



KNOWLEDGE – EQUALITY – DETERMINATION – ACHIEVEMENT

Oakwood Nursery Intimate Care Policy

Policy Adopted for: Oakwood Primary Academy

Date of this Policy: January 2026

Review Policy date: January 2027

Oakwood Nursery aims to support children's care and welfare on a daily basis in line with their individual needs. All children need contact with familiar, consistent carers to ensure they can grow confidently and feel self-assured. At times children need to be cuddled, encouraged, held and offered physical reassurance.

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

To maintain the child's privacy, the majority of these actions will take place on a one-to-one basis and wherever possible will be supported by the child's keyworker, except for the first aid treatment that will be conducted by a qualified first aider.

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

- Promote consistent and caring relationships through the key person system in the nursery and ensure all parents understand how this works
- Ensure all staff undertaking intimate care routines have suitable enhanced DBS checks.
- Train all staff in the appropriate methods for intimate care routines (During the induction period staff will monitor a member of staff changing and nappy before demonstrating that they can then complete this safely and effectively under observation) and access specialist training where required, i.e., first aid training, specialist medical support. All staff will need to read the risk assessment associated with nappy changing prior to completing this task.
- Conduct thorough inductions for all new staff to ensure they are fully aware of all nursery procedures relating to intimate care routines within Oakwood Nursery.
- Follow up on these procedures through supervision meetings and appraisals to identify any areas for development or further training.