



## **Intimate Care Policy**

### **May 2024**

This policy document contains:

1. Introduction
2. Statutory Framework and other guidance
3. Links to other policies
4. Key principles
5. Best practise and implementation
6. Roles and responsibilities

<b>Date of last review:</b>	May 2024	<b>Review period</b>	1 year
<b>Date of next review</b>	May 2025	<b>Owner</b>	Rachel Noble
<b>Type of policy</b>	Non-Statutory	<b>Approval</b>	LGB

### **1. Introduction**

- 1.1 Whittingham Primary Academy takes seriously its responsibility to safeguard and promote the welfare of the children and young people in its care. Meeting a pupil's intimate care needs is one aspect of safeguarding. This policy applies to everyone involved in the intimate care of children.
- 1.2 We recognise that there is a need to treat all pupils, whatever their age, gender, disability, religion, ethnicity or sexual orientation with respect and dignity when intimate care is given. The child's welfare is of paramount importance and his/her experience of intimate and personal care should be a positive one. It is essential that every pupil is treated as an individual and that care is given gently and sensitively; no pupil should be attended to in a way that causes distress or pain.
- 1.3 Intimate care can be defined as any care which involves washing, touching or carrying out a procedure to intimate personal areas which most people usually carry out themselves but some pupils are unable to do because of their young age, physical difficulties or other special needs. Examples include care associated with continence and menstrual management as well as more ordinary tasks such as help with washing, toileting or dressing. It also includes supervision of pupils involved in intimate self-care.

### **2. Statutory framework and other guidance**

- 2.1 This policy complies with the guidance contained within
  - Section 175 of the Education Act 2002.
  - UK Equality Act 2010.
  - 'Safeguarding Children and Safer Recruitment in Education' (2014)
  - 'Keeping Children Safe in Education' (2016).



### **3. Links to other policies and practice**

- 3.1 The Intimate Care Policy should be read in conjunction with the following areas of School policy:
- Safeguarding and Safer Recruitment Policy
  - Health and Safety Policy and procedures
  - Staff Code of Conduct and guidance on safer working practice
  - Special Educational Needs and Disability Policy
  - Guidance on Infection Control
  - Equal Opportunities Policy
  - 'Whistle-blowing' and allegations management policies.

### **4. Principles**

- 4.1 The following are the fundamental principles upon which the Policy and Guidelines are based:
- Every child has the right to be safe.
  - Every child has the right to personal privacy.
  - Every child has the right to be valued as an individual.
  - Every child has the right to be treated with dignity and respect.
  - Every child has the right to be involved and consulted in their own intimate care to the best of their abilities.
  - Every child has the right to express their views on their own intimate care and to have such views taken into account.
  - Every child has the right to have levels of intimate care that are as consistent as possible.

### **5. Best practise and implementation**

- 5.1 Pupils who require regular assistance with intimate care have written Education, Health and Care Plans or Care Plans agreed by staff, parents/carers and any other professionals actively involved, such as school nurses or physiotherapists. The plan should be agreed at a meeting at which all key staff and the pupil should also be present wherever possible/appropriate. The plan should be reviewed as necessary, but at least annually, and at any time of change of circumstances, e.g. for residential trips or staff changes (where the staff member concerned is providing intimate care). They should also take into account procedures for educational visits. Where relevant, it is good practice to agree with the pupil and parents/carers appropriate terminology for private parts of the body and functions and this should be noted in the plan. Where pupils with complex and/or long-term health conditions have an Education, Health and Care Plan in place, the plan should, where relevant, take into account the principles and best practice guidance in this intimate care policy.
- 5.2 Due to the developmental stages of the children that we work with in the EYFS, we support them with their personal care (i.e. reminding children to go to the toilet, helping them to manage own hygiene, helping to change clothes) to develop their independence and management of hygiene. In the EYFS, all



- parents sign the Parental Consent for Intimate Care (Appendix 1), prior to their child starting school, giving permission to a member of staff to attend to the intimate care of their child. Only in an emergency would staff undertake any aspect of intimate care that has not been agreed by the parents.
- 5.3 On some occasions, children come to our setting in nappies. The procedure for changing nappies is clearly outlined on the 'Nappy Changing Poster' (Appendix 4). Staff are to wear gloves and dispose of the nappy, wipes and gloves in the designated bin in the disabled toilet.
- 5.4 Accurate records should also be kept when a child requires assistance with intimate care (including nappy changing); these can be brief but should, as a minimum, include full date, times and any comments such as changes in the child's behaviour. It should be clear who was present in every case. These records will be kept on file and available to parents/carers on request. At Whittingham Primary Academy, we use a 'Record of Intimate Care' (Appendix 2) form to log all incidents where intimate care is provided. All pupils will be supported to achieve the highest level of autonomy that is possible given their age and abilities. Staff will encourage each individual pupil to do as much for his/herself as possible. Staff will complete a 'Clothing Changing Slip' (Appendix 3) to inform parents when a child has had their clothes changed during the school day and the reason why the child needed a clothes change.
- 5.5 Members of staff must be given the choice as to whether they are prepared to provide intimate care to pupils. Staff who provided appropriate training in intimate care including personal care (e.g. health and safety training in moving and handling) according to the needs of the pupil. Staff should be fully aware of best practice regarding infection control (Appendix 5), including the requirement to wear disposable gloves and aprons where appropriate, as well as washing hands after changing has been completed.
- 5.6 There must be careful communication with each pupil who needs help with intimate care in line with their preferred means of communication (verbal, symbolic, etc.) to discuss their needs and preferences. Where the pupil is of an appropriate age and level of understanding permission should be sought before starting an intimate procedure. Staff who provide intimate care should speak to the pupil personally by name, explain what they are doing and communicate with all children in a way that reflects their ages.
- 5.7 Adults who assist pupils with intimate care should be employees of the school, not students, volunteers or daily supply staff, and therefore have the usual range of safer recruitment checks, including DBS checks. All staff should be aware of confidentiality. Sensitive information will be shared only with those who need to know. No member of staff will ever carry a mobile phone, camera or similar device whilst providing intimate care.
- 5.8 The Governors and staff at Whittingham Primary Academy recognise that pupils with special needs and who are disabled are particularly vulnerable to all types of abuse. Whittingham Primary Academy's child protection procedures will be adhered to. From a child protection perspective, it is acknowledged that intimate care involves risks for children and adults as it may involve staff touching private parts of a pupil's body. At Whittingham Primary Academy, best practice will be promoted and all adults (including those who are involved in intimate care and others in the vicinity) will be encouraged to be vigilant at all times, to seek advice where relevant and take account of safer working practice. Where appropriate, pupils will be taught personal safety skills carefully matched to their level of development and understanding.



- 5.9 Pupils who are disabled might require assistance with invasive or non-invasive medical procedures such as the administration of rectal medication, managing catheters or colostomy bags. These procedures will be discussed with parents/carers, documented in the Education, Health and Care Plan and will only be carried out by staff who have been trained to do so.
- 5.10 Pupils who require physiotherapy whilst at Whittingham Primary Academy should have this carried out by a trained physiotherapist. If it is agreed in the Education, Health and Care Plan or Health care Plan that a member of staff should undertake part of the physiotherapy regime (such as assisting children with exercises), then the required technique must be demonstrated by the physiotherapist personally, written guidance given and updated regularly. The physiotherapist should observe the member of staff applying the technique. Any concerns about the regime or any failure in equipment should be reported to the physiotherapist and Inclusion Leader. Under no circumstances should a member of staff devise and carry out their own exercises or physiotherapy programmes.
- 5.11 Massage is now commonly used with pupils who have complex needs and/or medical needs in order to develop sensory awareness, tolerance to touch and as a means of relaxation. Any adult undertaking massage for pupils must be suitably qualified and/or demonstrate an appropriate level of competence. If it is agreed in the Education, Health and Care Plan or Health Care Plan that a member of staff should perform such massages, then the required technique must be demonstrated by a specialist teacher personally, written guidance given and updated regularly. The specialist teacher should observe the member of staff applying the technique. Any concerns about the regime or any failure in equipment should be reported to the specialist teacher and Inclusion Leader. It is recommended that massage undertaken by school staff should be confined to parts of the body such as the hands, feet and face in order to safeguard the interest of both adults and pupils. Care plans should include specific information for those supporting children with bespoke medical needs.

## **6. Roles and responsibilities for Intimate Care Policy**

Parents	Responsible for ensuring that: <ul style="list-style-type: none"><li>- The school is advised of any known intimate care needs relating to their child.</li><li>- Provide spare clothes for their child throughout their time in the Early Years Foundation Stage or other years if necessary</li><li>- Provide spare clothes and other items (i.e. nappies, cream, wipes) if their child requires regular assistance with intimate care.</li><li>- Attend meetings related to the intimate care of their children.</li></ul>
Staff	Responsible for ensuring that: <ul style="list-style-type: none"><li>- They work in close partnership with parent/carers, other staff and other professionals to share information and provide continuity of care.</li><li>- Provide exceptional care and well-being for each child in their care by noticing when child needs intimate care and supporting children with intimate care.</li><li>- Use the 'Record of Intimate Care' form to log every incident of intimate care and informing parents/carers by using the changing slip every time a child had any intimate care.</li></ul>



	<ul style="list-style-type: none"><li>- Following infection guidance and protocol to minimise the spread of infection when involved in providing intimate care or cleaning blood and body fluid spillages.</li><li>- Following the Intimate Care Policy and other policies related to ensure that all pupils at Whittingham Primary Academy are provided exceptional care and well-being.</li></ul>
First Aid Team	<ul style="list-style-type: none"><li>- Responsible for ordering items necessary for intimate care and infection control including gloves, aprons, goggles, cleaning products, disposable sacks etc.</li><li>- Ensuring that Whittingham Primary Academy complies with all infection control guidance.</li></ul>
Principal	<ul style="list-style-type: none"><li>- Ensures all aspects of the Policy and practice are implemented consistently, and that all staff are aware of their responsibilities and given appropriate training and support and for taking appropriate action in any cases of unlawful discrimination, harassment or victimisation.</li></ul>
Local Governing Body	<ul style="list-style-type: none"><li>- The governing body is responsible for ensuring that the school complies with legislation, and that this policy and its related procedures and action plans are implemented and that arrangements are in place to deal with any concerns or unlawful action arises.</li></ul>

### Appendices:

Appendix 1 Parental Consent Form for Intimate Care

Appendix 2 Record of Intimate Care Log

Appendix 3 Clothing Changing Slip

Appendix 4 Nappy Changing Poster

Appendix 5 Blood and Body Fluid Safety Poster

## Appendix 1 – Parental Consent Form for Intimate Care

### Parental Consent for Intimate Care

As the parent/carer of \_\_\_\_\_, I understand that from time to time it may be necessary for Whittingham Primary Academy staff to change my child's clothes should they get wet or dirty during the course of the school day. I understand this will only occur if staff feel my child will be more comfortable.

I agree that a member of Whittingham Primary Academy staff can provide my child with intimate care (help with toileting or changing) should it be necessary during the school day.

I understand that staff will encourage my child to be as independent as possible. I understand that I will be informed discretely should the occasion arise.

Sign: \_\_\_\_\_

Date: \_\_\_\_\_

## Appendix 2 – Record of Intimate Care

[illegible]



## Appendix 3 – Clothing Changing Slip



Date: \_\_\_\_\_

Dear parent/career of \_\_\_\_\_,

This letter is to inform you that your child's clothes have been changed today. Your child was changed because

\_\_\_\_\_  
\_\_\_\_\_.

Your child has been provided with

\_\_\_\_\_  
\_\_\_\_\_.

Please bring in some clean, spare clothes to school tomorrow. This includes a vest, pair of pants and socks. If you wish to, you may bring in spare uniform clothes. If your child was changed into the school's spare uniform clothes, please wash them and return them to school as soon as possible.

Thank you.

Signed: \_\_\_\_\_ (Staff member)





## Appendix 4 – Nappy Changing Poster

# Changing a nappy without spreading germs

### Nappy Change Procedure



#### Preparation

1. Gather all items needed for the nappy change i.e. nappy, baby wipes, nappy sack, plastic bag and child's own cream.
2. Wash and dry hands.
3. Put on gloves and apron.



#### Changing

4. Place the child on a nappy changing mat or if using steps, support the child if necessary to climb up the steps.
5. Remove the child's clothing to access the nappy. Place any soiled clothing in a plastic bag.
6. Remove the nappy and place it inside the nappy sack.
7. Using the wipes, clean the child from front to back and place the used wipes in the nappy sack.
8. Tie the nappy sack and put it in a pedal operated bin.
9. Put on a clean nappy and apply cream if necessary.
10. Take off the gloves and apron and place them in a pedal operated bin.
11. Dress the child.
12. Wash and dry your hands and the child's hands. Take the child back to the room.



#### Cleaning

13. After each nappy change, use a baby wipe or warm soapy water and paper towels to clean the changing mat, surrounding area and underneath the mat before leaving to dry.
14. Wash and dry your hands.



## Appendix 5 – Blood and Body Fluid Safety Poster

# Blood and Body Fluid Safety



1. Spillages of blood, vomit, urine and faeces should be cleaned up as soon as possible. It is advisable to open the window when cleaning up body fluids and to keep people away from the spill until it has been cleaned. Blood, body fluids and soiled materials should never touch your skin.



2. Disposable plastic gloves and apron should always be worn. Goggles should be available when cleaning up larger spills. Disposable paper towels should be used when cleaning up spills.



3. Prepare a dilution of one part bleach to ten parts of water.\* Carefully wipe up the spillage with disposable paper towels. Then, wipe the spillage with more disposable paper towels soaked in the bleach solution. Dispose of paper towels and waste in plastic bag. Ensure the floor is dry to avoid slipping accidents.



4. Put all soiled items such as children's clothing in a plastic bag to be sent home.



5. Dispose of paper towels, waste, apron and gloves in plastic bag. Tie bag securely to prevent leakage before disposing in a bin.



6. Wash hands thoroughly with soap and water and dry carefully. Wash the goggles in warm soapy water, if necessary.

\* Don't use this solution on carpets and fabrics, as it will damage them. For cleaning carpets and fabrics, use a general purpose detergent and hot water. It may be necessary to arrange for the carpets and fabrics to be steam cleaned to prevent or remove staining.