

Newbold Church School

Early Years Intimate Care Policy



REVIEW: K MARSH OCTOBER 2025

APPROVED: GB

SIGNED: CHAIR OF GOVERNORS VIA NATIONAL COLLEGE

SIGNED: HEADTEACHER VIA NATIONAL COLLEGE

NEXT REVIEW: OCTOBER 2026

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By nurturing academic achievement and social development in a supportive Christian environment, we will cherish individual talents and abilities, enabling everyone at our school to successfully fulfil their potential."

Nurture

Encourage one another and build up each other, as indeed you are doing

1 Thessalonians 5:11

Cherish

Jesus said "Love one another. Just as I have loved you, you should also love one another."

John 13:34

Succeed

Let us not become weary in doing good, for at the proper time we will reap a harvest if we do not give up

Galatians 6:9



Statement of intent

Newbold church school understands the importance of its responsibility to safeguard and promote the welfare of children.

Pupils may require assistance with intimate care as a result of their age or due to having SEND. In all instances, effective safeguarding procedures are of paramount importance.

This policy has been developed to ensure that all staff responsible for providing intimate care undertake their duties in a professional manner at all times and treat children with sensitivity and respect.

We believe that children learn best when they are healthy, safe, secure, and when their individual needs are met. We are therefore committed to providing intimate care for children in ways that:

- Maintain their dignity.
- Are sensitive to their needs and preferences.
- Maximise their safety and comfort.
- Protect them against intrusion and abuse.
- Respect the child's and parent's right to give or withdraw their consent.
- Encourage the child to care for themselves as much as they can.
- Protect the rights of all others involved.

This policy has been developed to ensure that staff providing intimate care always undertake their duties in a professional manner and treat children with sensitivity and respect. Adoption of this policy will create a high-quality, welcoming, and safe setting where children can enjoy learning and grow in confidence.

1. Legal framework

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

- Children and Families Act 2014
- Childcare Act 2006
- Education Act 2011
- Equality Act 2010
- Safeguarding Vulnerable Groups Act 2006
- The Control of Substances Hazardous to Health Regulations 2002 (as amended in 2004)
- UK Health and Security Agency (2023) 'Health protection in children and young people settings, including education'
- DfE (2015) 'Supporting pupils at school with medical conditions'
- DfE (2025) 'Early years foundation stage statutory framework'
- DfE (2025) 'Working Together to Safeguard Children 2025'
- DfE (2025) 'Keeping children safe in education 2025'

This policy operates in conjunction with the following policies:

- Administering Medication Policy
- Allegations of Abuse Against Staff Policy
- Early Years Policy
- Health and Safety Policy
- Infection Control Policy
- Nursery Admissions Policy
- Special Educational Needs and Disabilities (SEND) Policy
- Staff Code of Conduct
- Whistleblowing Policy
- Complaints Procedures Policy

2. Definitions

For the purpose of this policy, **intimate care** is defined as the hands-on, physical care in personal hygiene, and the physical presence or observation during such activities. This may include the following:

- Helping a child with eating and drinking for reasons of illness or disability
- Body bathing other than to the arms and face, and to the legs below the knee

- Application of medical treatment other than to the arms and face, and to the legs below the knee
- Toileting, wiping and care in the genital and anal areas
- Dressing and undressing

The nursery is aware that children may present upon admission with varying levels of independence requiring varying levels of intervention and support. Children may present as:

- Fully toilet trained across all settings.
- Fully toilet trained but regress for a little while in response to the stress and excitement of starting nursery.
- Be fully toilet trained at home but prone to accidents in new settings.
- Be on the point of being toilet trained but require reminders and encouragement.
- Not toilet trained at all but likely to respond quickly to a well-structured toilet training programme.
- Be fully toilet trained but have disabilities or learning difficulties.
- Have delayed onset of full toilet training in line with other development delays but are likely to master these self-care skills with support and a well-structured toilet training programme.
- Have SEND that makes it unlikely that they will be toilet trained in the immediate future.

3. Roles and responsibilities

The headteacher is responsible for:

- Ensuring that intimate care is conducted professionally and sensitively.
- Ensuring that the intimate care of all children is carefully planned, including the creation of individual plans following discussions with the parent and the child, with input from the SENCO.
- Communicating with parents in order to establish effective partnerships when providing intimate care to children.
- Handling any complaints about the provision of intimate care in line with the school's Complaints Procedures Policy.
- Organising **annual** training for the provision of intimate care

The EYFS lead will be responsible for:

- Creating a culture where children have positive and enriching experiences.
- Ensuring all relevant staff read and implement this policy.
- Ensuring that all children receive appropriate levels of care tailored to their individual needs.
- Ensuring that intimate care is conducted professionally and sensitively.
- Ensuring parents are aware of relevant early years policies, practices and procedures in relation to toileting, continence and changing.
- Communicating with parents regarding their child's welfare.

- Ensuring there is an adequate supply of clean bedding, towels, spare clothes and any other necessary items.
- Communicating with parents in order to establish effective partnerships when providing intimate care to children.
- Handling any complaints about the provision of intimate care in line with the nursery's Complaints Procedures Policy.
- Organising training for the provision of intimate care.

Practitioners will be responsible for:

- Acting in accordance with this policy at all times.
- Understanding and acting within the statutory frameworks which set out their professional duties and responsibilities.
- Appropriately supervising children and undertaking intimate care where necessary and appropriate.
- Undergoing training for the provision of intimate care.
- Undertaking intimate care practice respectfully, sensitively and in line with the guidelines outlined in this policy.
- Recording intimate care interventions in line with the setting's Data Protection Policy.
- Reporting any concerns to the EYFS lead.

Parents will be responsible for:

- Liaising with the nursery to communicate their wishes regarding their child's intimate care.
- Providing their consent to the nursery's provision of their child's intimate care.
- Adhering to their duties and contributions to their child's intimate care plan, as outlined in this policy.

4. Procedures for intimate care

Children who can use the toilet independently will be encouraged to do so at regular intervals.

Each child's nappy will be checked on arrival at the nursery/school and changed immediately where necessary.

In reception staff will undertake checks every **two hours** on all children in their care. All children will be changed as and when needed, but at least **three times** daily – morning, lunch and afternoon. If a child's nappy does not need to be changed, the time it was checked will still be noted on the nappy changing chart.

In Nursery 15 hour children will be checked once in the three hour period. All children will be changed as and when needed, but at least **once** per morning. If a child's nappy does not need to be changed, the time it was checked will still be noted on the nappy changing chart.

In Nursery 30 hour children will be changed as and when needed, but at least **three times** daily – morning, lunch and afternoon. If a child's nappy does not need to be changed, the time it was checked will still be noted on the nappy changing chart.

Children will be changed immediately if they soil their nappy, or it becomes wet. Staff will not leave children with soiled nappies or clothing.

Each instance of intimate care will be recorded by the adult who completed it. Details recorded will include:

- What personal care tasks were carried out.
- Whether the nappy was D (dry), W (wet) or BM (bowel movement).
- The person undertaking the intimate care.
- The time and date it was completed.

Staff will have a list of personalised changing times for the children in their care.

Each child using nappies will have a clearly labelled bag in which they have clean nappies, wipes and any other individual changing equipment necessary.

Whenever possible children will be changed by their key person who will ensure that nappy changing is relaxed and a time to promote independence.

All members of staff will inform another member of staff in the nursery prior to taking a child to be changed or to use the toilet.

Staff will be trained in good working practices which comply with Health and Safety regulations.

If a situation occurs that causes a member of staff concern, a second member of staff will be called, and the incident reported to the line manager and recorded.

How to change a nappy

When changing a child's nappy staff will follow the procedure below:

1. Access the child's bag, to ensure they have everything to hand.
2. Gather all the necessary items needed before each nappy change, for example, nappy, wipes, nappy sack, and cream if necessary - if children require creams, e.g. nappy cream, or other medicines, these will be used in accordance with the Administering Medication Policy. Parental consent will be obtained prior to use of any medicine.
3. Wash hands thoroughly with hot water and liquid antibacterial soap,
4. Put on disposable gloves and apron. Use a new set of gloves and apron for each nappy change.
5. Clean the changing area with anti-bac wipe
6. Place a sheet from the blue/white roll on the changing mat to lay the child down on.
7. Place the child on a nappy changing mat. To ensure safe moving and handling, the mat will be on the floor.
8. Remove the child's clothing to access the nappy.
9. Slide the opened nappy underneath by carefully lifting the child's legs, then pull the front of the nappy between the legs and over the belly.

10. Remove the nappy and place it inside the nappy sack and put it in the nappy bin.
11. Using the wipes, clean the child's whole nappy area gently, but thoroughly, from front to back. making sure the areas inside the folds of skin are cleaned.
12. If the child's clothes are soiled, bag them separately and send them home.
13. Apply barrier cream, where consent and agreement has been given, and put on a clean nappy.
14. Adjust the nappy to fit snugly around the waist and legs. Check it is not too tight by running two fingers between the nappy and the child's tummy.
15. Any used nappies will be placed in a tied plastic bag and put in the nappy bin.
16. Take off the gloves and apron and place them in the nappy bin.
17. Dress the child.
18. Help the child to wash their hands, using liquid soap, warm water and paper towels - it is good practice to allow young children to wash their hands after nappy changing as this promotes good hygiene practice from an early age.
19. Wash own hands using liquid anti-bacterial soap, warm water and paper towels.
20. Take the child back to the room.
21. Return to the nappy changing area and use anti-bacterial wipe to clean the changing mat, surrounding area and underneath the mat before leaving to dry. Then wash and dry hands again.
22. Record nappy change details in the child's individual Nappy Change Book.

All staff should note that the nursery/Reception class has a duty of care towards children's personal needs. If young children are left in wet or soiled nappies or clothing whilst in the setting, this may constitute neglect and could be dealt with as a disciplinary matter

Bond while changing

The EYFS team are aware that children thrive when they have positive relationships with the adults caring for them. Staff will therefore be expected to interact and chat with children while they are being changed, for example, pulling faces, smiling and laughing with them to encourage bonding and help their development.

To help children learn that doing a poo is not something unpleasant or negative, staff will not show any disgust at what's in a child's nappy.

Nappy rash

Staff will be trained to notice the signs of nappy rash which may include the following symptoms:

- Red or raw patches on your baby's bottom or the whole nappy area
- Skin that looks sore and feels hot to touch
- Scaly and dry skin
- Itchy or painful bottom
- Children seeming uncomfortable or distressed
- Spots, pimples, or blisters on bottom

Where symptoms are identified, staff will record this in the child's individual changing book and inform parents when they collect their child at the end of the session.

Toileting procedures

The EYFS team are aware that as children develop bladder control, they will pass through the following three stages:

1. The child becomes aware of having wet and/or soiled pants.
2. The child knows that urination/defecation is taking place and can alert a member of staff.
3. The child realises that they need to urinate/defecate and alerts a member of staff in advance.

In collaboration with parents, staff will encourage all children to achieve continence when they exhibit signs that they are ready. This will be achieved through modelling, positive praise, working with parents and having high expectations.

Parents will be engaged in the process of toilet training and supported to continue this with their child at home.

All children will be free to go to the toilet at any time during the session, with adult help or supervision wherever needed.

Potties will be washed in hot soapy water, dried and stored upside down.

Children will be reminded to wash their hands after using the toilet, following the correct procedures for using soap and drying their hands.

Staff will ensure that children using potties are given privacy when using potties, by sitting them out of sight of passers-by and other children using the toilet area.

After use, staff will dispose of the waste appropriately in a toilet, clean them with anti-bacterial wipes or spray and put them away immediately. Again, staff then wash their hands in accordance with good practice health & hygiene procedures.

5. Health and safety

The nursery is aware that older babies may try to wriggle away when being changed and, when using a changing table, staff will be vigilant and will never walk away or turn their back on children being changed. Staff will try to occupy children by giving them a toy or by using a mobile to distract them.

Changing mats will be checked weekly for tears. These will be discarded if the cover is damaged in any way.

Any bodily fluids that transfer onto the changing area will be cleaned appropriately in accordance with the Nursery's Cleaning Policy.

The EYFS team will ensure that:

- Staff wear plastic aprons whenever administering intimate care or changing children's clothes or nappies.

- Gloves provided are disposable, latex-free and CE marked.
- Spillages are cleaned using detergents and disinfectant that is effective against bacteria and viruses.
- All spillages are cleaned in line with the COSHH Policy.
- Disposable paper towels are used to clean spillages and are disposed of immediately after use.
- Contaminated clothing is removed immediately and placed in a plastic bag away from play areas and communal spaces.
- Bags of children's contaminated clothing are handed to their parents at the end of the session.
- When there is too much nappy waste for one standard refuse bag or container of human hygiene waste over the usual collection interval, it is packaged separately from other waste streams.
- Contaminated material, such as disposable gloves, are disposed of in a plastic bag, which is securely sealed and disposed of according to local guidelines.
- Contaminated clothing is laundered at the hottest wash that the fabric will tolerate.

The Health and Safety Policy lays out specific requirements for cleaning and hygiene, including how to deal with spillages, vomit and other bodily fluids.

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

Hand washing

The nursery is aware of its responsibility to ensure good health and hygiene practices on the premises and prevent the spread of bacteria and infection.

All staff will wash their hands after using the toilet, changing a nappy or assisting children with any instances of intimate care in line with the latest [best practice guidelines](#) from the NHS.

6. Staff and facilities

There will be designated hygienic nappy changing areas away from playing areas and areas where food and drink is prepared or consumed. These will be separate from the toilet facilities for adults.

Changing areas will be safe, warm and comfortable for children, private from others, and will have adequate ventilation.

The changing area will have the following facilities:

- A hand washing basin with warm running water.
- A designated sink for cleaning potties, separate to the handwashing basins, in the area where potties are used
- Adapted toilet seat or commode seat
- Changing mat
- Non-slip step

- Cupboard
- Anti-bacterial liquid soap at handwashing basins.
- Disposable paper towels located next to basins in the sanitary facilities, alongside foot-operated waste bins.
- Disposable gloves and aprons
- Nappies, pads and medical bags, where necessary
- Blue/white tissue roll paper
- Antiseptic cleanser for staff
- Antiseptic wipes for the changing mat
- Clinical waste bag
- Spillage kit
- Anti-bacterial spray
- Children's individual nappy change records

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

Staff will only be required to administer intimate care if it is listed in their job description or contract of employment.

The nursery will always ensure that children are adequately supervised at all times, in accordance with the Nursery Supervision and Ratio Policy.

7. Safeguarding

All staff will receive safeguarding training in line with the Safeguarding Policy.

Staff will receive safeguarding training on an annual basis, and receive child protection and safeguarding updates as required, but at least annually.

Intimate care is classified as regulated activity; therefore, the school will ensure that all adults providing intimate care have undergone an enhanced DBS check, which includes barred list information, enabling them to work with children.

Where necessary and appropriate, Individual intimate care plans will be drawn up for children in accordance with the individual circumstances of the child.

Each child's right to privacy will be respected.

All members of staff are instructed to report any concerns about the safety and welfare of children with regards to intimate care, including any unusual marks, bruises or injuries, to the DSL in accordance with the school's Whistleblowing Policy.

Any concerns about the correct safeguarding of children will be dealt with in accordance with the Child Protection and Safeguarding Policy and the Allegations of Abuse Against Staff Policy.

Any information concerning a child's intimate care plan will be stored confidentially in the nursery office, and only the child's parents and the designated member of staff responsible for carrying out the child's intimate care will have access to the information.

The nursery manager will ensure that all staff providing intimate care have undergone an enhanced DBS check, including barred list information.

8. Parental engagement

The nursery will work closely with parents to establish individual intimate care and nappy changing programmes for each child which consider the following:

- What care is required
- Any additional equipment needed
- The child's preferred means of communication, e.g. visual or verbal, and the terminology to be used for parts of the body and bodily functions
- The child's level of ability, e.g. what procedures of intimate care the child can do themselves
- Any adjustments necessary in respect to cultural or religious views
- The procedure for monitoring and reviewing the intimate care plan

The nursery will expect parents to:

- Change their child, or assist them in going to the toilet, at the latest possible time before coming to the nursery.
- Provide spare nappies, incontinence pads, medical bags, wet wipes and a change of clothing in case of accidents.
- Inform the nursery should their child have any marks or rashes.
- Come to an agreement with staff in determining how often their child will need to be changed, and who will do the changing.
- Sign an intimate care parental consent form to prove their agreement to the plan. If no parental consent has been given, but the child requires intimate care, a member of staff will contact the parents as soon as possible to obtain consent.

Any changes made to a child's intimate care plan will be discussed with parents to gain consent and will be recorded in the plan.

A copy of this policy will be read and signed by parents to ensure that they understand the policies and procedures surrounding intimate care and nappy changing.

a. Parents will be asked to supply the following items for their child:

- Spare nappies
- Wipes, creams, nappy sacks, etc.
- Spare clothing
- Spare underwear

9. SEND

The nursery is aware that all early years providers are required to have arrangements in place to identify and support children with SEND and to promote equality of opportunity for children in their care.

Where a child has additional needs, the nursery will liaise with the child's parents and, where appropriate, any professional agencies, to ascertain any additional support that may be required.

The nursery will use its best endeavours to make sure that a child with SEND gets the support they need and ensure that staff are alert to any emerging difficulties, follow individual health care plans and respond appropriately, in line with nursery policy, wherever concerns arise.

Where necessary, the nursery will make reasonable adjustments, including the provision of auxiliary aids and services, to ensure that disabled pupils are not at a substantial disadvantage compared with their peers.

10. Monitoring and review

This policy is reviewed **annually** by the EYFS Lead. Any changes to this policy will be communicated to all practitioners and the parents of children attending the setting.

The next scheduled review date for this policy is **Oct 2026**

Intimate Care Parental Consent Form

This form is to be completed by the EYFS lead and signed by parents.

Name of child:		Date of birth:	
Name of class teacher:		Class:	

Care requirements, including frequency:

The table below outlines the member of staff responsible for carrying out your child's intimate care programme, as well as the member of staff responsible in their absence:

Name of staff members :	
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Where will the intimate care be carried out?

What equipment/resources will be required?

Parents will send in resources: wipes, nappies, spare pants, nappy bags etc

What infection control procedures are in place?

Toilets deep cleaned every day.

What disposal procedures are in place?

A nappy bin is in place.

What actions will be taken if any concerns arise?

MS (EYFS lead) or the class teacher will speak with parents

What do parents need to provide?

A bag containing wipes, nappies, spare pants, nappy bags etc

What are the reporting procedures for parents?

The bag will go home each night to be re stocked.

I have read the Early Years Intimate Care Policy provided by Newbold Church School and I agree to the intimate care plan outlined above:

Signature of parent:		Date:	
Signature of EYFS lead/ Class Teacher:		Date:	

Toilet Introduction Procedures

As children develop bladder control, they will pass through the following three stages:

1. The child becomes aware of having wet and/or soiled pants
2. The child knows that urination/defecation is taking place and can alert a member of staff
3. The child realises that they need to urinate/defecate and alerts a member of staff in advance

During these stages, members of staff will assess the child over a period of two weeks to determine:

- If there is a pattern to when the child is soiled/wet.
- The indicators that the child displays when they need the toilet, e.g. facial expressions.

Staff will implement the following strategies to get children used to using the toilet and being independent:

- Familiarise the child with the toilet, washing their hands, flushing the toilet and referencing other children as good role-models for this practice
- Encourage the child to use the toilet when they are using their personal indicators to show that they may need the toilet
- Take the child to the toilet at a time when monitoring has indicated that this is when they would usually need the toilet
- Ensure that the child can reach the toilet and is comfortable doing so
- Stay with the child and talk to them to make them more relaxed about using the toilet
- Don't force the child to use the toilet if they don't want to, but still encourage them to do so using positive language and praise
- Deal with any accidents discreetly, sensitively and without any unnecessary attention
- Be patient with children when they are using the toilet, and use positive language and praise to encourage them