

Personal Intimate Care

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Purpose and scope

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 every young person are safeguarded
- Young people who require intimate care are not discriminated against, in line with the Equality Act 2010
- Parents/carers are assured that staff are knowledgeable about intimate care and that the needs of their child 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 young people involved

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

Legislation and statutory guidance

This policy complies with [statutory safeguarding guidance](#).

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

Links with other policies

This policy links to the following policies and procedures:

- Accessibility plan
- Child protection and safeguarding
- Health and safety
- SEND
- Supporting pupils with medical conditions

Role of parents/carers

Seeking parental permission

For young people who need routine or occasional intimate care (e.g. for toileting or toileting accidents), parents/carers will be asked to sign a consent form.

For young people whose needs are more complex or who need particular support outside of what's covered in the permission form (if used), an intimate care plan will be created in discussion with parents/carers (see section 3.2 below).

Where there isn't an intimate care plan or parental consent for routine care in place, parental permission will be sought before performing any intimate care procedure.

If the academy is unable to get in touch with parents/carers and an intimate care procedure urgently needs to be carried out, the procedure will be carried out to ensure the young person is comfortable, and the academy will inform parents/carers afterwards.

Creating an intimate care plan

Where an intimate care plan is required, it will be agreed in discussion between the academy, parents/carers, the young person (where possible) and any relevant health professionals.

The academy will work with parents/carers 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 young person will also be taken into account. If there's doubt whether the young person is able to make an informed choice, their parents/carers 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.

Sharing information

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

Role of staff

Which staff will be responsible

Any roles who may carry out intimate care should have this set out in their job description. This includes teachers, teaching assistants, welfare assistants and general assistants.

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.

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 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.

Intimate care procedures

How procedures will happen

Each of our academies will make arrangements for personal intimate care in line with the need of each young person.

It is best practice from a health and safety, and safeguarding perspective, to have 2 members of staff present.

Where the academy has capacity to have 2 members of staff present during care, this should be arranged, including if there is a known risk of a false allegation by a young person.

2 members of staff should be present for any invasive procedures.

2 members of staff should be present where specialist handling or toileting equipment has been issued, in line with a risk assessment.

All staff, regardless of gender can carry out personal care. This should be made clear on an individual plan.

All staff carrying out personal care must have an enhanced DBS check.

Procedures will be carried out in accordance with each academy's arrangement and in line with appropriate risk assessment. These spaces will include individual bathrooms, care rooms and changing rooms.

When carrying out procedures, the academy will provide staff with:

- Disposable protective gloves in a range of sizes
- Disposable aprons
- Changing mats, as appropriate
- Disposable paper covers for any changing mats being used
- Fixed hoist and tracking as appropriate
- Mobile hoist as appropriate
- Yellow hygiene waste bags
- Yellow hygiene waste bins
- Soiled clothing storage bags
- Antibacterial soap and water
- Additional handling and toileting equipment as issued by therapists, in line with individual risk assessment

For young people needing routine intimate care, the academy expects parents/carers to provide, when necessary, a good stock (at least a week's worth in advance) of necessary resources, such as nappies, underwear and/or a spare set of clothing.

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

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 academy's safeguarding procedures.

If a young person is hurt accidentally or there is an issue when carrying out the procedure, the staff member will report the incident immediately to the academy designated safeguarding lead (DSL).

If a young person 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 academy's safeguarding procedures.

Monitoring arrangements

This policy will be reviewed by the Director of SEND annually. At every review, the policy will be approved by the local governing board of each academy.

Appendix 1: template intimate care plan

PARENTS/CARERS	
Name of young person	
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 young person	
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 young person	
Date	

This plan will be reviewed twice a year.

Next review date:

To be reviewed by:

Appendix 2: template parent/carers consent form

PERMISSION FOR SCHOOL TO PROVIDE INTIMATE CARE	
Name of young person	
Date of birth	
Name of parent/carers	
Address and contact details	
I give permission for the academy to provide appropriate intimate care to my child (e.g. changing soiled clothing, washing and toileting)	<input type="checkbox"/>
I will advise the academy of anything that may affect my child's personal care (e.g. if medication changes or if my child has an infection)	<input type="checkbox"/>
I understand the procedures that will be carried out and will contact the academy immediately if I have any concerns	<input type="checkbox"/>
<p>I do not give consent for my child to be given intimate care (e.g. to be washed and changed if they have a toileting accident).</p> <p>Instead, the academy will contact me or my emergency contact and I will organise for my child to be given intimate care (e.g. be washed and changed).</p> <p>I understand that if the academy cannot reach me or my emergency contact, if my child needs urgent intimate care, staff will need to provide this for my child, following the academy's intimate care policy, to make them comfortable and remove barriers to learning.</p>	<input type="checkbox"/>
Parent/carers signature	
Name of parent/carers	
Relationship to young person	
Date	

