

Razzy's Daycare & Nursery



Razzy's Daycare & Nursery
Est. 2025

Respectful Intimate Care Policy

Date of Issue: December 2025

Review Date: December 2026

Introduction

Razzy's Daycare & Nursery is committed to delivering intimate care in a manner that upholds the dignity, rights, and wellbeing of every child. Young children rely on trusted adults to meet their personal care needs, and it is essential that such care is offered in a calm, respectful, and sensitive way. Our approach is grounded in the understanding that children must always feel safe, comfortable, and valued during intimate care routines.

These routines often play an important role in developing secure attachments and supporting children's emotional development, confidence, and independence. We maintain high standards of professional conduct to protect children from harm and to safeguard staff from misunderstandings or allegations. This policy outlines our approach to intimate care and the systems we use to ensure it is consistently delivered to a high standard.

Legal and Regulatory Framework

This policy has been developed in line with:

- Early Years Foundation Stage (EYFS) Statutory Framework 2025
- Children Act 1989 & 2004
- Working Together to Safeguard Children 2025
- Health and Safety at Work etc. Act 1974
- Management of Health and Safety Regulations 1999
- Equality Act 2010
- Data Protection Act 2018 & UK GDPR
- Ofsted Early Years Inspection Handbook 2025

Purpose and Scope of the Policy

The purpose of this policy is to establish clear expectations for intimate care and to promote consistent, high-quality practice across the nursery. It applies to all staff, including permanent members, students, apprentices, volunteers, and agency personnel working under the supervision of the nursery. The policy aims to ensure children are treated with respect and supported with sensitivity, while also ensuring staff are confident in their roles and understand the procedures that safeguard both themselves and the children. By outlining the principles, protocols, and responsibilities surrounding intimate care, this policy supports transparent communication with parents, fosters trust, and ensures that children's personal care needs are met appropriately.

Definition and Principles of Intimate Care

Intimate care involves any task that requires direct, hands-on physical assistance to attend to a child's personal hygiene or bodily functions. This includes nappy changing, washing and cleaning children after toileting, supporting toilet training, changing soiled clothing, applying creams or ointments (with prior parental consent), providing menstrual support where needed, and administering first aid or medical treatments that involve close physical contact. At Razzy's Daycare & Nursery, all intimate care is delivered in a manner that respects each child's body, privacy, developmental stage, cultural background, and emotional needs. Staff approach intimate care calmly and patiently, maintaining eye contact, speaking gently, and explaining what they are doing at every stage so that the child feels safe, reassured, and included in the process.

Children's Rights, Voice, and Participation

Children have the right to be involved in decisions about their own care, and staff must ensure that intimate care routines empower, rather than undermine, children's independence. Before commencing any intimate care, staff take time to explain what will happen, using reassuring language appropriate to the child's age and level of understanding.

Children are encouraged to participate in their own care wherever possible. For example, by helping to remove clothing, wiping themselves, or flushing the toilet, gradually developing confidence and self-care skills. Staff remain attentive to both verbal and non-verbal cues that may indicate discomfort, reluctance, or distress. If a child appears uncomfortable or refuses care, staff pause, reassure the child, and adapt their approach as necessary. This ensures that intimate care is never rushed, forced, or conducted without the child's engagement and understanding.

Professional Conduct and Safeguarding Responsibilities

All staff involved in intimate care must adhere to the highest standards of professional behaviour. Every member of staff undertaking intimate care has undergone an enhanced DBS check and has received induction training covering safeguarding, the setting's code of conduct, safe working practices, professional boundaries, and confidentiality. Staff are expected to maintain professional behaviour at all times, avoiding unnecessary or prolonged physical contact, and ensuring that their actions could not be misinterpreted. Staff never use mobile phones or personal devices in any area where intimate care may occur and follow the nursery's strict policies on photography and digital safeguarding. When providing intimate care, staff ensure transparency by informing another member of staff that they are carrying out an intimate care routine. Where possible, intimate care is conducted by the child's key person to maintain consistency and emotional security. Staff are required to report any concerns regarding inappropriate behaviour or unsafe practice immediately, following the nursery's Safeguarding and Whistleblowing procedures.

Environment, Privacy, and Safety

The environment in which intimate care is delivered plays a crucial role in ensuring both the dignity of the child and the safety of staff. Razzy's Daycare & Nursery ensures that intimate care areas are hygienic, well-equipped, and appropriate for the age and developmental needs of the children. Staff strive to balance the child's right to privacy with the need to maintain safeguarding best practice. Doors are kept open or ajar during intimate care where appropriate, and staff position themselves so that they remain within sight or hearing of colleagues without compromising the child's dignity. When changing nappies or clothing, staff ensure that children are protected from unnecessary exposure, maintaining modesty and offering verbal reassurance throughout. Staff also take cultural and religious considerations into account, working closely with families to ensure that routines respect individual beliefs, preferences, and comfort levels.

Care for Children with Additional Medical or Personal Needs

Some children require specialised intimate care or medical support. Where these needs exist, the nursery works in close partnership with parents and, where appropriate, health professionals to develop an Individual Health Care Plan that outlines the child's specific requirements, medical procedures, consent arrangements, and emergency protocols. Staff receive appropriate training before carrying out any specialist or medical procedures and are supervised until they are fully confident and competent. This ensures that intimate care is not only safe and effective but also tailored to the child's unique needs.

Partnership with Parents and Carers

Strong communication with parents is essential to ensuring intimate care routines are consistent, respectful, and appropriate. Parents are encouraged to share full details about their child's personal care needs during the settling-in process, and staff maintain open dialogue to review any changes in routines, preferences, or medical needs. When a child requires specific methods, products, or cultural considerations, the nursery works closely with the family to ensure these are understood and followed. Parents are informed of significant changes, concerns, or incidents related to intimate care and are invited to discuss any questions they may have with the Nursery Manager. This partnership helps to create a smooth continuity of care between home and nursery.

Monitoring, Reporting, and Record Keeping

Razzy's Daycare & Nursery maintains careful oversight of intimate care practices to ensure quality, safety, and compliance. While routine nappy changes do not need to be individually recorded, any unusual marks, injuries, or statements made by the child during intimate care are documented immediately and passed to the Designated Safeguarding Lead. Any deviations from normal routines—such as a child becoming unusually distressed, refusing care, or requiring medical attention—are recorded and reviewed. Regular observations, supervisions, and appraisals enable the management team to monitor staff's intimate care practices, identify training needs, and ensure that consistent standards are maintained. All records relating to intimate care and personal needs are stored confidentially and shared only with those who have a legitimate and legal right to access the information.

Responding to Concerns or Allegations

If a parent, member of staff, or child raises a concern about intimate care practices, this is taken seriously and addressed promptly. Staff are encouraged to report any worries about colleagues through the Whistleblowing Policy or directly to the Nursery Manager. Concerns about the behaviour of the Manager or owner must be referred to Ofsted or the Local Safeguarding Partner. Razzy's Daycare & Nursery investigates all concerns fairly, sensitively, and thoroughly, ensuring that safeguarding procedures are followed at every stage to protect children and staff.

Razzy's Daycare & Nursery is dedicated to ensuring that intimate care supports children's wellbeing, independence, and dignity. By maintaining high standards, supporting staff through training, and engaging parents as partners, we strive to create an environment where children feel safe, respected, and valued. This policy demonstrates our commitment to safe, transparent, and compassionate practice and to ensuring that every child receives the sensitive and respectful care they deserve.