



Cupernham
Junior School

INTIMATE CARE POLICY

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This policy was updated in November 2025 and has undergone an Equalities Impact Assessment in line with the requirements of the Public Sector Equality Duty.

AIMS

This policy aims to ensure that:

- Intimate care is carried out properly by staff, in line with any agreed plans
- The dignity, privacy, rights and wellbeing of every child 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 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 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.

LEGISLATION AND STATUTORY GUIDANCE

This policy complies with the Department for Education (DfE) statutory safeguarding guidance:

[Keeping Children Safe in Education](#)

[Early Years Foundation Stage \(EYFS\) statutory framework](#)

ROLE OF PARENTS/CARERS

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 consent 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.

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 (where 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 whenever there are changes to a pupil's needs.

See appendix 1 for a template plan.

SHARING INFORMATION

The school will share information with parents/carers as needed to ensure a consistent approach. Parents/carers are expected 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 will have this set out in their contract or job description. This includes Teachers, Learning Support Assistants (LSAs) and members of the admin team when supporting.

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.

The Headteacher and other members of the Senior Leadership Team will:

- Oversee the implementation of this policy
- Ensure staff receive appropriate training and support
- Oversee the development of individual intimate care plans
- Act as a point of contact for parents/carers/staff regarding intimate care concerns

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

During nappy changes, toileting and any intimate care procedure, Cupernham Junior School will always endeavour to balance children's privacy with safeguarding and support needs.

STAFFING

All members of staff performing intimate care procedures have an enhanced DBS with barred list check.

In general, 1 member of staff will be present with each child, except for circumstances where 2 members of staff are needed to:

- Safely handle a child who needs to be assisted
- Use equipment such as a hoist
- There is a known risk of false allegations by the child

In cases where a pupil needs regular intimate care, where possible, the same member of staff will assist the same pupil each time they need support. We will train 2-3 members of staff per child to cover absences, emergencies and school trips. Where possible, we will ensure that these backup members of staff are also people known to the child.

At Cupernham Junior School, male members of staff may be allocated to change female pupils or vice versa. The decision to allocate a member of staff of a different gender to the pupil will be discussed with the parents/carers and pupil, if appropriate.

ARRANGEMENTS

Procedures will be carried out in a designated toilet (the disabled toilet by the front entrance of the school) ensuring that privacy will be maintained throughout the time required.

Before going to perform intimate care on a child, the member of staff allocated to that child will inform another member of staff of where they are going, and leave doors open as much

as privacy allows. Where possible, they should be within earshot of other members of staff, but the comfort and care of the child should be the priority when choosing a location.

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

- Protective gloves
- Cleaning supplies (such as wipes)
- Changing mats as appropriate
- Access to appropriate bins for correct waste disposal

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.

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

Instances of intimate care will be recorded (including date, time, staff involved and relevant observations) and reported to parents/carers if appropriate.

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 a member of the senior leadership team (who are also designated safeguarding leads).

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.

Where the school notices an increasing pattern of soiling instances, it will first hold a meeting with parents/carers and with any other relevant individuals, such as medical professionals involved with the child to discuss why this might be occurring, and how to help the child. If the pattern continues, the school's designated safeguarding lead (DSL) will be notified. If there is other evidence which indicates a safeguarding concern, the DSL may contact the local authority designated officer (LADO), who will consider whether there is a safeguarding issue.

SPECIFIC PROCEDURES FOR TOILETING ACCIDENTS

Where pupil are starting school without having been toilet-trained, staff will work with the child's parents/carers to agree on a care plan.

The school will record the number of soiling incidents in school and liaise with the child's parent / carers about the following:

- The outcomes of relevant medical appointment attended by the child
- Whether there is a change in the pattern of soiling incidents, at home or at school
- Whether the current plan is working
- Explain our procedures, such as communication with the child, privacy and discretion, post-care hygiene arrangements, and recording and reporting.

MANAGEMENT OF MENSTRUAL CARE

All staff will be sensitive to the following:

- Girls at our school may start to menstruate
- While there is no shame or stigma attached to this, these children may wish to deal with it discretely

The school will offer sensitive and practical information about the following:

- Where sanitary products are kept during school hours
- How to dispose of these correctly

Period products are available to children and can be found in the medical room or available in their classroom cupboards as agreed with class teachers and parents. It is entirely reasonable for children to keep these products in their lockers as well if they so wish.

Staff will **not** directly assist with the physical act of changing sanitary products unless specifically requested by both the child and with written agreement from the parents/carers in an individual care plan due to specific needs.

Age-appropriate education on puberty and menstrual hygiene is provided as part of our PSHE curriculum.

LINKS WITH OTHER POLICIES

This policy should be read in conjunction with the following policies and procedures:

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

APPENDIX 1: INTIMATE CARE PLAN

PARENTS/CARERS	
Name of child	
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 child	
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 child	
Date	

APPENDIX 2: PARENT/CARER CONSENT FORM

PERMISSION FOR SCHOOL TO PROVIDE INTIMATE CARE	
Name of child	
Date of birth	
Name of parent/carer	
Address and contact details	
I give permission for the school to provide appropriate intimate care to my child (e.g. changing soiled clothing, washing and toileting)	☐
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)	☐
I understand the procedures that will be carried out and will contact the school immediately if I have any concerns	☐
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). Instead, the school will contact me or my emergency contact(s) and I will organise for my child to be given intimate care (e.g. be washed and changed). I understand that if the school cannot reach me or my emergency contact(s), 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.	☐
Parent/carer signature	
Name of parent/carer	
Relationship to child	
Date	