



## **Phoenix Integrated Primary and Nursery Unit**

### **Period Dignity Policy**

Ratified 12.10.22/ Reviewed T1 2023-24

Signed: *L. Simps*

Chairperson

## **Aims of the Policy:**

This policy will address the importance of accessibility and availability of essential care in Phoenix Integrated Primary School. We aim to ensure that

- Pupils are provided with facts about menstruation;
- Children are given a comprehensive understanding of menstrual wellness, and how this impacts physical and emotional wellbeing
- We educate children about menstrual hygiene – essential facts and how to deal with related situations
- Negative attitudes, myths and stereotypes are challenged

This policy has been developed in line with the following guidance:

-The Equality Act (Sexual Orientation) Regulations (Northern Ireland) 2006

[www.legislation.gov.uk](http://www.legislation.gov.uk)

- United Nations Convention on the Rights of the Child (UNCRC) ([www.unicef.org.uk](http://www.unicef.org.uk))

-Every School a Good School, Together Towards Improvement and Community

Relations, Equality and Diversity in Education Policy ([www.deni.gov.uk](http://www.deni.gov.uk))

-Menstrual Well-being in the RSE Curriculum

<https://ccea.org.uk/learningresources/relationships-and-sexuality-education-rse/menstrual-wellbeing>

**Our Ethos:**

The staff at Phoenix Integrated Primary School are highly committed to the care and well-being of each child, have a deep sense of pride in our school and community, and work together to contribute to the holistic development of all children entrusted to our care. We seek to provide a safe environment to break the stigma surrounding periods and promoting respect, understanding and open discussions about what people may experience when menstruating. Period Dignity is an integral part of the development of our pupils in line with the following Pastoral and Safeguarding policies:

- Child Protection policy
- Intimate Care policy
- Safeguarding policy
- Pastoral Care policy
- RSE policy
- SEN policy
- Positive Behaviour policy
- Anti-Bullying policy
- First Aid policy
- Guidance for accidents and sickness

**Roles and responsibilities:**

The Period dignity program is a whole school initiative, involving pupils, parents, teaching staff and Governors. The policy is available to parents on our school website and paper copies are also available from the school office. Year 6 and 7 Parents receive a letter about period

dignity and the sanitary items available for pupils, they are also asked to give their opinion on this initiative. Parents are provided with helpful links to support conversations they may have at home with their children. The Board of Governors are responsible for overseeing the implementation of Period Dignity as they review all relevant policies and liaise with key members of staff. Mrs C Martin is the Period Dignity Key Contact and in her absence it will be Mrs A Conway. She works closely with all staff members to ensure a whole school approach.

Mrs C Martin has availed of curriculum teaching materials and Online Teacher Professional Learning provided by CCEA and this material has been disseminated to KS2 staff. They will continue to follow CCEA guidance and any further Period Dignity circulars to equip themselves for teaching effectively using relevant and current information.

**Whole-school approach to period dignity:**

RSE is taught throughout the school in every key stage as part of PDMU using cross curricular themes, practical activities and group/partner work. Period Dignity lessons are currently taught by Mrs C Martin to Primary 6 and 7 girls in term 1. The resources used for the lessons were provided by CCEA, these have been adapted to suit our school context. Furthermore, short educational videos are also used from 'Always, Girl Talk'. Our aim is to ensure equality and information for all children regardless of ethnicity, culture and religion in a sensitive manner. Lessons are differentiated to accommodate SEN pupils where appropriate. These activities will address the stigma and myths around periods and create an atmosphere of positivity and open communication in order to increase pupil's knowledge, confidence and well-being. The children will be challenged to discuss, ask questions and make decisions to equip them for real situations.

By providing a comprehensive period dignity education, we will encourage pupils to make use of the free period products provided in school, rather than wearing poor quality or unhygienic products.

Pupils have an opportunity to give feedback on their learning throughout the sessions and the availability of period products in school. The program will also be monitored and reviewed by Mrs C Martin on an annual basis.

In term 3 all Year 7 pupils (girls and boys) attend an educational talk delivered by the 'Love for Life' company. They deliver a 'Relationships and Sexuality Education' (RSE) programme that is age-appropriate, offering accurate information in an engaging manner, helping them to learn, reflect and develop in their knowledge, skills and attitudes.

Children are informed of the period dignity scheme and the items available to them in school in September. They are advised of the teachers and staff they should approach if they have any issues (Mrs C Martin, Mrs A Conway, Mr Crooks, Mr Kelly, Mrs Quinn, Mrs Millar, Mrs R Martin and Mrs Forbes). The products are ordered after consultation with staff and pupils to ensure suitable items are purchased. A range of sanitary towels are available for girls in the Year 6 and 7 bathrooms and an extra supply is kept by the Year 6 and 7 teaching teams. The products are stored and replenished by these members of staff when necessary, checking expiry dates on a termly basis.

### **Links across the curriculum and to the wider life of the school**

The understanding and knowledge of period dignity and menstrual well-being will be taught

mainly through our PDMU and RSE curriculum, with links to ICT, WAU and Literacy. The emotional health and well-being of pupils is a key priority in our SDP, and therefore a whole school focus.

### **Managing Issues**

Staff will be vigilant for any children who are distressed or experiencing discomfort due to menstruation. Children will be treated with care and sensitivity. Pupils will be given support and the bathroom will always be well stocked up with towels and disposal bins. Spare underwear and extra clothes will also be available.

Staff will work alongside parents, to ensure that absences are not caused by children unable to manage periods or lacking confidence. Parents will be informed of any issues that arise.