

# Intimate care policy



## Catton Grove Primary School

**Approved by:** Pauline Ngan

**Date:** 01.09.25

**Last reviewed on:** September 2025

**Next review due by:** September 2026

## Contents

1. Aims.....	3
2. Legislation and statutory guidance.....	3
3. Role of parents/carers.....	3
4. Role of staff.....	4
5. Intimate care procedures.....	4
6. Monitoring arrangements.....	5
7. Links with other policies.....	5
Appendix 1: template intimate care plan	6
Appendix 2: template parent/carer consent form	7

---

### 1. Aims

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 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 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

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

### 2. Legislation and statutory guidance

This policy complies with [statutory safeguarding guidance](https://www.gov.uk/government/publications/keeping-children-safe-in-education--2)  
<https://www.gov.uk/government/publications/keeping-children-safe-in-education--2>.

### 3. Role of parents/carers

#### 3.1 Seeking parental permission

For children 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 children 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 school 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 child is comfortable, and the school will inform parents/carers afterwards.

Students on placement within the school may need to observe and undertake intimate care as a statutory part of their course, where this is the case, this would only be done under the supervision of a trained member of

staff with an enhanced DBS. In order to undertake this part of their statutory course requirement, consent will be gained from parents/ carers.

### **3.2 Creating an intimate care plan**

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

The school 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 child will also be taken into account. If there's doubt whether the child 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 of an Intimate Care Plan and Appendix 3 for the Parent/carer consent form.

### **3.3 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.

## **4. Role of staff**

### **4.1 Which staff will be responsible**

Any roles who may carry out intimate care will have this set out in their job description. This includes DSLs, teachers, TAs, appointed first aiders.

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.

Students on placement within the school may need to observe and undertake intimate care as a statutory part of their course, where this is the case, this would only be done under the supervision of a trained member of staff with an enhanced DBS. In order to undertake this part of their statutory course requirement, consent will be gained from parents/ carers.

### **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 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

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

It is fine for male members of staff to change female pupils and female staff members to change male pupils, as long as they have an enhanced DBS with a barred list check.

Procedures will be carried out in FS toilets, KS1/ 2 or main school accessible toilets

When carrying out procedures, the school will provide staff with: protective gloves, cleaning supplies, liners and bins.

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.

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.

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.

The religious views, beliefs and cultural values of children and their families should be taken into account, particularly as they might affect certain practices or determine the gender of the carer.

For pupils needing routine intimate care, the school 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.

Health & Safety guidelines will be adhered to regarding waste products, regular collection of clinical waste is undertaken and the appropriate receptacles must be used.

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

No member of staff will carry a mobile phone, camera or similar device whilst providing intimate care.

## 5.2 Medical Procedures

Pupils who are disabled might require assistance with invasive or non-invasive medical procedures. 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.

It is particularly important that these staff should follow appropriate infection control guidelines and ensure that any medical items are disposed of correctly.

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

## 5.3 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 Safeguarding Lead or a 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 Claire Shenton, Deputy Headteacher At every review, the policy will be approved by Claire Rider, Safeguarding Lead.

## 7. 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

Appendix 1: template intimate care plan

Intimate care plan proforma



Catton Grove Primary School  
INTIMATE CARE PLAN PROFORMA

Pupil Name	Class	Key worker/Lead Professional
Area of Need		
Details of assistance needed. Frequency of support.		
Location of toilet.		
Liaison with parents/methods of communication.		
Staff training needs.		
Strategies to support independence.		
Review date:		

Appendix 2 \*\*

RECORD OF CHANGE

Child's Name:

Date	Time	Reason for Change	Changed into?	Staff Signature	Parent Signature

\*\*Please download and align landscape before printing.

**Appendix 3: template parent/carer consent form**

PERMISSION FOR SCHOOL TO PROVIDE INTIMATE CARE

Name of child	
Date of birth	
Name of parent/carer	
Address	
I give permission for the school to provide appropriate intimate care to my child (e.g. changing soiled clothing, washing and toileting)	<input type="checkbox"/>
I will advise the school 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 school immediately if I have any concerns	<input type="checkbox"/>
<p>I <b>do not</b> 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 school 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 school 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 school's intimate care policy, to make them comfortable and remove barriers to learning.</p>	<input type="checkbox"/>
Parent/carer signature	
Name of parent/carer	
Relationship to child	
Date	