



The Rainbow Montessori Nursery School

Respectful Intimate Care Policy

This policy covers all safeguarding and welfare requirements of the statutory Framework for the EYFS (2025)

At **The Rainbow Montessori Nursery School** 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.

Intimate care routines are essential throughout the day to meet children's basic needs. This may include 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 actions on a one-to-one basis, wherever possible, by the child's key person with the exception of first aid treatment which must be carried out by a 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 in the nursery 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. paediatric first aid training, specialist medical support

- Ensuring children are afforded privacy during intimate care routines whilst balancing this with the need to safeguard children and staff. No nappies will be changed or intimate routines behind closed doors
- Conducting thorough inductions for all new staff to ensure they are fully aware of all nursery procedures relating to intimate care routines
- Only members of staff (including qualified/ vetted supply/bank staff) will be permitted to change nappies and help with toileting.
- Staff must wear disposable gloves provided on the window in the disabled toilet to change nappies or soiled clothes.
- Nappies must be disposed of into a nappy sack and put into the nappy bin provided or directly into the outside bin
- Potties must be carefully emptied down the toilet and cleaned with anti-bacterial spray and toilet paper. If required use detergent and hot water and dry the potty thoroughly with paper towels.
- Nappy bins should be emptied regularly and the changing mats wiped with anti-bacterial spray after every nappy change.
- Staff must ensure they wash their hands thoroughly after changing nappies or dealing with cleaning up bodily fluids.
- Spare clothes are available in the boiler room and there are spare pants and socks in the small unit in the disabled toilet.
- Spare plastic bags for wet/soiled clothing are kept in the disabled toilet
- Parents with children in nappies should supply nappies, wet wipes and cream. These are to be kept in bags.
- Nappies will be checked and changed in the morning between 11.15 and 12.00 by the child's key person/ known member of staff. In the afternoon nappies will be checked by approximately 3pm by the designated staff member on the afternoon planner (displayed in the classroom).
- A log will be kept of children whose nappy change was at an irregular time so they are changed again within 4 hours or as needed.
- **It is essential that the designated members of staff** whose responsibility it is to change nappies, make themselves aware of their responsibilities and be aware of the children who require nappy changes.
- **Any child who has a soiled nappy will be changed as a priority** outside of the allocated times by a member of staff, as soon as possible.

- All staff are responsible for the toilet areas including constant cleaning of toilets / potties on a daily basis.
- Staff and children use separate hand washing facilities. The children and adults use small reusable cloths that are washed after each use. The adults also have access to paper towels.
- Following up procedures through 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 Parent and Carers as Partners Policy. This is essential for intimate care routines which require specialist training or support. If a child requires specific support the nursery will arrange a meeting with the parent to discover all the relevant information relating to this to enable the staff to care for the child fully and meet their individual needs. All nappy changes and intimate care will be logged on our electronic care system for parents to see.
- Ensuring all staff have an up-to-date understanding of safeguarding/child protection and how to protect children from harm. This will include identifying signs and symptoms of abuse and how to raise these concerns as set out in the safeguarding/child protection policy
- Operating a whistleblowing policy to help staff raise any concerns about their peers or managers; and helping staff develop confidence in raising worries as they arise in order to safeguard the children in the nursery
- Conducting working practice observations on all aspects of nursery operations to ensure that procedures are working in practice and all children are supported fully by the staff. This includes intimate care routines
- Conducting regular risk assessments on all aspects of the nursery operation including intimate care and reviewing the safeguards in place. The nursery 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 see the manager at the earliest opportunity.

Policy date: 03 October 2025

Signed Hayley Wade

Review date: October 2026

