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# FOREST OF DEAN COMMUNITY SCHOOLS FEDERATION

PARKEND PRIMARY & YORKLEY PRIMARY

## Intimate Care Policy 2026 - 2028

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Ratified: February 2026

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## **Statement of Intent**

The Forest of Dean Community Schools Federation takes the health and wellbeing of its pupils very seriously. As described in the Supporting Pupils with Medical Conditions Policy, both schools aim to support pupils with physical disabilities and illnesses to enable them to have a full and rich academic life whilst at school.

The governing board recognises its duties and responsibilities in relation to the Equality Act 2010, which states that any pupil with an impairment affecting their ability to carry out normal day-to-day activities must not be discriminated against.

Pupils will always be treated with care, sensitivity and respect when intimate care is given, and no pupil will be left feeling embarrassed or as if they have created a problem.

## **1. Legal framework**

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'

## **2. Definitions**

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

- Washing
- Touching
- 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 pupil

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.

Pupils may be unable to meet their own care needs for a variety of reasons and will require regular support.

## **3. Health and Safety**

Where appropriate, the school will work with relevant external professionals to support pupils' intimate care needs.

Any member of staff that is required to assist a pupil with changing a medical bag will be trained to do so and will carry out the procedure in accordance with the Supporting Pupils with Medical Conditions Policy.

Staff will wear disposable aprons and gloves while assisting a pupil in the toilet or while changing a nappy, incontinence pad or medical bag.

Soiled nappies, incontinence pads and medical bags will be securely wrapped and disposed of appropriately.

Where a pupil requires intimate care or toileting support, nappies, incontinence pads and medical bags will be disposed of in an ordinary bin, as per health and safety guidelines, unless individual risk assessment or medical advice indicates alternative arrangements are required.

#### **4. Staff and Facilities**

Staff members who provide intimate care will be suitably trained, and will be made aware of what is considered good practice.

Suitable equipment and facilities will be provided to assist pupils who need special arrangements following assessment from a physiotherapist or occupational therapist. This may include the following:

The school is responsible for ensuring the child does not remain soiled and will help the child by providing:

- Hot water and antibacterial soap
- Milton sterilisation fluid
- Toilet roll
- Antiseptic cleaner
- Bowl/ bucket
- Paper towels/cloths
- Disposable aprons and gloves
- Nappy sacks/bags (special bins will only be needed if we are disposing of the soiled waste of more than one child)
- Cleaning equipment

The parent/carer is responsible for toilet training their child and providing:

- Nappies/pull-ups where needed
- Changes of clothing
- Updates on medical information / or other factors which are relevant

In line with this guidance, and due to the nature of the school environment, intimate care for mobile pupils, including nappy changes, will normally be carried out with the pupil standing. The school does not have facilities to safely carry out nappy changes with pupils lying down. Where a pupil is unable to manage a standing change, or refuses support, this will be reviewed with parents and reflected within the individual intimate care plan. We ensure that there are hygienic facilities for changing children at both schools (Shower room and/or disabled toilet.)

#### **5. School Responsibilities**

Where possible, pupils who require intimate care will be involved in planning for their own healthcare needs wherever possible, with input from parents welcomed.

In liaison with the pupil and parents, an individual intimate care plan will be created to ensure that reasonable adjustments are made for any pupil with a health condition or disability.

Regular consultations will be arranged with all parents and pupils regarding toilet facilities.

The privacy and dignity of any pupil who requires intimate care will be respected at all times. Any pupil with wet or soiled clothing will be assisted in cleaning themselves and will be given spare clothing, nappies, pads, etc., as provided by the parents.

Members of staff will react to accidents in a calm and sympathetic manner. Accurate records of times, staff, and any other details of incidents of intimate care will be kept in a Record of Intimate Care Intervention.

Arrangements will be made for how often the pupil should be routinely changed if the pupil is in school for a full day. A minimum number of changes will be agreed.

The family's cultural practices will always be taken into account for cases of intimate care. Where possible, only same-sex intimate care will be carried out. However, the child's immediate needs, dignity and safety will always take priority.

Parents will be contacted if the pupil refuses to be changed, or becomes distressed during the process. Where refusal or distress may relate to a child's additional needs, this will be reviewed and reflected within the individual intimate care plan. Staff will not use physical restraint to carry out intimate care.

Excellent standards of hygiene will be maintained at all times when carrying out intimate care.

## **6. Parental Responsibilities**

Parents will change their child, or assist them in going to the toilet, at the latest possible time before coming to school.

Parents will provide spare nappies, incontinence pads, medical bags, wet wipes and a change of clothing in case of accidents.

Parents will inform the school should their child have any marks or rashes.

Parents will come to an agreement with staff in determining how often their child will need to be changed.

Schools are not expected to toilet train their pupils. Unless a child has a disability, as defined through legislation, it is expected that parents /carers will have trained their child to be clean and dry before they start school. Where a child has an identified or emerging additional need, reasonable adjustments will be considered on an individual basis.

## **7. Safeguarding**

Staff members working directly with children will receive safeguarding training as part of their mandatory induction, in line with the Safeguarding Policy.

Intimate care is a regulated activity; therefore, only members of staff who have an enhanced DBS certificate with a barred list check are permitted to undertake intimate care duties.

Wherever possible, staff involved in intimate care will not be involved in the delivery of sex education to the pupils in their care as an extra safeguard to both staff and pupils involved.

Individual intimate care plans will be drawn up for pupils as appropriate to suit the circumstances of the pupil.

Each pupil's right to privacy will be respected. Careful consideration will be given to each pupil's situation to determine how many carers will need to be present when the pupil requires intimate care.

If any member of staff has concerns about physical changes to a pupil's presentation, such as marks or bruises, they will report the concerns to either the Designated DSL or a deputy DSL immediately.

Special consideration will be taken to ensure that bullying and teasing does not occur.

## **8. Swimming**

Pupils in KS2 regularly participate in swimming lessons at Dean Academy Leisure Centre: during these lessons, pupils are entitled to privacy when changing; however, some pupils will need to be supervised during changing.

Parental consent will be obtained before assisting any pupils in changing clothing before and after swimming lessons.

## **9. Offsite Visits**

Before offsite visits, including residential trips, the pupil's individual intimate plan will be amended to include procedures for intimate care whilst off the school premises.

Staff will apply all the procedures described in this policy during residential and off-site visits.

Meetings with pupils away from the school premises, where a chaperone is not present, will not be permitted, unless approval has been obtained by the Executive headteacher.

## **10. Monitoring and Review**

This policy is reviewed every two years by the Executive headteacher, Inclusion team and staff. All changes are communicated to relevant stakeholders.

## **11. Links to other policies**

Complaints

Safeguarding and child Protection

Health and Safety

First Aid

Child in Care (CiC) and Previously Child in Care (PCiC)

Special Educational Needs and Disabilities (SEND)

Supporting Pupils with Medical Conditions  
Whistleblowing  
Staff Code of Conduct



## 2. Toilet Management Plan

Pupil's name:	Class/year group:
Name of personal assistant:	
Date:	Review date:
<b>Area of need</b>	
<b>Equipment required</b>	
<b>Locations of suitable toilet facilities</b>	
<b>Support required</b>	<b>Frequency of support</b>

### Working towards independence

Pupil will try to	Personal assistant will	Parents will	Target achieved date

Signed \_\_\_\_\_ Parent

Signed \_\_\_\_\_ Personal assistant

Signed \_\_\_\_\_ Second member of staff

Signed \_\_\_\_\_ Pupil (where appropriate)