



Newnham Croft Primary School

Intimate Care Policy

Approved by the Teaching and Learning Committee:

June 2025

To be reviewed:

June 2027

1) Principles

- 1.1 The Governing Body will act in accordance with Section 175 of the Education Act 2002 and the Government guidance 'Safeguarding Children and Safer Recruitment in Education' (2006) to safeguard and promote the welfare of pupils¹ at this school.
- 1.2 This school 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.
- 1.3 The Governing Body recognises its duties and responsibilities in relation to the Equalities Act 2010 which requires that any pupil with an impairment that affects his/her ability to carry out day-to-day activities must not be discriminated against.
- 1.4 This intimate care policy should be read in conjunction with the schools' policies as below (or similarly named):
 - safeguarding policy and child protection procedures
 - staff code of conduct and guidance on safer working practice
 - 'whistle-blowing' and allegations management policies
 - health and safety policy and procedures
 - Special Educational Needs policy
- 1.5 The Governing Body is committed to ensuring that all staff responsible for the intimate care of pupils will undertake their duties in a professional manner at all times. It is acknowledged that these adults are in a position of great trust.
- 1.6 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 their experience of intimate and personal care should be a positive one. It is essential that every pupil is treated as an individual and

¹ References to 'pupils' throughout this policy includes all children and young people who receive education at this establishment.

that care is given gently and sensitively: no pupil should be attended to in a way that causes distress or pain.

- 1.7 Staff will work in close partnership with parent/carers and other professionals to share information and provide continuity of care.
- 1.8 Where pupils with complex and/or long term health conditions have a health care plan in place, the plan should, where relevant, take into account the principles and best practice guidance in this intimate care policy.
- 1.9 Members of staff must be given the choice as to whether they are prepared to provide intimate care to pupils.
- 1.10 All staff undertaking intimate care must be given appropriate training.
- 1.11 This Intimate Care Policy has been developed to safeguard children and staff. It applies to everyone involved in the intimate care of children.

2) Child focused principles of intimate care

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.

3) Definition

- 3.1 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.
- 3.2 It also includes supervision of pupils involved in intimate self-care.

4) Best Practice

- 4.1 Pupils who require regular assistance with intimate care have written Assess Plan Do Review (APDRs), health care plans or intimate care plans agreed by staff, parents/carers and any other professionals actively involved, such as school nurses or physiotherapists. Ideally the plan should be agreed at a meeting at which all key staff and the pupil should also be present wherever possible/appropriate. Any historical concerns (such as past abuse) should be taken into account. 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/day trips.

- 4.2 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.
- 4.3 Where a care plan or APDR is **not** in place, parents/carers will be informed the same day if their child has needed help with meeting intimate care needs (e.g. has had an 'accident' and wet or soiled themselves). It is recommended practice that information on intimate care should be treated as confidential and communicated in person by telephone or by sealed letter, not through the home/school diary.
- 4.4 In relation to record keeping, a written record should be kept in a format agreed by parents and staff every time a child has an invasive medical procedure, e.g. support with catheter usage (see afore-mentioned multi-agency guidance for the management of long term health conditions for children and young people).
- 4.5 Accurate records should also be kept when a child requires assistance with intimate care; 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.
- 4.6 These records will be kept in the child's file and available to parents/carers on request.
- 4.7 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 themselves as possible.
- 4.8 Staff who provide intimate care are trained in 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, including the requirement to wear disposable gloves and aprons where appropriate.
- 4.9 Staff will be supported to adapt their practice in relation to the needs of individual pupils taking into account developmental changes such as the onset of puberty and menstruation.
- 4.10 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.
- 4.11 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.
- 4.12 Every child's right to privacy and modesty will be respected. Careful consideration will be given to each pupil's situation to determine who and how many carers might need to be present when they need help with intimate care. SEN advice suggests that reducing the numbers of staff involved goes some way to preserving the child's privacy and dignity. Wherever possible, the pupil's wishes and feelings should be sought and taken into account.
- 4.13 An individual member of staff should inform another appropriate adult when they are going alone to assist a pupil with intimate care.

- 4.14 The religious views, beliefs and cultural values of children and their families should be taken into account, particularly as they might affect certain practices or determine the gender of the carer.
- 4.15 Whilst safer working practice is important, such as in relation to staff caring for a pupil of the same gender, there is research² which suggests there may be missed opportunities for children and young people due to over anxiety about risk factors; ideally, every pupil should have a choice regarding the member of staff. There might also be occasions when the member of staff has good reason not to work alone with a pupil. It is important that the process is transparent so that all issues stated above can be respected; this can best be achieved through a meeting with all parties, as described above, to agree what actions will be taken, where and by whom.
- 4.16 Adults who assist pupils with intimate care should be employees of the school, not students or volunteers, and therefore have the usual range of safer recruitment checks, including enhanced DBS checks.
- 4.17 All staff should be aware of the school's confidentiality policy. Sensitive information will be shared only with those who need to know.
- 4.18 Health & Safety guidelines should be adhered to regarding waste products.
- 4.19 No member of staff will carry a mobile phone, camera or similar device whilst providing intimate care.

5) Child Protection

- 5.1 The Governors and staff at this school recognise that pupils with special needs and who are disabled are particularly vulnerable to all types of abuse.
- 5.2 The school's child protection procedures will be adhered to.
- 5.3 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. In this school 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.
- 5.4 Where appropriate, pupils will be taught personal safety skills carefully matched to their level of development and understanding.
- 5.5 If a member of staff has any concerns about physical changes in a pupil's presentation, e.g. unexplained marks, bruises, etc they will immediately report concerns to the Designated Senior Person for Child Protection (Headteacher). A clear written record of the concern will be completed and a referral made to Children's Services Social Care if appropriate, in accordance with the school's child protection procedures. Parents/carers will be asked for their consent or informed that a referral is necessary prior to it being made but this should

² National Children's Bureau (2004) *The Dignity of Risk*

only be done where such discussion and agreement-seeking will not place the child at increased risk of suffering significant harm.

- 5.6 If a pupil becomes unusually distressed or very unhappy about being cared for by a particular member of staff, this should be reported to the class teacher or Headteacher. The matter will be investigated at an appropriate level (usually the Headteacher) and outcomes recorded. Parents/carers will be contacted as soon as possible in order to reach a resolution. Staffing schedules will be altered until the issue/s is/are resolved so that the child's needs remain paramount. Further advice will be taken from outside agencies if necessary.
- 5.7 If a pupil, or any other person, makes an allegation against an adult working at the school this should be reported to the Headteacher (or to the Chair of Governors if the concern is about the Headteacher) who will consult the Local Authority Designated Officer in accordance with the school's policy: Dealing with Allegations of Abuse against Members of Staff and Volunteers. It should not be discussed with any other members of staff or the member of staff the allegation relates to.
- 5.8 Similarly, any adult who has concerns about the conduct of a colleague at the school or about any improper practice will report this to the Headteacher or to the Chair of Governors, in accordance with the child protection procedures and 'whistle-blowing' policy.

6) Toileting

- 6.1 In order to help children to become aware of their bodily needs and respond to them in time, children in the Early Years Foundation Stage are always allowed to use the toilet and are reminded to go at various times in the school day.
- 6.2 Children in Key Stage One, are encouraged to use the toilet during break times, but are allowed to visit whenever they want, whilst being taught to ask at appropriate times.
- 6.3 In Key Stage Two, the vast majority of children are expected to use the toilet during break times only, in order to reduce disruption to learning.
- 6.7 The school undertakes to attempt to provide any support requested by a child's GP, medical consultant, the school nurse and parents/carers.
- 6.8 It is a general expectation that most children are toilet trained and out of nappies before they begin school. However it is inevitable that from time to time some children will have accidents and will need to be attended to. In addition to this, some pupils with disabilities and medical conditions are educated in mainstream settings such as Newnham Croft. A significant number of these pupils may require adult assistance for their personal and intimate care needs.
- 6.9 Should an accident occur, children are encouraged to do as much as they can for themselves, under adult supervision. Wipes are available for children to use and there are generally spare clothes kept at school, for younger children. Parents of children with known medical or impairment needs are asked to give permission for children to be changed as they enter school. Where a child has continuing incontinence problems, parents are expected to provide sets of spare clothes. In a small minority of cases, parents will also be asked to provide nappies or incontinence pads. Communication routines will be established between home and school in order that parents are informed when a child has had to be changed and soiled clothes are

returned home as soon as possible. Where the school has sent a child home in spare clothes, it is expected they will be returned to school after they have been washed.

- 6.10 If a child soils themselves during school time, one member of staff will help the child by encouraging them:
- To remove their soiled clothes
 - To clean their skin (this usually includes bottom, genitalia, legs, feet)
 - To dress in the child's own clothes or those provided by the school
 - To double wrap soiled clothes in plastic bags and give to parents to take home.
- 6.11 Should the child need adult support to carry out any of these tasks, another adult will be present, or at least aware of what is going on, to ensure safeguarding routines are adhered to. Staff would usually only clean a child's genitalia if the child has a disability and/or is too young to do this themselves. This would always be done with another adult present for safeguarding reasons.
- 6.12 Where possible, a mobile child will be changed when standing up in a toilet cubicle. For children with disabilities who require a changing mat, there is one in the disabled toilet.
- 6.13 At all times staff pay full attention to the level of distress and comfort of the child. If the child is ill, parents/carers are contacted to collect their child. In the event of a child being reluctant or refusing to be changed, the parent/carer will be contacted immediately and their support will be sought.
- 6.14 Our intention is that a child will never be left in soiled clothing. As soon as the member of staff responsible for the child is aware of the situation, they will support the child's cleaning of themselves or, as outlined above, clean the child with another adult present. The member of staff responsible will check the child regularly and ensure that they are clean before leaving to go home.
- 6.15 We believe that the child should not experience any negative disciplining or comments in this context, but only positive encouragement and praise for their endeavours to master the necessary skills.

7) Hygiene

- 7.1 Early Years Foundation Stage pupils have access to their own toilet area with washing facilities.
- 7.2 Staff have access to warm water and changing facilities within the disabled toilet on the ground floor. The correct waste disposal bin is in the disabled toilet. Soiled nappies and/or pull ups should be securely wrapped and disposed of appropriately.
- 7.3 There is a stock of baby wipes, plastic bags, disposable aprons and disposable protective gloves available in the Foundation Stage classrooms and the admin office for staff to use.
- 7.4 It is imperative that staff use a fresh disposable apron and gloves while changing a child.
- 7.5 The changing area/toilet must always be left clean.

- 7.6 Any mess or spillage must be reported to office and premises staff in order that the area can be cleaned immediately.
- 7.7 Hands must be washed in hot water with soap as soon as changing is done.
- 7.8 Paper towels should be available to dry hands.
- 7.9 The school makes appropriate arrangements for the disposal of soiled nappies.

8) Physiotherapy

- 8.1 Pupils who require physiotherapy whilst at school should have this carried out by a trained physiotherapist. If it is agreed in the APDR or care plan 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. The physiotherapist should observe the member of staff applying the technique.
- 8.2 Under no circumstances should school staff devise and carry out their own exercises or physiotherapy programmes.
- 8.3 Any concerns about the regime or any failure in equipment should be reported to the physiotherapist.

9) Medical Procedures

- 9.1 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 health care plan or APDR and will only be carried out by staff who have been trained to do so.
- 9.2 It is particularly important that these staff should follow appropriate infection control guidelines and ensure that any medical items are disposed of correctly.
- 9.3 Any members of staff who administer first aid should be appropriately trained in accordance with LA guidance. 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.

10) Massage

- 10.1 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.
- 10.2 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.
- 10.3 Any adult undertaking massage for pupils must be suitably qualified and/or demonstrate an appropriate level of competence.

- 10.4 Care plans should include specific information for those supporting children with bespoke medical needs.

Glossary:

- **DBS (Disclosure and Barring Service)** – A background check on staff and volunteers working with children or vulnerable adults.
- **DSL (Designated Safeguarding Lead)** – Senior staff member responsible for child protection within a school
- **EAL (English as an Additional Language)** – Pupils whose first language is not English.
- **EHCP (Education, Health and Care Plan)** – A legal document for pupils with significant special educational needs.
- **FSM (Free School Meals)** – A benefit provided to eligible pupils; often used as a proxy indicator for disadvantage.
- **Foundation Stage** – Refers to the Early Years Foundation Stage (EYFS) for children aged 0–5.
- **GLD (Good Level of Development)** – A measure of children’s development at the end of the EYFS.
- **Key Stages (KS)** – National curriculum stages: KS1 (ages 5–7), KS2 (7–11)
- **LAC (Looked-After Child)** – A child in the care of the local authority.
- **Local Offer** – Information on SEND provision available in a local area, published by the local authority.
- **Management Information System (MIS)** - software used by schools to manage, store, and analyse data related to pupils, staff, attendance, assessment, behaviour, safeguarding, communication, and more.
- **Pupil Premium** – Additional funding to raise the attainment of disadvantaged pupils.
- **RSE (Relationships and Sex Education)** – Statutory curriculum requirement in primary and secondary schools.
- **Reasonable Adjustments** – Changes schools must make to avoid disadvantaging pupils with disabilities (Equality Act 2010).
- **SEN (Special Educational Needs)** – Learning difficulties or disabilities requiring special support.
- **SENCo (Special Educational Needs and Disabilities Coordinator)** – Responsible for overseeing SEND provision in a school.