



6.3 Respectful & intimate care Policy

At Little 1 Nursery 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 need to be cuddled, held and offered physical reassurance. We ensure care routines are undertaken with respect.

Intimate care routines 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 and wherever possible by the child's keyperson. First aid treatment will be carried out by a pediatric first aider.

If your child needs to use the bathroom when you drop off or collect we ask that you stand outside the bathroom/toilets to ensure we give all children their privacy when using the toilet.

If your child needs your help then please use the disabled bathroom in the main play room as this is a single toilet, please ensure no other children are using the bathroom before entering and please make a member of the team aware before going in.

To promote good practice and to minimise the risk of allegations we have the following guidelines to ensure staff are fully supported and able to perform their duties safely and confidently.

Management

- Promote consistent and caring relationships through the key person system and ensure that all parents understand how this works.
- Ensure all staff undertaking intimate care routines have a secure DBS.
- Conduct thorough inductions for all new staff to ensure they are fully aware of all nursery procedures.
- Ensure all staff have up to date understanding of safeguarding children and our safeguarding and child protection policy including how to protect children from harm. This will include identifying signs and symptoms of abuse and how to raise concerns.
- Operate a whistleblowing policy to help staff raise any concerns about their peers or managers and help staff develop confidence in raising worries as they arise in order to safeguard the children in the nursery.
- Conduct working practice observations on all aspects of nursery operations to ensure the procedures are working in practice and all children are supported fully by the staff including intimate care routines.

Environment

- Leave all doors open when changing children's nappies, soiled or wet clothing or other intimate care routines whilst maintaining their dignity.

- Ensure children are afforded privacy during intimate care routines whilst balancing this with the need to safeguard children and staff.

Parents

- Work closely with parents on all aspects of the child's care and education.
- If a child requires specific support the nursery will arrange a meeting with the parents to gain all of the relevant information relating to this to enable the staff to care for the child fully and meet their individual needs.

Relationships

- 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 wherever possible. We recognise 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 doors open and ensure you are visible and within earshot at all times.
- We discourage inappropriate behaviour such as over tickling (light tickling over clothes, stopping for pauses for the child to respond and is led by the child is deemed ok) 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.

To maintain professional boundaries and ensure consistency of care:

- Staff are discouraged from kissing or blowing raspberries on children.
- If a child expresses affection by saying "I love you," staff should respond warmly but professionally, for example by saying "thank you".
- Staff who have close personal relationships with other staff members' children must also adhere to these boundaries. Even if they know the child well outside of the setting, they should not kiss the child while in our care.
This approach helps us safeguard children, maintain professionalism, and ensure that all children are treated with equal respect and care.

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 speak to management at the earliest opportunity.

Management will challenge inappropriate behaviour.

If the concern relates to the manager or nursery owner then parents should contact Ofsted - 0300 123 1231 or Hampshire Children's Services at 0300 555 1384