



Intimate Care Policy for Children in Years 1-6

School Name: Gorse Hill Primary School

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Overview

Gorse Hill Primary School is committed to safeguarding and promoting the wellbeing of all our children and expects our staff and volunteers to share this commitment.

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 which some children are unable to do because of their young age, physical difficulties, or other special needs. Intimate care can include:

- Washing & changing – dressing/undressing (underwear)
- Toileting
- Catheter and stoma care
- Supervision of a child involved in intimate self-care

Introduction

The Intimate Care Policy and Guidelines regarding children have been developed to ensure that:

- The health, safety, independence, and welfare of children is promoted
- The dignity and privacy of children is respected
- To safeguard children and staff
- Arrangements for intimate and personal care are open and transparent

Disabled children can be especially vulnerable. Staff involved with their intimate care need to be sensitive to their individual needs.

The school will make reasonable adjustments for pupils with disabilities, medical conditions or SEND in accordance with the Equality Act 2010.

Principles of Intimate Care

The following are the fundamental principles upon which the Policy Guidelines are based:

- Pupils should be encouraged to act as independently as possible and to undertake as much of their own personal care as is possible and practicable
- Pupils are always entitled to respect and privacy and especially when in a state of undress, including, for example, when changing, toileting and showering
- Every child has the right to be safe
- 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 on 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 considered
- Every child has the right to have levels of intimate care that are as consistent as possible

Responsibilities

The Headteacher, DSL and SENCO will:

- Arrange a meeting with parents and the child, when appropriate, to discuss the personal care needs of any pupil for which it is foreseeable that they will have Intimate Care Needs prior to them attending the school, relevant professionals will be invited to attend.
- Create, in liaison with the child and parents/carers, an Individual Healthcare Plan to ensure that reasonable adjustments are made for any child with a health condition or disability (this may not be necessary for every child who has intimate care needs)
- Ensure pupils are actively consulted about their own care plan
- Ensure all staff undertaking the intimate care of children are familiar with, and understand the Intimate Care Policy
- All staff access any required training for specific types of intimate care that they carry out
- Ensure intimate care arrangements are agreed by the school, parents/carers, and child (if appropriate)
- Ensure intimate care arrangements are recorded in the child's personal file and consent forms/Intimate Care Plans signed by the parents/carers and child (if appropriate), these will be kept in a locked cupboard
- Ensure intimate care arrangements are reviewed at least annually and sooner if needs change. (The views of all relevant parties, including the child (if appropriate), should be sought, and considered to inform future arrangements)
- Ensure provision is in place for occasions when key members of staff are absent (other staff are trained as a contingency)
- Ensure termly checks of the records of the Routine Intimate Care intervention sheets are taken, ensuring that they are being completed correctly and that they correspond with the agreed care plan.
- The Designated Safeguarding Lead (DSL) will oversee safeguarding aspects of intimate care arrangements and review any concerns arising from intimate care records or observations.

School staff will:

- Work in partnership with children and parents
- Make other staff aware of the task being undertaken and if required another member of staff present
- Always explain to the pupil what is happening before a care procedure begins
- Change the child, or assist them in changing themselves if they become wet, or soil themselves
- Never knowingly leave a child in wet or soiled clothing
- React to accidents in a calm and sympathetic manner
- Keep accurate records of times, staff, and any other details of incidents of intimate care
- Agree how often the child should be routinely changed if the child is in school for a full day, and designate a member of staff to change them (agree to a minimum number of changes)
- Encourage the child's participation in toileting procedures wherever possible
- Discuss and take the appropriate action to respect the cultural practices of the family
- Contact parents/carers if the child refuses to be changed, or becomes distressed during the process
- Maintain excellent standards of hygiene when carrying out intimate care
- Consult with colleagues where any variation from agreed procedure/care plan is necessary
- Record the justification for any variations to the agreed procedure/care plan and share this information with the pupil and their parents/carers

- Ensure Incidents of a one-off intimate care are recorded using the miscellaneous intimate care sheets. These forms are kept in the classroom/office, wherever is more appropriate.
- Where the child is in a changing room/toilet announce their intention of entering
- Always consider the supervision needs of the pupils and only remain in the room where their needs require this
- Staff will:
 - wash hands before and after intimate care procedures
 - wear appropriate PPE including disposable gloves and aprons
 - clean and disinfect equipment and surfaces after use
 - dispose of waste appropriately in accordance with school infection control procedures
 - follow any additional medical guidance relating to individual pupils
- Not assist with intimate or personal care tasks which the pupil is able to undertake independently

If a member of staff has concerns about the conduct or practice of another adult during intimate care, they must report this immediately in accordance with the school's Safeguarding and Child Protection Policy (see allegations and low-level concerns), and Staff Code of Conduct.

In the event of the staff member being the Headteacher, please contact the CEO.

Swimming

When swimming at Gorse Hill School, children are entitled to respect and privacy when changing their clothes however, there must be the required level of supervision to safeguard young people in 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.

Staff supervising changing must follow the school's safeguarding and supervision procedures. Adults should not routinely enter changing areas occupied by pupils unless supervision or assistance is required in accordance with an agreed care plan.

Parents will:

- Advise staff of the intimate care needs of their child
- Change their child, or assist them in going to the toilet at the latest possible time before coming to school
- Provide spare nappies/incontinence pads, wet wipes, and a change of clothes in case of accidents
- Read this policy to ensure they understand the policies and procedures around intimate care
- Inform the school should their child have any marks/rashes
- Discuss with the school how often their child will need to be changed, and who will do the changing
- Work with the school to develop their child's independence where appropriate

Guidelines for Good Practice

When assistance is required, this should normally be undertaken by one member of staff. One member of staff will normally provide intimate care. Wherever possible a second adult should be aware that intimate care is taking place and be available nearby. Any additional supervision arrangements must balance safeguarding requirements with the child's right to dignity and privacy. Intimate or personal care procedures should not involve more than one member of staff unless the pupil's care plan specifies the reason for this.

A signed record should be kept of all intimate and personal care tasks undertaken and, where these have been carried out in another room, should include times left and returned. Any vulnerability, including those that may arise from a physical or learning difficulty should be considered when formulating the individual pupil's care plan. Involve the child in their intimate care. Try to encourage a child's independence as far as possible in his/her intimate care. Where the child is fully dependent, talk with them about what is going to be done and give them choice where possible.

Check your practice by asking the child/parent any likes/dislikes while carrying out intimate care and obtain consent. Treat every child with dignity and respect and ensure privacy appropriate to the child's age and situation.

Make sure practice in intimate care is consistent (a child can have multiple carers; a consistent approach to care is important). Effective communication with parents/carers ensures practice is consistent. Be aware of your own limitations – only carry out care activities you understand and feel competent and confident to carry out. If in doubt, ASK. Some procedures must only be carried out by staff who have been formally trained and assessed.

Promote positive self-esteem and body image. Confident, self-assured children who feel their body belongs to them are less vulnerable. 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. If you have any concerns, you must report them. If you observe any unusual markings, discolouration or swelling including the genital area, complete a safeguarding report and immediately give it to the Designated Safeguarding Lead to record on CPOMs. Inclf during intimate care a child displays an unusual physical or emotional response, or there is any incident that could be misinterpreted, staff must reassure the child, ensure their safety and immediately report the matter to the DSL and record it on by your actions, or misunderstands or misinterprets something, reassure the child, ensure their safety, and report the incident immediately to your Designated Safeguarding lead and record on CPOMs. Report and record any unusual emotional or behavioural response by the child. Parents/carers are to be informed about concerns (see school Safeguarding Policy).

Incidents of one-off intimate care will be recorded on CPOMS.

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. Children communicate using different methods, e.g., words, signs, symbols, body movements, eye pointing. 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. Treat the child as an individual with dignity and respect.

Safeguarding and Professional Boundaries

Staff providing intimate care will:

- maintain professional boundaries at all times
- explain actions before undertaking them
- respect privacy and dignity
- avoid unnecessary physical contact
- report concerns immediately to the DSL
- follow the Staff Code of Conduct and Safeguarding Policy

Intimate care must never be undertaken in a way that could be perceived as intrusive, unnecessary or inconsistent with the agreed care plan.

A large green decorative graphic in the top right corner of the page, consisting of a solid green area and a white curved line that sweeps from the top towards the bottom right.

Monitoring, Evaluation and Review

The school will review this policy annually and assess its implementation and effectiveness.

Appendix I – Agreement Between Child and Supporting Adult

Child's Name _____

Class/Year Group _____

Name of Support Staff Involved _____

Date _____

Review Date _____

Support Staff

As the personal assistant helping you in the toilet, you can expect me to do the following:

- When I am the identified person, I will stop what I am doing and come and help you in the toilet. I will avoid all unnecessary delays
- When you use our agreed emergency signal, I will stop what I am doing and come and help
- I will treat you with respect and always ensure privacy and dignity
- I will ask permission before touching you or your clothing
- I will check that you are as comfortable as possible, both physically and emotionally
- If I am working with a colleague to help you, I will ensure that we talk in a way that does not embarrass you
- I will look and listen carefully if there is something you would like to change about your Toilet Management Plan

Child

As the child who requires help in the toilet, you can expect me to do the following:

- I will try, whenever possible, to let you know a few minutes in advance, that I am going to need the toilet so that you can make yourself available and be prepared to help me
- I will try to use the toilet at break time or at the agreed times
- I will only use the agree emergency signal for real emergencies
- I will tell you if I want you to stay in the room or stay with me in the toilet
- I will tell you straight away if you are doing anything that makes me feel uncomfortable or embarrassed
- I may talk to other trusted people about how you help me. They too will let you know what I would like to change

Signed _____ **Member(s) of Staff**

Signed _____ **Child (if appropriate)**

Appendix 2 – Permission for School to Provide Intimate Care

Child's Full Name _____

Date of Birth _____

Parent/Carer's Full Name _____

I give permission to the school to provide appropriate intimate care support to my child, e.g., Consent for:
Changing clothing, Toileting support, Continence care, Use of wipes, Application of prescribed creams
(where separately authorised)

As detailed below:

Any additional details, e.g., frequency of changing required/minimum number of changes

I will advise the Head Teacher of any medical complaint my child may have which affects issues of intimate care. I confirm that I have read a copy of the school Intimate Care Policy. I will provide the school with nappies, wipes and any other resources required for my child.

Signed _____

Full Name _____

Relationship to Child _____

Date _____

Appendix 3 – Toilet Management Plan

Child's Name _____

Class/Year Group _____

Name of Support Staff Involved _____

Date of Plan _____

Review Date _____

Area of Need:
Equipment Required:
Location of Suitable Toilet Facilities:
Support Required:
Frequency of Support:

Working Towards Independence:

Target:
Child Will Try To:
Staff Support Will Do:

Signed: Parent/Carer _____ Date _____

Child (if appropriate) _____ Date _____

Member(s) of Staff _____ Date _____

_____ Date _____

Appendix 4 – Record of Routine Intimate Care Intervention

Child's Name _____

Year Group _____

Name of Support Staff Involved _____

Date	Start Time	End Time	Procedure/Notes	Staff Signature	Staff Signature

