

St Paul's

C of E Primary School



A place to belong

Intimate Care Policy Policy

Acting Headteacher: Charlotte Hughes

Member of Staff Responsible: Emma Hartley

Reviewing Committee: FGB

Effective Date of Use: 21st October 2026

Date of Review: Autumn 2027

Non Statutory

St Paul's C of E Primary School

A Place to Belong

Our Christian Vision

Our school is a family where everyone feels safe, happy and valued, and is supported to achieve their full potential.

We will develop compassionate and caring individuals who depend on one another, are highly motivated, and have a life-long love of learning in preparation for the future.

Our Core Values

All that we do is underpinned by the core Christian values of *Family (Koinonia)*, *Compassion*, *Perseverance and Forgiveness*

"Though we are many, we form one body, all joined together as members of the whole. We each have different gifts, according to the grace given to each of us. We must use them wisely."

Romans 12:5-8

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Statement of intent

St Paul's C of E Primary School understands the importance of its responsibility to safeguard and promote the welfare of children.

Pupils may require assistance with intimate care as a result of their age or due to having special educational needs and disabilities (SEND). In all instances, effective safeguarding procedures are of paramount importance.

St Paul's C of E Primary School has developed this policy in order to ensure that all staff responsible for providing intimate care undertake their duties in a professional manner at all times, and treat children with sensitivity and respect.

The school is committed to providing intimate care for children in ways that:

- Maintain their dignity.
- Are sensitive to their needs and preferences.
- Maximise their safety and comfort.
- Protect them against intrusion and abuse.
- Respect the child's right to give or withdraw their consent.
- Encourage the child to care for themselves as much as they are able to.
- Protect the rights of all others involved.

1. Legal framework

1.1. This policy has due regard to statutory legislation, including, but not limited to, the following:

- Equality Act 2010
- Safeguarding Vulnerable Groups Act 2006
- Childcare Act 2006
- Education Act 2002
- Education Act 2011
- Control of Substances Hazardous to Health Regulations 2002 (as amended in 2004)
- Keeping Children Safe in Education (2026)
- Working Together to Safeguard Children (2026).
- Statutory Framework for the Early Years Foundation Stage (EYFS) 2026
- Children and Families Act 2014 (regarding support for children with medical conditions/SEND).
- Data Protection Act 2018 / UK GDPR (for recording and storing care logs/plans)

2. What is intimate care?

2.1. For the purpose of this policy, “**intimate care**” is the hands-on, physical care in personal hygiene, as well as physical presence or observation during such activities.

2.2. Intimate care includes the following:

- Body bathing other than to the arms, face and legs below the knee
- Application of medical treatment other than to the arms, face and legs below the knee
- Toileting, wiping and care in the genital and anal areas
- Nappy Changing
- Dressing and undressing

3. Roles and responsibilities

3.1. The headteacher is responsible for ensuring that intimate care is conducted professionally and sensitively by all appropriate members of staff.

- 3.2. The headteacher and class teachers are responsible for ensuring that the intimate care of all children is carefully planned, including discussions with the parent/carer and the child.
- 3.3. The class teacher is responsible for communicating with parents/carers in order to establish effective partnerships when providing intimate care to children.
- 3.4. The headteacher and deputy headteacher are responsible for handling any complaints about the provision of intimate care in line with the school's Complaints Procedure Policy.
- 3.5. All members of staff who provide intimate care are responsible for undertaking intimate care practice respectfully, sensitively and in line with the guidelines outlined in this policy.
- 3.6. Parents/carers are responsible for liaising with the school to communicate their wishes in regards to the child's intimate care.
- 3.7. Parents/carers are responsible for providing their consent to the school's provision of their child's intimate care.
- 3.8. Parents/carers are responsible for adhering to their duties and contributions to their child's intimate care plan, as outlined in this policy.

4. Procedures for intimate care

- 4.1. Staff who provide intimate care will know the personalised changing times for the children in their care, which will be adhered to at all times and will be shared with parents/carers.
- 4.2. Staff who provide intimate care will conduct intimate care procedures in addition to the designated changing times if it is necessary; no child will be left in wet/soiled clothing or nappies.
- 4.3. If the designated member of staff for a child's intimate care is absent, a secondary designated member of staff will change the child adhering to the arranged times.
- 4.4. Each child using nappies will have a clearly labelled bag or box allocated to them in which there will be clean nappies, wipes and any other individual changing equipment necessary. Parents should provide these items.
- 4.5. Before changing a child's nappy, members of staff will put on disposable gloves. The changing area will be cleaned appropriately using cleaning materials each evening.
- 4.6. Where possible, the changing areas are warm and comfortable for the children, and are private from others.
- 4.7. Hot water and liquid soap are available for staff to wash their hands before and after changing a nappy or a child; the changing area will also be cleaned

appropriately if necessary, using disposable blue roll paper and soap and hot water.

- 4.8. The changing area designated for each child should have paper towels available for members of staff to dry their hands.
- 4.9. Any soiled clothing will be placed in a tied plastic bag in the child's personal bag or box and will be returned to parents/carers at the end of the school day, where possible.
- 4.10. Any used nappies will be placed in a tied plastic bag and disposed of in the PHS bins.
- 4.11. Any bodily fluids that transfer onto the changing area will be cleaned appropriately in accordance, see above.
- 4.12. If a pupil requires cream or other medicine more than 3 times a day, such as for a nappy rash, this will be provided in accordance with the Administering Medication Policy only, and full parental consent will be gained prior to this. Staff will not apply cream unless this form has been completed.
- 4.13. Older children and those who are more able will be encouraged to use the toilet facilities and will be reminded at regular intervals to go to the toilet.
- 4.14. Members of staff will attempt to get children used to using the toilet and encourage them to be as independent as possible.
- 4.15. Children will be reminded and encouraged to wash their hands after using the toilet, following the correct procedures for using soap and drying their hands.
- 4.16. Staff are aware intimate care must never involve force or restrictive physical intervention, unless there is an immediate risk of harm to the child or others (in line with the school's Restraint / Physical Intervention Procedures)
- 4.17. If a child actively resists or refuses intimate care, staff should de-escalate, reassure the child, pause the procedure, and consult the DSL or parents- forceful changing is strictly prohibited.

5. Parental engagement

- 5.1. The school will liaise closely with parents/carers to establish individual intimate care programmes for each child which will set out the following:
 - What care is required
 - Number of staff needed to carry out the care and if this is possible
 - Any additional equipment needed
 - The child's preferred means of communication, e.g. visual/verbal, and the terminology to be used for parts of the body and bodily functions

- The child's level of ability, i.e. what procedures of intimate care the child is able to do themselves
 - Any adjustments necessary in respect to cultural or religious views
 - The procedure for monitoring and reviewing the intimate care plan
- 5.2. Any information concerning the child's intimate care will be stored confidentially, and only the parents/carers and the designated member of staff responsible for carrying out the child's intimate care will have access to the information.
- 5.3. The parents/carers of the child are required to give consent to provide their agreement to any intimate care; no intimate care will be carried out without prior parental consent.
- 5.4. In respect of the above, if no parental consent has been given and the child does not have an intimate care plan, but the child requires intimate care, parents/carers will be contacted by phone in order to gain consent.
- 5.5. Any changes that may need to be made to a child's intimate care plan will be discussed with the parents/carers to gain consent.
- 5.6. Parents/carers will be asked to supply the following items for their child's individual storage box or bag:
- Spare nappies
 - Wipes, creams, nappy sacks, etc.
 - Spare clothing
 - Spare underwear
 - Training seat for the toilet, if this is needed.

If this is not provided, the parents/carers will be contacted to come and support their child in school or at home.

6. Safeguarding procedures

- 6.1. The school adopts rigorous safeguarding procedures in accordance with the Child Protection and Safeguarding Policy, and will apply these requirements to the intimate care procedures.
- 6.2. Only paid, employed staff who have completed an Enhanced DBS check with Children's Barred List check may perform intimate care routines. Volunteers or work-experience students never carry out intimate care or nappy changing.
- 6.3. All members of staff will receive safeguarding training on an annual basis and will receive further training and support where necessary.

- 6.4. All members of staff are instructed to report any concerns about the safety and welfare of children with regards to intimate care, including any unusual marks, bruises or injuries, to the designated safeguarding lead (DSL), name of staff member and record this on CPOMS, in accordance with the school's Whistleblowing Policy.
- 6.5. Any concerns about the correct safeguarding of children will be dealt with in accordance with the Child Protection and Safeguarding Policy and the Allegations of Abuse Against Staff Policy.
- 6.6. Intimate care is usually provided by one designated member of staff to protect the child's dignity and privacy, while ensuring another staff member is aware of the task being carried out nearby.
- 6.7. There may be occasions where two adults are required (e.g., complex manual handling needs, specific behavioral triggers, or where explicitly specified in a child's Individual Healthcare Plan / Intimate Care Plan).
- 6.8.

7. Monitoring and review

- 7.1. This policy will be reviewed annually by the headteacher (DSL) and SENCO (DDSL) who will make any changes necessary and communicate these to all members of staff.
- 7.1.1. All members of staff are required to familiarise themselves with this policy as part of their induction program.

<u>Review Date</u>	<u>Reason for Change</u>
September 2025	Updated to reflect most recent guidelines.
September 2026	Updated in line with KCSIE, EYFS Framework, and Safeguarding guidelines regarding non-exclusion and consent and restrictive intervention