

LITTLE FIRS DAY NURSERY



33. Intimate Safe and Respectful Care Policy



This policy and procedure links to the following:

Legal Framework: The Serious Crime Act 2015. The Domestic Violence, Crime and Victims Act 2012. Statutory Framework for the Early Years Foundation Stage 2021: Section 3.

Little Firs Day Nursery's Statements: Supporting Emotional Well-being, Safeguarding.

Little Firs Policy and Procedure: All Safeguarding Policies.

At Little Firs we believe that all children need contact with familiar, consistent staff to ensure they can grow and develop socially and emotionally. Furthermore, we believe that all children need to feel safe, secure and happy. This involves the staff being responsive to the children's needs, whilst maintaining professionalism. This includes giving children cuddles, encouragement, being held and offering physical reassurance and changing children's nappies or clothes.

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, 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.

We ensure the safety and welfare of children during intimate care routines and safeguard them against any potential harm. In addition we ensure 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. 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 take place behind closed doors
- Instructing how to carry out intimate care routines in a safe and respectful way to all new staff at induction to ensure they are fully aware of all nursery intimate care policies and procedures
- 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
- Ensuring all staff have an up-to-date understanding of 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 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.

To promote good practice and to minimise the risk of allegations we have the following guidelines:

- Although we recognise it is appropriate to cuddle children, we give cuddles only when sought by children needing comfort to support their emotional development. 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, over boisterous play or inappropriate questions such as asking children to tell them they love them, 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
- All staff are aware of the whistleblowing procedures and the manager carries out random checks throughout the day to ensure safe practices.
- If a parent or member of staff have concerns or questions about safe care and 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 supervision/ disciplinary or whistleblowing procedures. If the concern relates to a manager, then they discuss their concerns with the Chair of the Committee.

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.

Date of Review:	This Policy was adopted on:	Signed on behalf of the Nursery committee:	Date of Next Review:
July 2021.	16 th July 2021	<i>P. Goodrick Electronically signed due to Covid19 Restrictions.</i>	July 2022.