

Intimate Care Policy

1) Principles

- 1.1 The Governing Board will act in accordance with the most recent Government guidance 'Keeping Children Safe in Education' to safeguard and promote the welfare of pupils.
- 1.2 The Federation takes seriously the responsibility to safeguard and promote the welfare of the children in its care. Meeting a pupil's intimate care needs is one aspect of safeguarding.
- 1.3 The Governing Board 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:
 - safeguarding policy and child protection procedures
 - staff code of conduct and guidance on safer working practice
 - whistleblowing and allegations management policies
 - health and safety policy and procedures
 - Special Educational Needs policy
 - Changing procedures
- 1.5 The Governing Board 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 his/her experience of intimate and personal care should be a positive one. It is essential that every pupil is treated as an individual and 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 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 this Policy is 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.
- 3.2 It also includes supervision of pupils involved in intimate self-care.

4) Best Practice

- 4.1 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 his/herself as possible.
- 4.2 Staff should follow the schools Nappy Changing and Toileting Policy where the intimate care procedures involve changing a child.
- 4.3 Staff should be fully aware of best practice regarding infection control, including the requirement to wear disposable gloves and aprons where appropriate.
- 4.4 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.
- 4.5 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.
- 4.6 Every child's right to privacy and modesty should be respected. Careful consideration should be given to each pupil's situation to determine who and how many carers might need to be present when s/he needs help with intimate care.
- 4.7 Staff should inform another appropriate adult when they are going to assist a pupil with intimate care.
- 4.8 The religious views, beliefs and cultural values of children and their families should be taken into account, particularly as they might affect certain practices.
- 4.9 Accurate records should 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 where support is given with intimate care.

- 4.10 Adults who assist pupils with intimate care must be employees of the school, not students or volunteers, and therefore have the usual range of safer recruitment checks, including enhanced CRB checks. All staff must be trained in Intimate Care techniques by a senior member of staff before carrying out intimate care procedures independently and signed off as competent to undertake this activity.
- 4.11 Health & Safety guidelines should be adhered to regarding waste products and disposal of waste should be done appropriately in the yellow bins provided.
- 4.12 No member of staff will carry a mobile phone, camera, ipad 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 clear guidance is given to staff of what is considered best practice and staff are expected to adhere to this guidance.
- 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 follow the school's Safeguarding Policy and Procedures and report concerns to the Designated Senior Person or Deputy.
- 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 a Senior member of staff so that the reasons for this can be considered and any appropriate action taken.
- 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: Managing Safeguarding Allegations. 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 Safeguarding Policy child protection procedures policy.

6) Medical Procedures

- 6.1 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 and will only be carried out by staff who have been trained to do so.
- 6.2 It is particularly important that these staff should follow appropriate infection control guidelines and ensure that any medical items are disposed of correctly.

- 6.3 Any members of staff who administer first aid will be appropriately trained in paediatric first aid. If an examination of a child is required in an emergency situation it is advisable to have another adult present, with due regard to the child's privacy and dignity.

7) Massage and Touch Therapy

- 7.1 Massage and forms of touch therapy are now commonly used with pupils who have complex needs and/or medical needs to help them develop sensory awareness, tolerance to touch and support their emotional regulation.
- 7.2 It is recommended that massage undertaken by school staff should be confined to parts of the body such as the hands, feet, face and upper arms in order to safeguard the interest of both adults and pupils.
- 7.3 Any adult undertaking massage for pupils must be suitably qualified and/or demonstrate an appropriate level of competence. Staff should follow a recognised program such as TacPac.

Policy reviewed in November 2023

Amended policy approved by Full Governing Board on 11th November 2023