

Date: February 2025
Review: February 2026

Primrose Hill School Intimate Care Policy



Intimate Care Policy

The Governing Body will act in accordance with Section 175 of the Education Act 2002 and the Government guidance - Keeping Children Safe in Education - 2025, as well as the Working Together to Safeguard Children (2018), to safeguard and promote the welfare of pupils at this school.

Staff are trained to recognise signs of abuse, including peer-on-peer abuse, and are aware of procedures for reporting concerns, including low-level concerns about adults

The Governing Body recognises its duties and responsibilities under the Equality Act 2010, which requires that any pupil with an impairment that affects their ability to carry out day-to-day activities must not be discriminated against.

The Governing Body is committed to ensuring that all staff responsible for the intimate care of pupils undertake their duties in a professional manner at all times. It is acknowledged that these adults are in a position of great trust and must operate under the current Safer Recruitment guidelines, as detailed in Keeping Children Safe in Education - 2025.

Best Practice and Training

Staff who provide intimate care are trained in personal care, including health and safety training in moving and handling, as per the updated Health and Safety Executive (HSE) guidelines. Staff should also be fully aware of best practice regarding infection control in line with current Public Health England (PHE) advice.

All staff delivering intimate care must have enhanced DBS checks and receive ongoing safeguarding training specific to intimate care, including recognising signs of abuse and maintaining professional boundaries.

Safeguarding and Confidentiality

The Governors and staff at this school recognise that pupils with special needs and those who are disabled are particularly vulnerable to all types of abuse. Keeping Children Safe in Education – 2025, explicitly identifies these pupils as being at increased risk and reinforces the importance of maintaining appropriate safeguarding measures.

If a member of staff has any concerns about physical changes in a pupil's presentation, such as unexplained marks or bruises, the concern must be immediately reported to the Designated Safeguarding Lead (DSL) or Deputy DSLs. A clear written record of the concern will be completed and a referral made to Children's Services if necessary, following the procedures outlined in the school's Safeguarding and Child Protection Policy.

Staff should also report any low-level concerns about other staff, in line with the school's Whistleblowing Policy and KCSIE 2025 guidance.

Gender and Equality Considerations

The religious views, beliefs, and cultural values of children and their families should be taken into account. Where possible, pupils should be supported by a carer of the same gender, respecting the child's dignity and parental wishes. This approach should align with the Equality Act 2010 and should consider recent guidance on gender equality and gender identity **from the** Equality and Human Rights Commission (EHRC).

Data Protection and Confidentiality

All staff should be aware of the school's confidentiality policy, particularly in relation to sensitive information about intimate care. The policy should be fully compliant with the General Data Protection Regulation (GDPR) (2018), ensuring that sensitive data about pupils' care needs is handled, stored, and shared appropriately.

Records of intimate care should only be accessed by staff with a legitimate need to know and reviewed periodically by the DSL to ensure safeguarding oversight.

Record-Keeping and Parental Consent

Accurate records will be kept in the child's file and available to parents/carers on request. In accordance with the Children's Act 1989 and GDPR (2018), any communication about intimate care should maintain confidentiality and transparency, with clear consent sought from parents/carers where applicable.

Written consent from parents/carers is obtained for routine intimate care (e.g., toileting, nappy changes). Any incidents, refusals, or concerns during intimate care must be recorded and reviewed by the DSL.

Conclusion

To ensure the policy is fully compliant with the latest statutory requirements, it is important to cross-reference the updates with Keeping Children Safe in Education - 2025, Working Together to Safeguard Children (2018), the Equality Act 2010, and the General Data Protection Regulation (GDPR). By incorporating these references, the policy will stay aligned with current safeguarding practices and legislative frameworks.