



Breakaway

Cross gender care policy

Policy Owner:	Ranbir Sidhu (Registered Manager)
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Policy Summary:

Regulations 34, 31, 12, 11,10, 7, 6 of the Children's Homes Regulations 2015



A hands-on approach to help children in Slough be
..... Safe, Secure and Successful

Policy Aim:

To ensure staff are sensitive to gender issues when providing personal care to children at Breakaway of the opposite sex.

- Cross gender care is defined as care given by males to females and care given by females to males.
- Personal care is defined as intimate or personal physical care given to children by staff/carers; for example bathing, dressing, undressing and using the toilet.

Relevant Breakaway Documents

- Breakaway Risk Assessments
- Child's Individual Care Plan ('This is Me')
- Child's Individual Risk Assessments
- Bathing Children Policy

Policy

Breakaway operates a cross gender care policy. This means that male carers can conduct the personal care of female children, and female carers can conduct the personal care of male children.

Staff are required to respect and maintain the dignity and privacy of each child, promote each child's independence while protecting them from harm and establish and maintain each child's trust and confidence.

Procedure

During the induction of a new child to Breakaway the nominated keyworker will explain to the child and their parents/carers, Breakaway's policy on cross gender care. If the child or parents/carers objects to this policy the key worker will discuss the situation with the management team of Breakaway. Wherever possible, management will endeavour to accommodate the needs of the child.

Certain criteria need to be taken into account before a decision is made to provide personal cross gender care. Staff must consider:

- The wishes of the child.
- What is practically possible on each individual shift taking into account staffing, children and their gender.
- The child's individual needs, taking into account their culture, religion and values. (Refer to the child's care plan and risk assessments).

All Breakaway care workers must ensure they:

- Only carry out a child's personal care if it is necessary as stated in their care plan.
- Enable a child to do as much for themselves as they possibly can so as to promote their independence.

Where Breakaway care workers have particular concerns regarding the health and safety of a child or of themselves, with regard to cross gender care, they must inform the management team of Breakaway as soon as possible to enable resolution of the concern.