
St.
Nicholas
at Wade
CE
Primary
School

Intimate Care
Policy

Approved By FGB: Term 1
Reviewed annually: Term 1
Last review date: Term 3
2026

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

This policy has been adapted from the model policy provided by 'The Key':

<https://schoolleaders.thekeysupport.com/policy-expert/health-safety/intimate-care-policy-plan/#section-0>

Vision: Building a foundation of dignity, care, and trust



In the parable of the Wise and Foolish Builders (Matthew 7:24–27), Jesus teaches that strong foundations help us stand firm through life’s challenges. This principle guides our approach to intimate care: by providing support with compassion, respect, and sensitivity, we ensure that every child’s personal needs are met safely and with dignity. Rooted in our Christian values and statutory guidance, our policy promotes trust, protects wellbeing, and fosters a caring environment where all children feel valued, secure, and supported to thrive.

Aims

St Nicholas-at-Wade CEP School is committed to being a place where children’s best interests are at the very core of everything that happens in school. This policy aims to ensure that children’s personal care needs are met in a respectful, sensitive and dignified manner.

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 with intimate care difficulties are not discriminated against, in line with the Equalities Act 2010
- Parents 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 which 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](#)

Role of Parents

Seeking parental permission

For children who need routine or occasional intimate care (e.g. for toileting or toileting accidents), parents 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, an intimate care plan will be created in discussion with parents (see section 'creating an intimate care plan').

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 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 afterwards.

Creating an intimate care plan

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

The school will work with parents 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 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 as needed to ensure a consistent approach. It will expect parents 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 job description. This includes teachers, teaching assistants, office staff and pastoral staff (FLO)
- 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 is 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, including those related to COVID-19
- They will also be encouraged to seek further advice as needed.

Intimate Care Procedures

How procedures will happen

- Where possible we will have two members of staff present for any intimate care procedure, if this is not possible then the member of staff will have spoken in advance to a DSL. Once the procedure has taken place the member of staff will report back to the DSL to outline care.
- Male members of staff are able to change female pupils as long as they have an enhanced DBS with a barred list check.
- Procedures will be carried out in care suite facilities (KS2 Block)
- Procedures will be carried out in a COVID-safe way according to the school's risk assessment and COVID-19 protocol.

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

Protective gloves, cleaning supplies, changing mats and bins.

For pupils needing routine intimate care, the school expects parents 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 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 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 Taralee Kennedy (headteacher 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.

Monitoring arrangements

This policy will be reviewed by Taralee Kennedy annually. At every review, the policy will be approved by the governing board.

Links with other policies

This policy links to the following policies and procedures:

- Accessibility plan
- Child protection and safeguarding
- COVID-19
- Health and safety
- SEN
- Supporting pupils with medical conditions

Appendix I: template 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?	

PARENTS/CARERS	
Signature of child	
Date	

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)	
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	

permission for school to provide intimate care	
<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 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>	
Parent/carer signature	
Name of parent/carer	
Relationship to child	
Date	