

23. Intimate Care Policy

At La Petite Academy we believe that all children need contact with familiar, consistent carers to ensure they can grow and develop socially and emotionally. Children need to feel safe, secure and happy so we expect nursery staff to be responsive to children's needs, whilst maintaining professionalism. We accept that children need to be cuddled, encouraged, held and offered physical reassurance, and ensure intimate care routines are undertaken with a safe and respectful and child centred way.

Intimate care routines 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 and, wherever possible, by the child's key person or another well-known staff member. First aid treatment will be carried out by a qualified paediatric first aider.

Providing intimate care involves working with children when they are particularly vulnerable, which can provide heightened opportunities for abuse therefore to promote good practice and to minimise the risk of allegations we have robust procedures outlined in the Caring for Babies and Toddlers policy to ensure staff are fully supported and able to perform their duties safely and confidently.

We work closely with parents on all aspects of the child's care and education as laid out in the Parents 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

Relationships with Children

Although we recognise it is appropriate to cuddle children, we give cuddles only when sought by children needing comfort to support their emotional development. We do not stop children removing themselves from a cuddle. Staff are advised to do this in view of other children and practitioners, whenever possible. We recognise that there may be occasions where it is appropriate for this to happen away from others, such as when a child is ill. In these circumstances, staff are advised to leave the door open. It is the duty of all staff

and the manager to ensure that children are appropriately comforted and to monitor practice.

We discourage inappropriate behaviour such as over tickling, kissing children, over-boisterous play or inappropriate questions such as asking children to say they love a staff member, and we advise staff to report any such observed practice. Staff are respectful of each other and the children and families in the nursery and do not use inappropriate language or behaviour, including during breaks.

If a parent or member of staff has concerns or questions about intimate care procedures or individual routines, practice procedures or behaviour they consider as inappropriate, including between staff members, they are urged to see the manager at the earliest opportunity. Management will challenge inappropriate behaviour in line with the Supervisions policy, Disciplinary procedure or Whistleblowing policy.

If the concern relates to the manager and/or nursery owner, then parents should contact Ofsted on 0300 123 1231 or the local safeguarding partnership (LSP) on 01332 786968.

This policy was adopted on	Signed on behalf of the nursery	Date for review
08/05/25	<i>C. A. Daly</i>	30/04/29