

Snettisham Primary School

Intimate Care Policy

Introduction

Snettisham Primary School is committed to ensuring that all staff responsible for any intimate care of children will undertake their duties in a professional manner at all times. Staff who work with young children who have special needs realise that the issue of intimate care is a difficult one and will require staff to be respectful of individual's needs.

Definition of Intimate Care

Intimate care can be defined as care tasks of an intimate nature, ones associated with bodily functions, body products and personal hygiene which demand direct or indirect contact with or exposure of genitals.

Best Practice at Snettisham Primary School

At Snettisham Primary School a child's dignity will be preserved and a high level of privacy, choice and control will be provided to them. Staff who provide intimate care to children have a high awareness of child protection issues and health and safety. Staff behaviour is open to scrutiny and staff at

Snettisham Primary School work in partnership with parents/carers to provide continuity of care to children wherever possible.

Staff deliver a full personal safety curriculum, as part of Personal and Health Education, to all children as appropriate to their developmental level and degree of understanding. Parents are informed and encouraged to reinforce the personal safety messages at home. Staff will be supported to adapt their practice in relation to the needs of individual children taking into account developmental changes such as the onset of puberty. To safeguard both staff and children, staff involved in intimate care at Snettisham Primary School will not be included in any delivery of sex education within the school.

There is careful communication with each child who needs help with intimate care so that the child is able to communicate needs and preferences in a safe and caring environment. The child will be explained each procedure, why it is being carried out and the reasons for it. As a basic principle children will be supported to achieve the highest level of autonomy that is possible given their age and abilities. Staff will encourage children to do as much for themselves as they can. This may mean asking a child to wash themselves.

Individual plans may be drawn up for children with persistent needs to suit the circumstances. A plan will include a full risk assessment to address issues such as moving and handling, personal safety of both the child and staff. Parents may be requested to attend if the child becomes distressed or makes a specific request.

Each child's right to privacy will be respected. Careful consideration will be given to each child's situation to determine how many members of staff will need to be present when a child requires intimate care. Where possible two members of staff will be present when it is necessary to perform a task of an intimate nature. This will ensure, as far as possible that over-familiar relationships are discouraged from developing.

Parents/carers will be involved with their child's intimate care on a regular basis; a clear account of arrangements and wishes will be considered alongside any possible constraints eg. staffing and equal opportunities legislation.

The child and parents/carers will be asked to nominate a member of staff to act as an advocate for any young person receiving intimate care, to whom they can communicate any issues or concerns that they may have about the quality of care they receive. The member of staff nominated will have the right to ask not to be the child's mentor.

The Protection of children

Child Protection/Safeguarding procedures are accessible to staff and adhered to. Where appropriate all children will be taught personal safety skills carefully matched to their level of development and understanding.

If a member of staff has any concerns about physical changes in a child's presentation e.g. marks, bruises, soreness etc. he/she will immediately report concerns to the appropriate manager/ Designated Safeguarding Lead for child protection. Currently the Designated Safeguarding Leads are Mr. Stevens and Mrs. Holmes. A clear record of the concern will be completed and referred to Children's Services/ Police if necessary. Parents will always be informed if it is felt appropriate to do so.

If a child becomes distressed or unhappy about being cared for by a particular member of staff, the matter will be investigated and outcomes recorded. Parents/ carers will be contacted at the earliest opportunity in this process so that a resolution may quickly be found. Staffing schedules will be altered until the issue is resolved so that the needs of the child remain paramount. Further advice from outside agencies will be taken if necessary.

If a child makes an allegation against a member of staff all necessary procedures will be followed – see Policy for Safeguarding and Child Protection.

This policy is due for approval at the Local Governor's meeting on November 19th.

It will be reviewed annually.

Signed Chair of Governors

