



Intimate Care Policy

Approved by:

Pete Sayers

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March 14th 2025

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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 with intimate care difficulties are not discriminated against, in line with the Equalities Act 2010
- Parents 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 which 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.

3. Role of parents

3.1 Seeking parental permission

For children who need routine or occasional intimate care (e.g. for toileting or toileting accidents), parents 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 (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 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 afterwards.

3.2 Creating an intimate care plan

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

The school will work with parents 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 will be consulted.

The plan will be reviewed by the SENCO in consultation with parents 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 as needed to ensure a consistent approach. It will expect parents 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 1:1 support assistants and teaching assistants.

No other staff members can be required to provide intimate care, but may be expected to supervise.

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 is 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, including those related to COVID-19

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

5. Intimate care procedures

5.1 How procedures will happen

It is best practice from a health and safety and safeguarding perspective to have 2 members of staff present.

Procedures will be carried out in the disabled toilet where possible.

When carrying out procedures, the school will provide staff with:

Protective gloves, wipes and nappy bags.

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.

Any soiled clothing will be contained securely, clearly labelled, and discreetly returned to parents 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 a member of SLT.

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 Headteacher, annually. At every review, the policy will be approved by the governing board.

7. Links with other policies

This policy links to the following policies and procedures:

- Accessibility plan
- Child protection and safeguarding
- Health and safety
- Supporting pupils with medical conditions

Appendix 1: template intimate care plan

Intimate Care Management Plan for	
Written in conjunction with Bradford Intimate Care Guidance	
The school recognises that some children with SEN and other children's home circumstances may result in children arriving at school with under developed toilet training skills. If a child is not toilet trained because of a disability his/her rights to inclusion are additionally supported by the SEN & Disability Act 2001 & Part 1V of the disability Discrimination Act 1995.	
Name of Support Staff Involved: Class Teacher: Joint Year Group Teacher:	
Date Care Plan agreed: Initial Review	Review date:
<i>This care plan will be reviewed at least annually, with interim updates as required. The SENDCo is responsible for updating the care plan, in consultation with parents, support staff & class Teacher.</i>	
Areas of need: <i>NB: For safeguarding purposes, 2 adults are required for all toilet trips/nappy changes.</i>	
Aims : <ul style="list-style-type: none">• To provide guidance and reassurance to staff and parent/s.• To safeguard the dignity, rights and well-being of pupil• To assure parents that staff are knowledgeable about intimate care and that their individual needs and concerns are taken into account.• To foster as much independence as possible.	
Equipment Required: <u>Provided by Parents:</u> Wipes Nappies	

Provided by school:

Aprons
Gloves
Nappy Bags

Support required including actions and responsibilities

Outside agencies involved in this management plan:

Additional Notes:

Working towards increased independence (if applicable) (To review Summer Term)

School will	Parents will	Pupil will try to	Review comments (dated)

Signed.....Parent/ Carers

Signed.....SENCO

Signed.....Class Teacher

Signed.....Joint Year Group Teacher

Signed.....Designated 1:1 Support

Signed.....Teaching Assistants

Signed.....Teaching Assistants

Signed.....Teaching Assistants

Signed.....Child (if appropriate)