needing routine intimate care, the school expects parents/carers to provide, when necessary, a good stock (at least a week's worth in advance) of necessary resources, such as nappies, underwear and/or a spare set of clothing.
  - Any soiled clothing will be contained securely, clearly labelled, and discreetly returned to parents/carers at the end of the day.

### 5.2 Concerns about safeguarding

- If a member of staff carrying out intimate care has concerns about physical changes in a child's appearance (e.g. marks, bruises, soreness), they will report this using the school's safeguarding procedures.
- If a child is hurt accidentally or there is an issue when carrying out the procedure, the staff member will report the incident immediately to the designated safeguarding leads.

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- If a child makes an allegation against a member of staff, the responsibility for intimate care of that child will be given to another member of staff as quickly as possible and the allegation will be investigated according to the school's safeguarding procedures.

### 6. Monitoring Arrangements

This policy will be reviewed by the SENCo annually. At every review, the policy will be approved by board of trustees/governors.

### 7. Links with other Policies

This policy links to the following policies and procedures:

- **Child Protection and Safeguarding**
- **Health and Safety**
- **SEND**
- **Supporting Pupils with Medical Conditions**

## Appendix 1: Template Intimate Care Plan

| PARENTS/CARERS                                                                                                  |  |
|-----------------------------------------------------------------------------------------------------------------|--|
| Name of child                                                                                                   |  |
| Type of intimate care needed                                                                                    |  |
| How often care will be given                                                                                    |  |
| What training staff will be given                                                                               |  |
| Where care will take place                                                                                      |  |
| What resources and equipment will be used, and who will provide them                                            |  |
| How procedures will differ if taking place on a trip or outing                                                  |  |
| Name of senior member of staff responsible for ensuring care is carried out according to the intimate care plan |  |
| Name of parent or carer                                                                                         |  |
| Relationship to child                                                                                           |  |
| Signature of parent or carer                                                                                    |  |
| Date                                                                                                            |  |
| CHILD                                                                                                           |  |
| How many members of staff would you like to help?                                                               |  |
| Do you mind having a chat when you are being changed or washed?                                                 |  |
| Signature of child                                                                                              |  |
| Date                                                                                                            |  |

This plan will be reviewed twice a year.

Next review date:

To be reviewed by:

## Appendix 2: Template Parent/Carer Consent Form

| PERMISSION FOR SCHOOL TO PROVIDE INTIMATE CARE                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |                          |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------|
| Name of child                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |                          |
| Date of birth                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |                          |
| Name of parent/carers                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |                          |
| Address                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |                          |
| I give permission for the school to provide appropriate intimate care to my child (e.g. changing soiled clothing, washing and toileting)                                                                                                                                                                                                                                                                                                                                                                                                                                               | <input type="checkbox"/> |
| I will advise the school of anything that may affect my child's personal care (e.g. if medication changes or if my child has an infection)                                                                                                                                                                                                                                                                                                                                                                                                                                             | <input type="checkbox"/> |
| I understand the procedures that will be carried out and will contact the school immediately if I have any concerns                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | <input type="checkbox"/> |
| <p><b>I do not</b> give consent for my child to be given intimate care (e.g. to be washed and changed if they have a toileting accident).</p> <p>Instead, the school will contact me or my emergency contact and I will organise for my child to be given intimate care (e.g. be washed and changed).</p> <p>I understand that if the school cannot reach me or my emergency contact, if my child needs urgent intimate care, staff will need to provide this for my child, following the school's intimate care policy, to make them comfortable and remove barriers to learning.</p> | <input type="checkbox"/> |
| Parent/carers signature                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |                          |
| Name of parent/carers                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |                          |
| Relationship to child                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |                          |
| Date                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |                          |