



Intimate Care Policy

Last update October 2018

This policy will be reviewed annually or sooner if legislative changes or good practice guidance dictate.

Introduction

Staff at Hazelbeck School recognise that intimate care must be given sensitively to all pupils when necessary.

By intimate care, this policy refers to all tasks related to personal care that may require direct or indirect contact with or exposure of the genitals.

The pupil's dignity must be maintained whenever intimate care is needed and as much privacy, choice and control allowed to the pupil as possible.

Staff providing intimate care must have a clear understanding of the related safeguarding issues.

Staff should work in partnership with parents / carers and social care colleagues to provide consistent standard of care.

Intimate care should always be given in a professional manner. Pupils should always be treated with respect. Their dignity and welfare are the top priorities and they should not be treated in a manner that causes distress or discomfort.

All staff who provide intimate care will be trained to carry out all the necessary procedures, including moving and handling.

Every pupil who needs it will have a "Moving and handling" plan.

Pupils will be given intimate care in a manner that is appropriate to their age and special needs. Staff giving intimate care communicate with pupils using their preferred communication system; speech, Makaton signup, VOCA, PEC's etc.

In giving intimate care staff recognise that they are supporting the pupils to become as independent as possible with regard to their age, ability and physical needs.

Care will be provided for individual pupils by a team of staff and the use of rotas will ensure that a pupil is not cared for by the same adult all the time.

Supply staff who have received appropriate training which matches that provided for permanent staff will be involved with the intimate care of children attending Hazelbeck School. They will work with a permanent member of staff who knows the individual child well in completing these activities.

Parents/carers will be involved with their child's intimate care arrangements on a regular basis; a clear account of the agreed arrangements will be recorded on the child's care plan. The needs and wishes of children and parents will be carefully considered alongside any possible constraints; e.g. staffing and equal opportunities legislation.

The protection of pupils and staff

Intimate care is given to pupils in the context of The Beckfoot Trust's Safeguarding Policy. Pupils are taught personal safety skills matched to their level of development and understanding.

When giving intimate care, staff will work in teams. Staff will follow the Hazelbeck school care plans and protocols. When working with pupils, members of staff will work in pairs where appropriate. Where two members of staff are not needed, staff will ensure that colleagues are aware who they are working with, where and what they doing. Working as a team will ensure that members of staff are supported and develop a culture of mutual trust where it is possible to discuss issues in teams.

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