

BIDDICK ACADEMY

SPECIALISING IN SPORTS
AND PERFORMING ARTS

Intimate Care (2017-18)

Policy

June 2017

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Intimate Care Policy

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Introduction

Our Academy aim: ***“A safe place where we all promote and enjoy the highest individual achievement”***

The aim of this document is to establish clear procedures that help to create a positive climate for learning.

It is a primary aim that every member of our community feels valued and respected, and that each person is treated fairly within a climate of mutual trust and respect.

All staff believe that our Academy should provide a caring, positive, safe and stimulating environment that promotes the social, physical and moral development of the individual student.

All Staff who work with young people, who have special needs realise that the issue of intimate care is a difficult one and requires them to be respectful of the young person's needs.

Intimate care can be defined as care tasks of an intimate nature, associated with bodily functions, body products and personal hygiene which demand direct or indirect contact with or exposure of the genitals. Examples include care associated with continence and menstrual management as well as more ordinary tasks such as help with washing or bathing.

1.1 Aims

- All young people's dignity will be preserved and a high level of privacy, choice and control will be provided to them.
- Staff will work in partnership with parents/carers to provide continuity of care to young people wherever possible.
- The Heads of Year will deliver a full personal safety curriculum, as part of the Tutorial curriculum, to all students as appropriate to their developmental level and degree of understanding. Parents / carers are encouraged to reinforce the personal safety messages within the home.
- All staff responsible for the intimate care of young people will undertake their duties in a professional manner at all times.
- All young people will be treated with respect when intimate care is given to avoid distress or pain.

Responsibilities

All young people who require intimate care are treated respectfully at all times; the young person's welfare and dignity is of paramount importance.

- The Assistant Head teacher (Student Support) is responsible for liaising with students, parents / carers, support staff and any other appropriate agencies in order to formulate a plan for any care needs of students. As a basic principle the young person will be supported to achieve the highest level of autonomy that is possible given their age and abilities.
- Assistant Head teacher (Student Support) will ensure all staff that provide intimate care are trained to do so (including Child Protection and Health and Safety training in moving and handling) and are fully aware of best practice. They will be supported to adapt their practice in relation to the needs of individual young people taking into account developmental changes such as the onset of puberty and menstruation.
- The Academy, in conjunction with health partnerships, will provide apparatus will be provided to assist with young people who need special arrangements following assessment from physiotherapist/ occupational therapist as required.
- Wherever possible, staff who are involved in the intimate care of young people will not usually be involved with the delivery of sex and relationship education to the young people as an additional safeguard to both staff and the young people involved.

Communication

- Careful communication with each young person who needs help with intimate care happens in line with their preferred means of communication (verbal, symbolic, etc.) to discuss their needs and preferences. The young person is aware of each procedure that is carried out and the reasons for it.
- Each young person's right to privacy will be respected. Careful consideration will be given to each young person's situation to determine how many carers might need to be present when a young person needs help with intimate care. Where possible one young person will be cared for by one adult unless there is a sound reason for having two adults present. However, another adult will be in the vicinity at all times.
- Wherever possible the same young person will not be cared for by the same adult on a regular basis; there will be a rota of carers known to the young person who will take turns in providing care. This will ensure, as far as possible, that over-familiar relationships are discouraged from developing, while at the same time guarding against the care being carried out by a succession of completely different carers.
- 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 young person's care and Personal Learning Plans. The needs and wishes of young people and parents / carers will be carefully considered alongside any possible constraints; e.g. staffing and equal opportunities legislation.
- Each young person will have an assigned pastoral member of staff, for example, their Form Tutor, to act as an advocate to whom they will be able to communicate any issues or concerns that they may have about the quality of care they receive.