



Policy last reviewed	September 2023
Next Review	September 2024
Approved by SLT	GHO
Approved by Trustees	22 <sup>nd</sup> September 2023

## **Intimate Care Policy**

This policy should be read in conjunction with the Child Protection & Safeguarding Policy, First Aid Policy, Educational Visits Policy and Educational Visits (EYFS) Policy and Pastoral Care Policy

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### **1.0 Context**

The pastoral care of our children is central to the aims, ethos and teaching programmes in St Peter and St Paul School, and we are committed to developing positive and caring attitudes in our children.

Our Intimate Care Policy is part of our collective pastoral care policies.

It is our intention to develop independence in each child, however there will be occasions when help is required. The principles and procedures apply to everyone involved in the intimate care of children.



## **2.0 What Is Intimate Care?**

'Intimate care may be defined as an activity required to meet the personal care needs of each individual child in partnership with the parent, carer and the child.' (9.26, ACPC Regional Policy and Procedures). In school this may occur on a regular basis or during a one-off incident.

St Peter & St Paul 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. We recognise that there is a need to treat all our children with respect when intimate care is given. No child should be attended to in a way that causes distress or pain and adults and staff must be sensitive to each child's individual needs.

Intimate care is any care which involves one of the following:

- Assisting a child to change his/her clothes
- Changing or washing a child who has soiled him / herself
- Assisting with toileting issues
- Supervising a child involved in intimate self-care
- Providing first aid assistance
- Providing comfort to an upset or distressed child
- Feeding a child
- Providing oral care to a child
- Assisting a child who requires a specific medical procedure and who is not able to carry this out unaided. \*

*\* In the case of a specific procedure only a person suitably trained and assessed as competent should undertake the procedure. Parents have the responsibility to advise the school of any known intimate care needs relating to their child as part of the application and admissions process.*

## **3.0 Principles Of Intimate Care**

The following are the fundamental principles of intimate care upon which our policy guidelines are based:

- Every child has a 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;
- All children have the right to be involved and consulted in their own intimate care to the best of their abilities;
- All children have the right to express their views on their own intimate care and to have their views taken into account; and
- Every child has the right to have levels of intimate care that are appropriate and consistent.

## **4.0 Assisting A Child To Change His / Her Clothes**

This is more common in our Early Years Foundation Stage. On occasions an individual child may require some assistance with changing if, for example, he / she has an accident at the toilet, gets wet outside, or has vomit on his / her clothes etc.



Staff will always encourage children to attempt undressing and dressing unaided. However, if assistance is required this will be given.

Staff will always try to ensure that they have a colleague in attendance when supporting dressing/undressing and will always give the child the opportunity to change in private, unless the child is in such distress that it is not possible to do so. If staff are concerned in any way parents will be sent for and asked to assist their child and informed if the child becomes distressed.

## **5.0 Changing A Child Who Has Soiled Him/Herself**

If a child soils him/herself in school a professional judgement has to be made whether it is appropriate to change the child in school or request the parent/carer to collect the child for changing. In either circumstance the child's needs are paramount, and he/she should be comforted and reassured throughout.

The following guidelines outline our procedures, but we will also seek to make age-appropriate responses:

- The child will be given the opportunity to change his / her underwear in private and carry out this process themselves.
- School will have a supply of wipes, clean underwear and spare uniform for this purpose. (A supply of clean underwear and spare uniforms are available in the Pre-Prep and Prep buildings).
- If a child is not able to complete this task unaided, school staff will attempt to contact the emergency contact to inform them of the situation.
- If the emergency contact is able to come to school within an appropriate time frame, the child will be accompanied and supported by a staff member until they arrive. This avoids any further distress and preserves dignity.
- If the emergency contact cannot attend, school will seek verbal permission for staff to change the child. If none of the contacts can be reached the EYFS Co-ordinator / Senior Teacher / Headteacher is to be consulted and the decision taken on the basis of loco-parentis and our duty of care to meet the needs of the child.
- The member of staff who has assisted a pupil with intimate care will complete a record of the Intimate care provided and sign and date this. (*Appendix 2*)
- In cases where specific continence needs have been identified, a personal intimate care plan will be put in place. This will be agreed by School, Parents and the Pupil prior to implementation. Regular reviews will take place at agreed intervals. (*Appendix 3*)

### **Child Protection/Safeguarding Guidelines**

- Ensure that the action you are taking is necessary. Get verbal agreement to proceed:

**CARE – CONCERN – COMMUNICATE.**

### **Pastoral Care Procedures**

- Ensure the child is happy with who is changing him / her.
- Be responsive to any distress shown.

## **6.0 Basic Hygiene Routines**

- All staff should wear protective disposable gloves, and any additional PPE as required based on Government guidance or personal preference.



- Soiled clothing will be placed in a sealed clinical waste/double plastic bag for return to parents.
- In the case of Foundation Stage children and in particular a Year 1 child, in order to avoid any unnecessary distress, a member of staff may assist the child, with a colleague in attendance, unless a parent has requested otherwise or if the child is reluctant. Parents will be contacted as soon as it is practical to do so.

## **7.0 Providing Comfort Or Support To A Child:**

There are situations and circumstances where children seek physical comfort from staff (particularly children in Early Years). Where this happens, staff need to be aware that any physical contact must be kept to a minimum. When comforting a child or giving reassurance, staff must ensure that at no time can the act be considered intimate. If physical contact is deemed to be appropriate, staff must provide care which is professionally appropriate to the age and context.

If a child touches a member of staff in a way that makes him/her feel uncomfortable this can be gently but firmly discouraged in a way which communicates that the touch, rather than the child, is unacceptable. If a child touches a member of staff, as noted above, this should be discussed, in confidence with the Designated Safeguarding Lead for Child Protection.

## **8.0 Assisting A Child With A Specific Medical Procedure**

Where a child requires assistance for a specific medical procedure and who is not able to carry this out unaided:

- Our First Aid and Medications Policy outlines arrangements for the management of the majority of medications in school.
- **Parental permission must be given before any medication is dispensed in school- this form is also available from the school reception on the 1<sup>st</sup> day the medicine requires administration.**
- A small number of children will have significant medical needs and in addition to the arrangements included in our First Aid and Medications Policy will have an Individual 'Care Plan'. This Care Plan will be formulated by the relevant medical body. If required, school staff will receive appropriate training.

## **9.0 Swimming**

Our classes participate in a swimming programme at Staveley Healthy Living Centre. Children are entitled to respect and privacy when changing their clothes; however, there must be the required level of supervision to safeguard young people with regard to health and safety considerations and to ensure that bullying, teasing or other unacceptable behaviour does not occur.

Where a child needs additional support for changing parental permission will be sought and a personal care plan will be drawn up so as to maintain dignity but increase independence.

## **10.0 Residential Trips**

Residential educational visits are an important part of our Primary School experience. Particular care is required when supervising pupils in this less formal setting.



As with Extra-Curricular Activities, although more informal relationships in such circumstances tend to be usual, staff are still guided by our Child Protection procedures, and Behaviour Policies. Some specific Intimate Care issues may arise in a Residential context.

### **11.0 Showering**

Children are entitled to respect and privacy when changing their clothes or taking a shower. However, there must be the required level of supervision to safeguard young people with regard to health and safety considerations, and to ensure that bullying, teasing or other unacceptable behaviour does not occur.

This means that staff should announce their intention of entering changing rooms, avoid remaining in changing rooms unless pupil needs require it, avoid any physical contact when children are in a state of undress and avoid any visually intrusive behaviour.

Given the vulnerabilities of the situation, it is strongly recommended that when supervising children in a state of undress, another member of staff is present. However, this may not always be possible and therefore Staff need to be vigilant about their own conduct, e.g. adults must not change in the same place as children or shower with children.

It is best practice in our school that when an incident has taken place that has necessitated a member of staff to be present when children are changing that an incident report is made.

### **12.0 School Responsibilities**

All members of staff working with children are subject to full vetting procedures. This includes students on work placement and volunteers who may be left alone with children. Vetting includes criminal record checks and two references.

Only those members of staff who are familiar with the Intimate Care Policy and other Pastoral Care Policies of the School are involved in the intimate care of children.

Where anticipated, intimate care arrangements are agreed between the School and parents and, when appropriate and possible, by the child. Consent forms are signed by the parent and stored in the child's file. Additionally, for children who have specific continence needs, a personal intimate care plan will be put in place. This will be agreed by School, Parents and the Pupil prior to implementation. Regular reviews will take place at agreed intervals

**Only in emergency would staff undertake any aspect of intimate care that has not been agreed by parents and school.** Parents would then be contacted immediately.

The views of all relevant parties should be sought and considered to inform future arrangements.

**If a staff member has concerns about a colleague's intimate care practice, he or she must report this to the Designated Safeguarding Lead for Child Protection.**



### 13.0 Guidelines for Good Practice

All children have the right to be safe and to be treated with dignity and respect. These guidelines are designed to safeguard children and staff. They apply to every member of staff involved with the intimate care of children.

Young children and children with special educational needs can be especially vulnerable. Staff involved with their intimate care need to be particularly sensitive to their individual needs.

Members of staff also need to be aware that some adults may use intimate care, as an opportunity to abuse children. It is important to bear in mind that some forms of assistance can be open to misinterpretation. Adhering to the following guidelines of good practice should safeguard both children and staff:

- **Involve the child in the intimate care.** Try to encourage a child's independence as far as possible in his or her intimate care. Where a situation renders a child fully dependent, talk about what is going to be done and, where possible, give choices. Check your practice by asking the child or parent about any preferences while carrying out the intimate care.
- **Treat every child with dignity and respect and ensure privacy appropriate to the child's age and situation.** Care should not be carried out by a member of staff working alone with a child.
- **Make sure practice in intimate care is consistent.** As a child may have multiple carers a consistent approach to care is essential. Effective communication between all parties ensures that practice is consistent.
- **Be aware of your own limitations.** Only carry out activities you understand and feel competent with. If in doubt, ask. Some procedures must only be carried out by members of staff who have been formally trained and assessed.
- **Promote positive self-esteem and body image.** Confident, self-assured children who feel their bodies belong to them are less vulnerable to sexual abuse. The approach you take to intimate care can convey lots of messages to a child about their body worth. Your attitude to a child's intimate care is important. Keeping in mind the child's age, routine care can be both efficient and relaxed.
- **If you have any concerns you must report them.** If you observe any unusual markings, discolouration or swelling, report it immediately to the Designated Safeguarding Lead for Child Protection.

If a child is accidentally hurt during intimate care or misunderstands or misinterprets something, reassure the child, ensure their safety and report the incident immediately to the Designated Safeguarding Lead. Report and record any unusual emotional or behavioural response by the child. A written record of concerns must be made available to parents and kept in the child's personal file.

### 14.0. Working with Children of the Opposite Sex

There is positive value in both male and female staff being involved with children. Ideally, every child should have the choice for intimate care but the current ratio of female to male staff means that assistance will more often be given by a woman. The intimate care of boys and girls can be carried out by a member of staff of the opposite sex with the following provisions:

- When intimate care is being carried out, all children have the right to dignity and privacy, i.e. they should be appropriately covered, the door closed or screens/curtains put in place;



- If the child appears distressed or uncomfortable when personal tasks are being carried out, the care should stop immediately. Try to ascertain why the child is distressed and provide reassurance;
- Report any concerns to the Designated Safeguarding Lead for Child Protection and make a written record;
- Parents must be informed about any concerns.

## **15.0 Communication with Children**

It is the responsibility of all staff caring for a child to ensure that they are aware of the child's method and level of communication. Depending on their maturity and levels of stress children may communicate using different methods - words, signs, symbols, body movements, eye pointing, etc.

To ensure effective communication:

- Make eye contact at the child's level;
- Use simple language and repeat if necessary;
- Wait for response;
- Continue to explain to the child what is happening even if there is no response; and

Treat the child as an individual with dignity and respect.

Date last reviewed by the Trustee Board:

A review of this policy, through the Trustee Board and the SLT, is undertaken within 1 year of the last review date.

Signed Headteacher

Tom Newton

Signed Chair of Trustees

Kathy Denton



**Appendix A - Parental Permission for Intimate Care**

**Parental Permission for Intimate Care**

In accordance with the Intimate Care Policy updated by St Peter & St Paul School in September 2021.

Please tick one of the boxes below:

If required, I GIVE St Peter & St Paul School permission for my child to receive intimate care e.g., help with changing or following toileting	
I DO NOT GIVE St Peter & St Paul School permission for my child to receive intimate care and understand that I will be called to school to deal with any intimate care requirements	

By signing this letter;

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

Child's Name .....

Name of Person with Parental Responsibility (*please print*) .....

Signature of Person with Parental Responsibility:.....

Date: .....

**PLEASE RETURN YOUR SIGNED FORM TO THE ADMISSIONS MANAGER OR  
YOUR CHILD'S CLASS TEACHER**



**Appendix 2 – Record of Intimate Care**

Record of Intimate Care

Child's Name	Date	Time	Comments	Staff involved	Signature of Lead Teacher



**Appendix 3 – Individual Pupil Intimate Care Plan Template**

**SPSP Individual Pupil Intimate Care Plan**

This plan should be completed by SPSP Staff in conjunction with Parents/Carers and discussed with the individual child as far as their age and development allows. In specific cases where necessary, information from the child's GP, School Nurse, or other relevant healthcare professional may be sought.

**Pupil Details**

Full Name:..... DOB:.....  
Class Teacher:..... Year Group:.....  
Home Address: .....  
.....

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**Date of Plan:** .....

**Planned Review Date:** .....  
*(The plan should be reviewed at least annually or more frequently if the child's situation changes)*

**Name of Person(s) Completing Plan:** .....  
**Role:** .....

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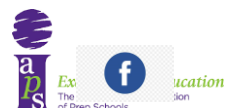
**Family Contact Information**

**Primary Contact Name:**.....  
**Relationship to Child:**.....  
**Tel No. Day:** ..... **Mobile:**.....  
**Email:** .....  
**Address (if different to child)** .....  
.....

**Secondary Contact Name:**.....  
**Relationship to Child :**.....  
**Tel No. Day:** ..... **Mobile:**.....  
**Email:** .....  
**Address (if different to child)** .....  
.....

**School Contacts**

**Class Teacher:**.....  
**SEND Staff (if applicable):** .....  
**Other Support Staff:** .....



**Health Professionals/External Contacts**

Name: ..... Role: .....

Contact No:..... Email: .....

Name: ..... Role: .....

Contact No:..... Email: .....

Name: ..... Role: .....

Contact No:..... Email: .....

**Description of Pupil**

Provide brief details of pupil interests, behaviour and relevant conditions, e.g. speech and language, mobility.

**Description of Continence Difficulty**

**Goals for Continence Management**

Describe how the pupil's bladder and bowel health is going to be promoted and maintained and how potential and independence are going to be appropriately promoted. Include goals for parents, child and /or school staff where appropriate.

**Medication**

Details of medication. To include all full prescription details (dose/name of child, prescriber etc.) All school policies should be followed.

**Management and Description of Routine**

For example, details of drinking, toileting and changing routines, aides used and any reward schemes

**Details of Help/ Support Required for Personal Care**

To include: who will provide this, where and how?

**Additional Arrangements for Sporting Activities, School Trips etc.**

**Details of Staff Training Needed/Undertaken**

Include who has been trained, type of training given, by whom, dates and signatures of staff

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**Use and Disposal of Hygiene Waste and Soiled Clothing/Underwear**

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**Emergency Situations**

Describe what would constitute an emergency for the child and what action should be taken.

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By signing below, you acknowledge that you have contributed to, read, understood and agree to the care plan as detailed above for

..... (Pupil's Name)

**Parent / Carer**

Name: ..... Relationship: .....

Signature:..... Date:.....

**School Representative**

Name: ..... Role: .....

Signature:..... Date:.....

**Other Health Professional**

Name: ..... Role: .....

Signature:..... Date:.....

Name: ..... Role: .....

Signature:..... Date:.....