



CHEADLE
HULME
HIGH SCHOOL

Intimate Care Policy

Date of Review: 19/04/25

Date of Next Review: 19/04/26

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1. Introduction

The Laurus Trust is committed to ensuring that all staff responsible for the intimate care of students will undertake their duties in a professional manner at all times.

We recognise that there is a need to treat all students with respect when intimate care is given. No student should be attended to in a way that causes distress, embarrassment or pain.

2. Definition

Intimate care is any care which involves toileting, washing, touching or carrying out an invasive procedure (such as cleaning up after a child has soiled him/herself) to intimate personal areas. In most cases such care will involve procedures to do with personal hygiene and the cleaning of equipment associated with the process as part of a staff member's duty of care.

3. Our Approach to Best Practice

The management of all students with intimate care needs will be carefully planned. The student who requires intimate care is treated with respect at all times; the student's welfare and dignity is of paramount importance.

Staff who provide intimate care are trained to do so (all staff undergo Child Protection, Hoist and Moving and Handling training) and are fully aware of best practice. Permission to carry out intimate care is sort from parents/carers via the care plan. The care plan will detail the intimate care procedure for each individual student and will include the level of feedback required to parent/carers each day.

Personal Care Coordinators at CHHS:

Mrs P Stubbs

Miss J Humphrey

Other trained Personal Care staff at CHHS:

Mrs Gayna Berry

Suitable equipment and facilities will be provided to assist with students who need special arrangements following assessment and recommendations from physiotherapist/ occupational therapist.

Accessible toilet and changing facilities are located in Student Support, Sixth form, Music block and on both main corridors near the canteens.

Aprons, gloves and appropriate sanitation bins are stored within each area to prevent cross contamination and the possible spread of infection.

Parents/carers will provide any additional resources required for intimate care such as wipes, continence pads or extra clothes.

Staff will be supported to adapt their practice in relation to the needs of individual students taking into account developmental changes such as the onset of puberty and menstruation.

The student will be supported to achieve the highest level of autonomy that is possible given their age and abilities. Staff will encourage each student to do as much for him/herself as he/she can. This may mean, for example, giving the student responsibility for washing themselves. Individual intimate care

plans will be drawn up for particular students as appropriate to suit their circumstances. Each student's right to privacy will be respected. Careful consideration will be given to each student's situation to determine how many carers might need to be present when a child is toileted. Wherever possible one student will be catered for by one adult, unless there is a sound reason for having more adults present. If this is the case, the reasons should be clearly documented. Wherever possible staff should only care intimately for an individual of the same sex. However, in certain circumstances this principle may need to be waived where failure to provide appropriate care would result in negligence for example, female staff supporting boys, because of a lack of suitably trained male staff. Intimate care arrangements will be discussed with parents/carers on a regular basis and recorded on the student's care plan. The needs and wishes of students and parents/carers will be taken into account wherever possible within the constraints of staffing and equal opportunities legislation.

4. The Protection of Students

Child Protection Procedures and Multi-Agency Child Protection procedures will be adhered to. If a member of staff has any concerns about physical changes in a student's presentation, e.g. marks, bruises, soreness etc. s/he will immediately report concerns to the appropriate manager/designated person for child protection. If a student 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. Staffing schedules will be altered until the issue(s) are resolved so that the student's needs remain paramount. Further advice will be taken from outside agencies if necessary. If a student makes an allegation against a member of staff, all necessary Child Protection procedures will be followed. All staff will be required to confirm that they have read the school policy for clarification of practices and procedures.

Equality Impact Statement

Names and title of people involved with this assessment	Rachel Robinson Assistant Trust Director of Inclusion
Impact assessment carried out with regard to identified characteristics	<input checked="" type="checkbox"/> Race <input checked="" type="checkbox"/> Disability <input checked="" type="checkbox"/> Gender <input checked="" type="checkbox"/> Age <input checked="" type="checkbox"/> Religion and belief <input checked="" type="checkbox"/> Sexual orientation
Summary of any issue/proposed changes	Removal of Neil King from Personal Care staff, pg 6. He has now left CHHS
Date	17.01.25
Date of next review	April 2026



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