



# Intimate Care Policy

Bramley Church of England Infant and Nursery School

**Policy effective from** December 2024

**Approved by** Head of School

**Last reviewed on** November 2021

**Next review due by** November 2027

## Version history

Version	Description of change	Author	Approved
3.0	Reviewed	Kate Muncer	Head of School December 2024
2.0	Reformatted and language standardised.	Shona Taylor	Headteacher, November 2021
1.0	Original version.	Elaine Spick	FGB, November 2017

## Principles

This policy has been developed within the context of current legislation, policy and guidelines as well as with our school values. The School will act in accordance with 'Section 175 of the Education Act 2002', 'Working together to safeguard children 2024' and 'Keeping children safe in education 2024' to safeguard and promote the welfare of pupils and Bramley CofE Infant and Nursery School.

The School will take 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.

School will recognise its duties and responsibilities in relation to the Disability Discrimination Act which requires that any child with an impairment that affects his/her ability to carry out day-to-day activities must not be discriminated against.

This Intimate Care Policy should be read in conjunction with the following:

- The Bramley Church of England Infant and Nursery School's Child Protection Policy
- Health and Safety policy and procedures
- First Aid and Medical Needs Policy
- SEND Policy
- EYFS Policy
- Allegations Against Staff

The School is committed to ensuring that all staff responsible for the intimate care of children will undertake their duties in a professional manner at all times. It is acknowledged that these adults are in a position of great trust.

The School recognises that there is a need to treat all children, whatever their age, gender, disability, religion or ethnicity, with respect when intimate care is given. The child's welfare and dignity is of paramount importance. No child should be attended to in a way that causes distress or pain.

Staff will work in close partnership with parent/carers to share information and provide continuity of care. An intimate care plan will be drawn up in consultation with parents and staff for any child who starts in the Reception Class and wears nappies/pull ups.

## Definition

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 children are unable to do because of their young age, physical difficulties or other special needs. Examples include those which are associated with continence as well as more ordinary tasks such as help with washing, toileting or dressing.

It also includes supervision of children involved in intimate self-care.

## Best Practice

- Staff who provide intimate care at the School will be trained as appropriate to do so, including in child protection and health and safety training in moving and handling, and will be fully aware of best practice regarding infection control, including the need to wear disposable gloves and aprons where appropriate.
- If a child requires ointment to be applied e.g. nappy rash, parent will be asked to complete a medical form giving school consent. If the need is ongoing the original form will act as consent.
- Staff will be supported to adapt their practice in relation to the needs of individual children.
- There will be careful communication with each child 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 child is of an appropriate age and level of understanding permission should be sought before starting an intimate procedure.
- All children 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 themselves as possible.
- Children within the main school who require regular assistance with intimate care will have written health care plans agreed by staff, parents/carers and any other professionals actively involved, such as school nurses or physiotherapists. These plans will include a full risk assessment to address issues such as moving and handling, and personal safety of the child and the carer.
- Where a Health Care Plan is not in place, parents/carers will be informed the same day if their child has needed help with meeting intimate care needs (eg: has had an 'accident' and soiled themselves).
- Every child's right to privacy will be respected. Careful consideration will be given to each child's situation to determine how many carers might need to be present when a child needs help with intimate care. Adults who assist children one-to-one should be employees of the school and be DBS checked at the appropriate level.
- It will not always be practical for two members of staff to assist with an intimate procedure. It is advisable, however, for a member of staff to inform another adult when they are going to assist a child with intimate care. Children will have their nappies changed in the privacy of the bathroom area with the door open. Where possible staff will be supervised by each other by sight or sound.
- Wherever possible, the same child will not be cared for by the same adult on a regular basis. This will ensure, as far as possible, that over-familiar relationships are discouraged from developing, while at the same time guarding against the care being carried out by a succession of completely different carers.

- The religious views and cultural values of families should be taken into account, particularly as they might affect certain practices or determine the gender of the carer.
- All staff should be aware of the School's confidentiality policy. Sensitive information will be shared only with those who need to know.
- If necessary, advice should be taken from the local council regarding disposal of large amounts of waste products.

## **Child Protection**

- The School's child protection policy and inter-agency child protection procedures will be accessible to staff and 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 child's body. It may be unrealistic to expect to eliminate these risks completely, but in the School best practice will be promoted and all adults will be encouraged to be vigilant at all times.
- Where appropriate, all children will be taught personal safety skills carefully matched to their level of development and understanding.
- If a member of staff has any concerns about physical changes in a child's presentation, e.g. unexplained marks, bruises, soreness etc s/he will immediately report concerns to the Head of School or to one of the Designated Safeguarding Leads (DSLs). A clear record of the concern will be completed and a referral made to Children's Services Social Care if necessary, in accordance with inter-agency procedures. Parents will be asked for their consent or informed that a referral is necessary prior to it being made unless it is considered that to do so will place the child at risk of harm.
- If a child becomes distressed or very unhappy about being cared for by a particular member of staff, this should be reported to the class teacher or Head of School. The matter will be investigated at an appropriate level and outcomes recorded. Parents/carers will be contacted at the earliest opportunity as part of this process in order to reach a resolution. Staffing schedules will be altered until the issue(s) are resolved so that the child's needs remain paramount. Further advice will be taken from outside agencies if necessary.
- If a child makes an allegation against an adult working at the School, this will be investigated by the Head of School in accordance with the agreed procedures.
- Any adult who has concerns about the conduct of a colleague at the School, or about any improper practice, will report this to the Head of School.

## **Physiotherapy**

- Children who require physiotherapy whilst at school should have this carried out by a trained physiotherapist. If it is agreed that a member of the school 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.

- Under no circumstances should school staff devise and carry out their own exercises or physiotherapy programmes.
- Adults (other than the physiotherapist) carrying out physiotherapy exercises with pupils should be employees of the School.
- Any concerns about the regime or any failure in equipment should be reported to the physiotherapist.

## **Medical Procedures**

- Children with disabilities might require assistance with invasive or non-invasive medical procedures. These procedures will be discussed with parents/carers, documented in the Health Care Plan and will only be carried out by staff who have been trained to do so.
- Any members of staff who administer first aid should be appropriately trained. If an examination of a child is required in an emergency aid situation it is advisable to have another adult present, with due regard to the child's privacy and dignity.

## **Massage**

- Massage is now commonly used with children who have complex needs in order to develop sensory awareness, tolerance to touch and as a means of relaxation.
- Staff at the School will only be involved in delivering aspects of programmes devised by therapists.
- Under no circumstances should school staff devise and carry out their own massage with a child unless it is part of a programme written by a professional.
- It is recommended that the massage programme undertaken by school staff should be confined to parts of the body such as the hands, feet and face in order to safeguard the interests of both adults and children.

## **Record Keeping**

- A written record will be kept in an agreed format every time a child has physiotherapy or requires assistance with intimate care, including date, times and any comments such as changes in the child's behaviour. It should be clear who was present.
- These records will be kept in the child's file and available to parents/carers on request.