



ST. BART'S
MULTI-ACADEMY TRUST

INTIMATE CARE POLICY

October 2025

Details

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St. Bart's Mission

Our mission is to **ADVANCE EDUCATION** and to provide the best curriculum in all our academies, enabling every child to realise their full potential.

St. Bart's Vision and Values



We have a **Passion** for releasing potential in all our children and staff through the **Encouragement** and development of **Ambition**, aspiration and excellence in all aspects of our work. Our commitment is to place children at the centre of everything we do. Working in **Collaboration**, we strive to provide the highest quality of educational experiences and outcomes for young people in an inclusive environment. Through the **Enjoyment** of learning, we live life together in all its fullness through **PEACE**.

We believe this vision empowers children with the skills to make a positive impact on the future of the communities they serve.

Our Trust Christian ethos is also captured by the **PEACE** values and all schools work in close partnership (whether C of E or community) to ensure that all children, adults and the communities they serve flourish just as Jesus encouraged us to do in John 10:10 –

"I have come that they may have life, and have it to the full."

St. Bart's Sustainability

We are committed to educating our pupils about environmental concerns and the importance of living sustainably. We recognise our responsibility to ensure that pupils are prepared for a world impacted by climate change through learning and practical experience.

We encourage both pupils and staff to think about the environment and how their actions will impact upon their local surroundings, as well as the global environment.

We will ensure pupils are taught about environmental sustainability, promote an eco-friendly attitude, and ensure that the Trust itself is as sustainable as it can be.

Intimate Care Policy

1. Aims:

This policy aims to ensure that:

- Intimate care is carried out properly by all academy staff, in line with any agreed plans
- The dignity, rights and wellbeing of children are safeguarded
- Children 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 children involved

2. Legislation and statutory guidance:

This policy has due regard to all relevant legislation and statutory guidance including, but not limited to, the following:

- Children and Families Act 2014
- Education Act 2011
- Health Act 2006
- Equality Act 2010
- DfE (2025) 'Keeping Children Safe in Education'

3. Definitions

For the purpose of this policy, **intimate care** is defined as any care which may involve the following:

Intimate care may be defined as any activity that is required to meet the personal care needs of any individual child and/or young person. It is associated with bodily functions, body products and personal hygiene, which demand direct or indirect contact with, or exposure of the genitals.

Examples include dressing/undressing; toileting routines; nappy changing; self-cleaning programmes; menstrual management

- Washing
- Bathing
- Administration of rectal medication
- Drying and dressing during visits to the swimming baths
- Carrying out an invasive procedure

- Changing a child who has soiled themselves
- Providing oral care
- Feeding
- Assisting in toilet issues
- Providing comfort to an upset or distressed child

Some job responsibilities require intimate physical contact with children on a regular basis, e.g. helping young children with toileting, providing intimate care for children and/or young people with disabilities or in the provision of medical care, or changing.

Intimate care tasks are associated with bodily functions, body products and personal hygiene that demand direct or indirect contact with, or exposure of, the genitals.

Examples of intimate care include support with dressing and undressing (underwear), changing incontinence pads, nappies or medical bags such as colostomy bags, menstrual hygiene, helping someone use the toilet, or washing intimate parts of the body.

Children may be unable to meet their own care needs for a variety of reasons, for example physical disability, learning difficulties, medical needs or needs arising from the child's stage of development and will require regular support.

The emotional responses of any child to intimate care should be carefully and sensitively observed, and where necessary, any concerns passed on to senior management and parents/carers.

Children and young people should be encouraged to act as independently as possible depending on their abilities, age and maturity. The intimate care procedures that take place in school, must also be reflective of the intimate care that the child / young person consistency and continuity.

Whilst pupils are encouraged to be as independent as possible, it is acknowledged that a pupil's ability to participate in their own intimate care will depend upon many factors including, their age, their cognitive and physical abilities as well as their receptive and expressive language skills.

It is acknowledged that there is likely to be a difference in how intimate care is provided to a young child, to that of a young adult and the intimate care plans for pupils will be created on an individual basis to ensure that this is reflective of their developmental milestones.

4. Principles of Intimate Care

The essential principles that underpin this policy are that every child / young person has the right to:

- be safe
- personal privacy
- be valued as an individual
- be treated with dignity and respect
- be involved and consulted in his or her own intimate care to the best of their abilities

- express their views on their own intimate care and to have such views taken into account
- have levels of intimate care that are as consistent as possible.
- become as independent as possible in his or her own intimate care and it is recognised that intimate care plans will require updating as and when there is a change in the , i.e. when beginning toilet training

5. Role of Parents:

5.1. Seeking Parental permission

We believe that our partnership with parents is an essential principle in our setting and is particularly necessary in relation to children needing intimate care. We recognise that the information required to carry out intimate care is available from parents and prior permission must be obtained from parents before intimate care procedures are undertaken

Any child who requires intimate care is treated with respect at all times; we recognise that the child's welfare and dignity is of paramount importance. We will work with parents and children to establish a preferred procedure for supporting the child in our care with their personal and intimate needs.

We acknowledge that cultural and diversity influences may affect what is deemed 'intimate' and ensure we pay regard to social, ethnic and cultural perspectives through open dialogue with parents.

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. ([Appendix 2](#)).

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 to ensure that reasonable adjustments are made for any child with a health condition or disability .

We appreciate that sometimes children have toileting 'accidents' which are out of character for them. In the event of this, and in the absence of a personal intimate care plan, the child would be fully encouraged and supported to achieve the highest level of autonomy that is possible given their age and ability. Staff will encourage the child to do as much for his/herself as possible and parents will be informed the same day.

Where there is not 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 contact 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 academy will inform parents afterwards. Staff will not be alone with a child at any time. Parents will be contacted if the child refuses to be changed, or becomes distressed during the process.

Parents will provide nappies, disposal bags, wipes, sanitary pads, wipes. Spare clean clothing as required

5.2. Creating an Intimate Care Plan

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

The academy 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 is 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 child's needs.

5.3. Sharing Information

The academy 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 to support the development of the plan, and to facilitate intimate care most appropriately.

5.4. Provision of Equipment

- Parents will provide nappies, disposal bags, wipes, sanitary pads, wipes. Spare clean clothing as required.
- The academy will provide appropriate PPE - disposable gloves and disposable aprons and special disposal bins for waste
- Regardless of the age and ability of the child/young person, their views and/or emotional responses will be actively sought.
- During visits to a public swimming pool staff will encourage children to wipe dry their own genitals and buttocks.
- Children/young people will always be encouraged to be as independent as possible.
- The academy acknowledges the trust that is placed in staff who provide for the intimate care of your child.

6. Role of Staff

Which staff will be responsible?

- Staff members carrying out intimate care within the setting will have this element included within the associated job description.
- No other staff members can be required to provide intimate care.
- Intimate care is a regulated activity; therefore, all staff at the academy 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.

6.1. How staff will be trained:

Staff will receive:

- Training in the specific types of intimate care they undertake
- Regular and most up to date safeguarding training
- If necessary, any additional training deemed appropriate by senior leaders and to meet the needs of the care plan.

Staff will be familiar with:

- The control measures set out in risk assessments carried out by the academy
- Hygiene and health and safety procedures.
- Academy Child Protection and Safeguarding Policy.
- They will also be encouraged to seek further advice as needed from senior leaders and external professionals

7. Intimate Care Procedures:

At least two members of staff must be present when intimate care is given.

It is appropriate for any suitably qualified staff member to change children as long as they have an enhanced DBS with a barred list check and have received the appropriate training linked to the care plan.

Procedures will be carried out in a space to provide privacy from other children and adults. Staff will wear disposable aprons and gloves while assisting a pupil in the toilet or while changing a nappy, incontinence pad or medical bag.

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

- PPE, cleaning supplies, changing mats and bins for disposal of waste.

The changing area or toilet will be left clean. Hot water and soap will be available to wash hands. Paper towels will be available to dry hands.

For children needing routine intimate care, the academy 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 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.

8. Concerns about Safeguarding:

If a member of staff carrying out intimate care has concerns about physical changes in a child's presentation (e.g. marks, bruises, soreness), they will report this in line with the Academy Child



Protection and Safeguarding Policy. If a child is injured accidentally or there is an issue when carrying out intimate care the staff member will report the incident immediately to the Designated Safeguarding Lead.

If a child becomes distressed or unhappy about being cared for by a particular member of staff, the matter will be looked into and outcomes recorded. Parents/carers will be contacted at the earliest opportunity as part of this process in order to reach a resolution.

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 in line with the Academy Child Protection and Safeguarding Policy.

9. Monitoring Arrangements:

This policy will be reviewed every two years.

Appendix 1 - Intimate Care Plan

ST. BART'S MULTI-ACADEMY TRUST

Intimate Care Plan



Academy:

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

ST. BART'S MULTI-ACADEMY TRUST

Parent/Carer Consent Form



Academy:	
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PERMISSION FOR THE ACADEMY TO PROVIDE INTIMATE CARE

Name of child:	
Date of birth:	
Name of parent/carers:	
Address:	

I give permission for the academy to provide appropriate intimate care to my child (e.g. changing soiled clothing, washing and toileting)	☐
I have been informed by the academy which members of staff will be providing intimate care to my child and approve this as appropriate.	☐
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)	☐
I understand the procedures that will be carried out and will contact the academy 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 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).	☐
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.	☐
I understand that I am responsible for providing a good stock (at least a week's worth in advance) of necessary resources, such as nappies, underwear and spare clothing.	☐

Parent/carers signature	
Name of parent/carers	
Relationship to child	
Date	



ST. BART'S

MULTI-ACADEMY TRUST

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