

Eastry Church of England Primary School



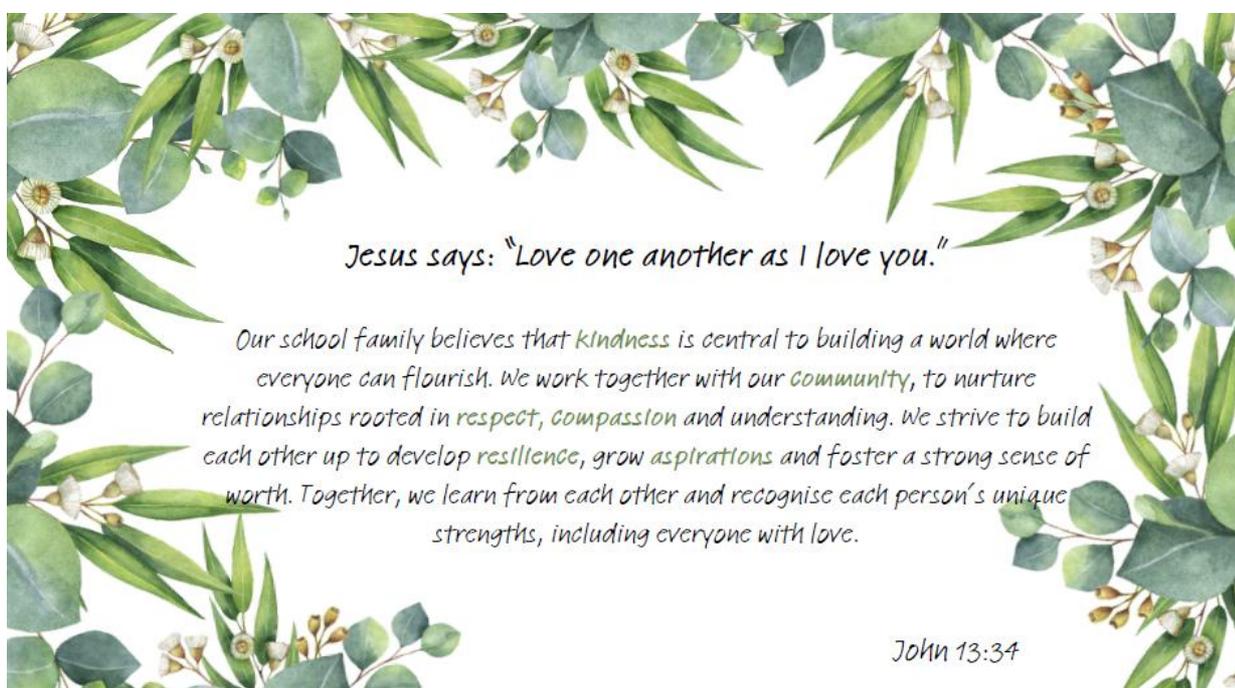
Intimate Care policy

October, 2025

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Governor signature	Mr I Barwood, Chair of Resources Sub-Committee
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1. Aims

Intimate care refers to any care which involves toileting, washing, changing, touching or carrying out an invasive procedure to children's intimate personal areas.

This policy aims to ensure that:

- › Intimate care is carried out properly by staff, in line with any agreed plans
 - › The dignity, rights and wellbeing of children are safeguarded
 - › Pupils with intimate care difficulties are not discriminated against, in line with the Equalities Act 2010
 - › Parents are assured that staff are knowledgeable about intimate care and that the needs of their children are taken into account
 - › Staff carrying out intimate care work do so within guidelines (i.e., health and safety, manual handling, safeguarding protocols awareness) that protect themselves and the pupils involved
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2. Legislation and statutory guidance

This policy complies with statutory safeguarding guidance.

It also complies with our funding agreement and articles of association.

3. Role of parents

3.1 Seeking parental permission

For children who may need to be changed or supported to be changed on an occasional basis staff will conduct this in toilets, getting the child to be as independent as possible. If a child has been changed it will be logged in the changing book and parents informed at the end of the day. If parents communicate they do not want their child to be changed then the school will contact the parent and request they come to change the child.

For children whose needs are more complex or who need particular support outside of what's covered in the above agreement, an intimate care plan will be created in discussion with parents (see section 3.2 below).

If the school is unable to get in touch with parents and an intimate care procedure urgently needs to be carried out, the procedure will be carried out in line with safeguarding procedures/policies to ensure the child is comfortable, and the school will inform parents afterwards.

3.2 Creating an intimate care plan

Where an intimate care plan is required, it will be agreed in discussion between the school, parents, the child (when possible) and any relevant health professionals.

The school will work with parents and take their preferences on board to make the process of intimate care as comfortable as possible, dealing with needs sensitively and appropriately.

Subject to their age and understanding, the preferences of the child will also be taken into account. If there's doubt whether the child is able to make an informed choice, their parents will be consulted.

The plan will be reviewed twice a year, even if no changes are necessary, and updated regularly, as well as whenever there are changes to a pupil's needs.

See appendix 1 for a blank template plan to see what this will cover.

3.3 Sharing information

The school will share information with parents as needed to ensure a consistent approach. It will expect parents to also share relevant information regarding any intimate matters as needed.

4. Role of staff

4.1 Which staff will be responsible

No other staff members can be required to provide intimate care.

All staff at the school who carry out intimate care will have been subject to an enhanced Disclosure and Barring Service (DBS) with a barred list check before appointment, as well as other checks on their employment history.

4.2 How staff will be trained

Staff will receive:

- › Training in the specific types of intimate care they undertake
- › Regular safeguarding training
- › If necessary, manual handling training that enables them to remain safe and for the pupil to have as much participation as is possible

They will be familiar with:

- › The control measures set out in risk assessments carried out by the school
- › Hygiene and health and safety procedures

They will also be encouraged to seek further advice as needed.

5. Intimate care procedures

5.1 How procedures will happen

The staff members named on the care plan will be responsible for providing the intimate care for the child.

Where possible there will be 2 staff members present when any intimate care procedure is carried out.

Independence is encouraged with all children if they are able to change themselves. A member of staff will assist as necessary.

Parents will be informed of any accidents at the end of the school day.

Procedures will be carried out in the child's year group toilets or if more space is necessary in the SENCo office.

The school will provide staff with protective gloves, aprons, cleaning supplies, changing mats (where necessary) and bins.

For pupils needing routine intimate care, the school expects parents to provide, when necessary, nappies, underwear and/or a spare set of clothing and flushable wipes. As well as a bag for soiled clothes.

Any soiled clothing will be contained securely, clearly labelled, and discreetly returned to parents at the end of the day.

5.2 Concerns about safeguarding

If a member of staff carrying out intimate care has concerns about physical changes in a child's appearance (e.g., marks, bruises, soreness), they will report this using the school's safeguarding procedures.

If a child is hurt accidentally or there is an issue when carrying out the procedure, the staff member will report the incident immediately to the DLS or deputy DSL.

If a child makes an allegation against a member of staff, the responsibility for intimate care of that child will be given to another member of staff as quickly as possible and the allegation will be investigated according to the school's safeguarding procedures.

6. Monitoring arrangements

This policy will be reviewed by the SENCo annually. At every review, the policy will be approved by the governing body.

7. Links with other policies

This policy links to the following policies and procedures:

- › Accessibility plan
- › Child protection and safeguarding
- › Health and safety
- › SEN
- › Supporting pupils with medical conditions
- › Whistleblowing and staff conduct

Appendix 1: intimate care plan

PARENTS/CARERS	
Name of child	
Type of intimate care needed	
How often care will be given	
What training staff will be given	
Where care will take place	
What resources and equipment will be used, and who will provide them	
How procedures will differ if taking place on a trip or outing	
Name of senior member of staff responsible for ensuring care is carried out according to the intimate care plan	
Name of parent or carer	
Relationship to child	
Signature of parent or carer	
Date	
CHILD	
How many members of staff would you like to help?	
Do you mind having a chat when you are being changed or washed?	
Signature of child	
Date	

This plan will be reviewed twice a year.

Next review date:

To be reviewed by: