

Intimate Care Policy

At **Early Start Education Ltd (Early Start)** we believe that all children need contact with familiar, consistent carers to ensure they can grow and develop socially and emotionally. At times children need to be cuddled, encouraged, held and offered physical reassurance: EYFS: 3.1, 3.6, 3.27 3.20 3.64

Intimate care routines are essential throughout the day to meet children's basic needs. This may include personal care, such as: nappy changing, supporting children with toileting, changing clothes, and giving first aid treatment and specialist medical support, where required.

In order to maintain the child's privacy, we will carry out the majority of these personal care actions on a one-to-one basis, wherever possible, by the child's key person. The exception would be first aid treatment which must be carried out by the responding qualified first aider.

We wish to ensure the safety and welfare of children during intimate care routines and safeguard them against any potential harm as well as ensuring the staff member involved is fully supported and able to perform their duties safely and confidently. We aim to support all parties through the following actions:

- Promoting consistent and caring relationships through the key person system and ensuring all parents understand how this works
- Ensuring all staff undertaking intimate care routines have suitable enhanced DBS checks
- Training all staff in the appropriate methods for intimate care routines and arranging specialist training where required, i.e. first aid training, specialist medical support
- Conducting thorough inductions for all new staff to ensure they are fully aware of all nursery procedures relating to intimate care routines
- Following up procedures through probation process, supervision meetings and appraisals to identify any areas for development or further training
- Working closely with parents on all aspects of the child's care and education as laid out in the Working with Parent and Carers as Partners Policy.
- Working with parents to identify and provide specific support including through our SENCO staff and partner agencies
- Arranging for specialist training or additional support if needed and available.
- Ensuring all staff have an up-to-date understanding of Safeguarding/Child Protection and how to safeguard/protect children from harm. This will include identifying signs and symptoms of abuse and how to raise these concerns as set out in the Early Start Safeguarding and Child Protection Policy

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- Ensuring all staff are aware of the Early Start Whistleblowing Policy to help them raise any concerns about their peers or managers
- Conducting working practice observations on all aspects of operations to ensure that procedures are working in practice and all children are supported fully by the staff. This includes intimate/personal care routines
- Conducting regular risk assessments on all aspects of the nursery operation including intimate/personal care and reviewing the safeguards in place. Early Start has assessed all the risks relating to intimate care routines and has placed appropriate safeguards in place to ensure the safety of all involved.

If any parent or member of staff has concerns or questions about intimate care procedures or individual routines, please address these to the Nursery Manager at the earliest opportunity.