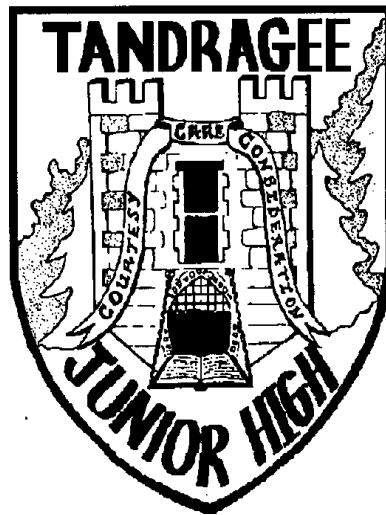


Tandragee Junior High School



Period Dignity Policy

Updated by VP: May 2022

Date ratified by Board of Governors:

Date of Review: May 2025

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1. Contextual Information

Overall Aims and Objectives

TJHS aims to increase knowledge and understanding about the menstrual cycle, periods and menstrual well-being as well as the provision of free and accessible period products for all young people. As a school we endeavour to have a positive impact on pupil confidence, wellbeing, attendance and attainment.

- *How the aims of the Period Dignity/Menstrual Wellbeing policy support the values, ethos, and moral and ethical framework of the school*
- *How this will inform education and awareness around Period Dignity/Menstrual Wellbeing in the school in an inclusive and equitable manner*

To create a caring culture in which conversations about periods are discussed openly and without embarrassment and provide the opportunity to challenge negative attitudes.

To raise awareness and inform all students about the Period Dignity project as well as parents and staff.

To create a culture of openness and support in relation to menstrual issues and learn about the difficulties and challenges that young people can face.

Under the SDP areas of Positive mindset, Child Centre provision, Teaching and Learning and Emotional Well-being the period Dignity Policy will be addressed in curriculum areas such as RSE, PE, PD, Science, R.E. and Citizenship.

- *How the policy takes account of [The Equality Act \(Sexual Orientation\) Regulations \(Northern Ireland\) 2006](#). This is available at www.legislation.gov.uk*
- *Reference to the relevant sections of [UNCRC](#), available at www.unicef.org.uk How the policy contributes to [Every School a Good School](#), [Together Towards Improvement](#) and [Community Relations, Equality and Diversity in Education Policy](#). These documents are available at www.deni.gov.uk*
- *How the policy supports children and young peoples' strategy for Northern Ireland*

TJHS fully supports the Period Dignity Policy which applies to anyone who menstruates so that products can be accessed freely by all pupils during the school academic year. Lessons can be taught in a safe and inclusive classroom/school environment in which pupils feel they can share sensitive issues. This policy aims to break down the stigma around periods and as a school, we welcome the participation in the pilot project which aims to improve accessibility and availability of essential care to support the menstrual needs of our pupils. The opinions of all pupils are valued and are listened to through various forums, e.g., lessons, school council, pupil consultations and surveys.

As a right's respecting school, the welfare of all children is paramount, and everyone should feel supported and reach their full potential within our school environment.

United Nations Convention on the Rights of the child:

Article 3: The best interests of the child must be a top priority in all decisions and actions that affect children.

Article 6: Every child has the right to life. Governments must do all they can to ensure that children survive and develop to their full potential.

Article 24: Every child has the right to the best possible health. Governments must provide good quality health care, clean water, nutritious food a clean environment and education on health and well-being so that children can stay healthy.

The Equality Act Regulations (NI) 2006:

These Regulations make it unlawful to discriminate on grounds of sexual orientation in the provision of:

- goods, facilities, or services
- premises
- education
- public functions

Children and Young People's Strategy 2020-2030:

The strategy focuses on eight high level outcomes for children and young people which align with those set out in the Children's Services Co-operation Act, children and young people will:

- Be physically and mentally healthy
- Enjoy play and leisure
- Learn and achieve
- Live in safety and stability
- Experience economic and environmental well-being
- Make a positive contribution to society
- Live in a society which respects their rights
- Live in a society in which equality of opportunity and good relations are promoted.

Every School a Good School:

Key principles (related to the Period Dignity scheme)

- The interests of pupils rather than institutions must be at the centre of efforts to improve educational achievement and tackle underachievement.
- Equity of access and equity of provision as well as a continuum of provision for a diversity of need.
- Recognition that the improvement process is a collaborative one, requiring communication and co-operation within the school and between the school and its parents and the wider community that it serves.

Community Relations, Equality and Diversity in Education:

The legislation covers all section 75 groups and recognises the role that schools can and do play in encouraging learners to become personally, emotionally, socially and physically effective; to lead healthy, safe and fulfilled lives; and to become confident, independent and responsible citizens, making informed and responsible choices and decisions throughout their lives. This policy, in which equality and inclusion are one of the cornerstones of our education system, enables every learner to fulfil their potential. It also complements the curriculum by providing staff with the capacity to address what are often difficult and sensitive issues:

- by ensuring good practice is disseminated and relevant materials are available
- by equipping children and young people with the skills, attitudes and behaviours needed to recognize, understand and respect difference in all its forms.
- and by providing opportunities for children and young people to put these skills into practice.

2. Policy formation and consultation process

How the policy was drawn up – who was consulted (e.g., staff, governors, pupils and/or parents)

VP and ST attended two EA online training sessions in January 2022 and have shared the audit initially with the Pastoral Leadership Team. An initial verbal consultation was conducted with Years 8-12 pupils and with the Prefect team as to the type of preferred sanitary products, place, and access for all. VP has asked the Building Supervisor to look at hooks on the back of cubicle doors with regard to placing drawstring bags with products in each cubicle for privacy. Principal has suggested small wicker baskets on ledges so will investigate this as well. VP will also consult with Pastoral CALC members as to other JHs access. VP has also explored machine distribution instead of table and basket, but these proved too expensive as money allocation is solely for period products. VP and ST have both attended the Period Dignity Policy training on 16th March 2022.

How the policy will be disseminated – who will receive it and where it can be accessed

The policy will be drawn up through meetings, social media, attendance at training, assembly and surveys. The TJHS policy will be presented to all pupils, parents, staff by link as well as presented to the Board of Governors. The policy, once approved, will be placed on our TJHS website and links shared on our school Facebook. The policy will be accessible through the school office.

How and when it will be reviewed

PLT will review the policy alongside the RSE policy every three years, and the review date will be clearly recorded on the front of the policy. As new guidance or legislation is received, the policy will also be amended.

Contact person for comments or feedback on policy

Any member of the Pastoral Leadership team and in particular the Vice-Principal and Senior Teacher.

How the policy is linked to other school policies such as:

- **Child Protection policy or Safeguarding policy**
- **Pastoral Care Programme**
- **RSE policy**
- **SEN policy**
- **Positive Behaviour policy**
- **Anti-Bullying policy**
- **Environmental policy**
- **Policy on using outside agencies and vetting arrangements**
- **Confidentiality policy**

Other policies may include: -

- **Inclusion, Equality and Diversity policy**
- **Educational Trips and Visits policy**
- **Intimate Care policy**
- **Pupil voice**

The Period Dignity Policy will now be signposted and referred to in each of the policies. As each policy is reviewed, the relevant links will be made and how they are applied within each curriculum or pastoral policy.

3. Key staff and roles and responsibilities

School Leader with responsibility for Period Dignity

- **School Governor with oversight of the Period Dignity Programme**
- **Pastoral Care lead**
- **Period dignity key contact**
- **SENCO**
- **SEN staff**
- **Safeguarding and Child Protection lead**

Both Vice-Principal and Senior Teacher will work in partnership to ensure implementation of the Period Dignity policy and report to the Principal.

Mrs Margaret Beattie is the key School Governor with oversight for the Period Dignity Programme – appointed in April 2022

Pastoral Care Lead - Vice Principal supported by the Pastoral Leadership Team

Period Dignity Key contacts - Vice-Principal and Senior Teacher.

SENCO - Ms E Crawford

Child Protection and Safeguarding Lead- Vice-Principal (DT) and CP and SG Team of DDTs.

4. Whole-school approach to period dignity

i. School Ethos

How the school supports period dignity through its provision, for example:

- **visibly promotes the importance of period dignity**
- **challenges negative views, stereotypes, gender inequality and stigma around periods**
 - **communication about period dignity and related issues is through a whole-school approach**
 - **how the school approaches education for young males on period dignity, period equality and menstrual wellbeing**
 - **education around periods, period dignity and menstrual wellbeing complements the provision of free products**

Our school community comprises a genuinely dedicated Board of Governors, specialist teaching staff, a range of non-teaching staff and of course our pupils and parents. We have established strong family links and work in partnership with the local and wider community to "instil in pupils the core values of Care, Courtesy and Consideration in a Christian ethos and to promote positive attitudes to learning by encouraging each pupil to develop holistically." We are proud of our Christian ethos and of the values enshrined in our motto - "Care, Courtesy and Consideration". We are also proud of the high standard of teaching and learning delivered by our enthusiastic staff and also of the wide range of extra-curricular and pastoral provision on offer.

Period Dignity and Menstrual well-being policy will be promoted through SLT Assemblies to all year groups in April/May 2022. It is important that both the needs of boys and girls are addressed within the Period Dignity provision. Providing education on period dignity, period equality and menstrual well-being aims to aid pupil understanding of periods, reduce any stigma associated with periods and challenge any common myths. Everyone may have mothers, sisters, other relations and friends who will, have or have had periods. By teaching boys and girls together we will help to normalise and demystify periods. It will be part of our School Development plan and itemised on our BoG agendas. All Stakeholders will receive information regarding Period Dignity policy and link to our school website through social media and school bag mail.

During Science lessons, in Year 9, all pupils receive lessons on the Reproductive Cycle. Menstruation, ovulation and the period cycle are taught from a biological point of view using appropriate terms. Emotional well-being is touched on with reference to puberty and hormonal changes. All pupils are aware that free period products are available at any time in school, whenever they are required with information about menstruation issues.

Our overall aim is to ensure that there is provision available for all learners who have periods, and that staff will be active in their approaches to exploring issues around Period Dignity and Menstrual Wellbeing.

i. Child-Centred Provision

How the school supports pupils through its provision, for example:

- **Pastoral Care – addressing issues that affect young people in relation to periods or period dignity**
- **how the school provides for pupils with SEN**
- **considering the gender, culture, religion and age range of pupils in the school**
- **engaging with pupils when determining how and where period products are made available**
- **evaluating the impact of the period dignity scheme through pupil feedback**

The Period Dignity policy ensures that there is provision for all learners who need free period products in their place of study so that they can continue to access their education during a menstrual cycle. TJHS has provided, following consultation with pupils, Always Ultra Sanitary towels with various levels of absorption and also Always Ultra nighttime. TJHS has also worked closely with Prefects to ensure that there is always an ample supply for all pupils aligned with relevant information. TJHS prides itself in its strong pastoral ethos of being a caring school and addresses issues sensitively in relation to periods and/or period dignity. All staff, Teaching and Non-Teaching, receive regular SEN training in order to cater for the needs of any pupil with special educational needs who also may require additional help in using /disposing of period products.

Following Period Dignity Assembly and policy consultation, PLT will conduct a pupil survey to evaluate the impact of the scheme. Through the Period Dignity scheme, pupils will be encouraged to dispose of the period products correctly and ensure that they are aware that flushing any product down the toilet is not only harmful to the environment but it may result in drain blockages and/or damage to plumbing.

5. The Period Dignity Scheme

Early consultation carried out with pupils on the period dignity scheme

VP consulted with all pupils in years 8-12 on completion of training regarding the Period Dignity scheme, product supply, provision and expenditure. Prefects and School Council can also be consulted regarding issues arising in school.

How free period products are chosen and purchased for use within the school

Orders are placed through Tender by office staff and products stored in Reprographics Filing cabinets and are always readily available.

Types of products available for menstruating pupils

Always Ultra (medium) and Night-time with wings.

How free period products are made available to those that need them during the school term

Free products are readily available in the toilets at the entrance to the cubicles and are easily accessible. Tissues and wipes are also supplied if required.

Arrangements for period products to be available to those that need them during school holidays

All pupils have been informed that if they need any products, they should take an ample supply for the school holidays

Where period products are stored

Head of Girls P.E. store and Reprographics filing cabinet.

Process and people involved in monitoring and replenishing period product supplies including checking expiry dates

Vice-Principal, Heads of Year as well as Prefects, monitor and replenish supplies as required.

Identity of staff member(s) who pupils can approach with any issues they may have.

Principal, Vice-Principal, Senior Teacher, Heads of Year, PD Teacher, Form Teachers, Pastoral leadership Team, School Links Counsellor, REACH Team.

Pupil and parental involvement in the period dignity scheme.

Year 8 - 12 pupil consultation and regular Prefect consultation.

6. Period Dignity and Menstrual Wellbeing Education and Learning

How the teaching about period dignity/menstrual wellbeing supports the school's ethos and reflects the moral and religious principles held by parents or carers and school management

At TJHS we embed a Christian ethos in all lessons and promote the same when teaching about period dignity/menstrual cycle. Parents and carers are encouraged to communicate any concerns with TJHS so that we promote an Open Door policy.

The objectives of education about period dignity/menstrual wellbeing within the school – what the school is setting out to achieve

TJHS aims to promote a respectful environment in which all pupils feel valued and listened to when learning about period/menstrual wellbeing and cycle and the importance of the Period Dignity pilot scheme.

How the school will ensure inclusive learning for all pupils through education about period dignity/menstrual wellbeing

All pupils in years 8-12 (inclusive of Learning Support Unit) will be taught about the menstrual cycle in the Science Curriculum along with issues which may arise across the RSE, PD, R.E curriculum which can include religious/cultural perspectives. All teaching resources used should;

- reflect the ethos of the school;
- be age-appropriate, inclusive and sensitive to the needs and experiences of all pupils; and
- be factually accurate, up-to-date and make clear distinctions between fact and opinion or myth
- CCEA Resources will support this area.

The management and co-ordination of period dignity/menstrual wellbeing education in the school

Vice-Principal and Senior Teacher have attended Period Dignity Training in 2022 and are working with the Pastoral Leadership Team to address education in school. Varied approaches may be relevant across Year Groups and there will be a cross-curricular embedding of content.

Period Dignity and Menstrual Wellbeing Education coordinator/s

Vice-Principal and Senior Teacher.

Classroom or teaching arrangements, for example single-gender classes, mixed gender classes or both

Period Dignity/Menstrual wellbeing education will be covered in relevant Subject areas such as Year 9 Science e.g. the biological aspect is taught in mixed gender classes to increase understanding among all pupils and challenge/reduce stigma, myths and stereotypes. firmly embedded in the curriculum (PD and RSE) as it is concerned with and integral to the physical, spiritual, emotional, moral, social and intellectual development of pupils. The PD curriculum covers general changes in emotions and relationships over time with mixed gender classes.

The period dignity/menstrual wellbeing assembly will be taken annually by SLT and Period Dignity Information disseminated to all stakeholders. Teaching will be incorporated into the curriculum on an ongoing basis, building on knowledge and understanding, rather than being a one-off lesson and related to health issues.

Approaches to learning and teaching – teaching methodologies that will be used

Period Dignity resources supplied by CCEA will supplement lessons as well as Subject resources used in Science i.e. Biology, P.D. LLW and R.E. The R.S.E. Policy is a cross-curricular area which arises in a number of subjects across Key Stage 3 which touches on Relationships and Sexuality depending on topic All pupils will be taught in Key Stage 3 using a plethora of teaching resources and methods in order to aid understanding, reduce stigma and challenge common myths and stereotypes.

Provision for pupils with SEN

Staff receive annual training on Special Educational Needs and incorporate targets through the use of IEPs during lessons which include SEN pupils.

Period dignity/menstrual wellbeing resources used and criteria for selection (to ensure they are inclusive and consistent with the school's moral and values framework)

Resources are carefully selected and appropriate to the age and learning needs of pupils. Resources used, including images, videos and language, should not include inappropriate or explicit content. Any resources will be reviewed and quality assured to ensure that they are inclusive and consistent with the school's ethos and values. Use of CCEA training materials have also been shared with all staff in Staff resources.

Strategies for gathering and disseminating the most current and relevant information and related research to inform planning and ensure relevance

Follow EA Guidance on Period Dignity and keep abreast of current issues and developments. The key topics and theme which should be addressed in lessons include:-

- key facts about the menstrual cycle;
- what is and isn't normal;
- communication skills needed to ask for help;
- the range of period products available, how and when they're used and their advantages and disadvantages;
- menstrual wellness - physical, emotional and psychological wellbeing leading up to and during periods;
- menstrual hygiene - essential facts and how to deal with related situations;
- challenges - pain, anxiety, fear, embarrassment and myths;
- endometriosis and other menstruation-related issues - e.g. toxic shock syndrome - symptoms, support and treatment and period poverty;
- challenging male privilege

How to deal with sensitive issues and respond to pupils' questions

Refer to Form Teacher, Head of Year, Head of PD/RE, SLT or relevant member of staff.

Teacher Professional Learning

Who: VP/ST

How: DENI Online Training

When: 2022 and as training is provided

How often: annually and as applicable to new staff members through CCEA Webinars.

EA training on sensitive/controversial issues.

Cascade learning to other members of staff through a whole school approach

Monitoring and evaluation of period dignity/menstrual wellbeing education provision

Tools for gathering data: Data gathered from Departmental minutes

Who will be involved: Staff Involved - SLT, PD, Science, R.E, LLW Departments.

How often evaluation takes place: Pupil surveys/consultations once a term through informal questions and issues arising. Overall evaluation every two years and /or a policy changes are needed.

7. Involving and consulting with parents or carers

- **Parents' or carers' rights and responsibilities**
- **Engagement with parents or carers, for example policy consultation, information, support sessions or providing materials for home use**
- **Parents or carers with learning difficulties**
- **Withdrawal from lessons on period dignity, period equality and menstrual wellbeing**

Policy shared via link to school website or schoolbag mail if required. Parents/carers consulted regarding policy using parental text/Google Classroom.

All parents or carers with learning difficulties will be supported and provided with information online or through schoolbag mail.

R.S.E is a statutory component of the NI Curriculum however parents/carers have the right to have their children educated in accordance with their wishes. Although there is no legislative provision permitting parents to withdraw their child from sex education, the school will respect the wishes of the parent/carer and give due consideration to any such request received on an individual basis. Parental or pupil requests with reference to withdrawal respected and carried out when applicable. Parents/Carers who wish to withdraw their child from all or part of the school's RSE programme should put their request in writing to the Principal and, preferably, provide the reason (s) for withdrawal.

8. Links across the curriculum and to the wider life of the school

- **How the learning and teaching about period dignity, period equality and menstrual wellbeing links across the curriculum to other areas of learning in the different key stages**
- **How elements of the wider pastoral programme support and complement education about period dignity, period equality and menstrual wellbeing, for example school assemblies**
- **How other school initiatives support and complement education about period dignity, period equality and menstrual wellbeing, including RSE, Health and Wellbeing, Personal Development and the UNICEF Rights Respecting School Award**

Links across subjects such as Science (Biology), RE, LLW, Citizenship, PD and RSE Cross-curricular curriculum in Key Stage 3. TJHS has a strong pastoral ethos which starts each day through year group assemblies. Pupils are supported by the Form Teacher, Head of Year and SLT. There is also a Prefect body who is always there to talk/support pupils. Our School Counsellor provides drop-in sessions and REACH also provides one to one support if required.

Each year the Head of PD organises year group sessions through the organisation "Love for life" which complements the changes in emotions/relationships which is linked to period dignity education throughout the school. TJHS is a strongly pastoral school which supports the emotional health and well-being of all pupils and staff.

TJHS has taken into consideration findings from other CCEA pilot projects to ensure that:

- pupils do not have to ask staff for products as it is embarrassing
- pupils do not want to change during breaks as the rustle of a pad can be noisy and may ask out of class
- TJHS never lock toilet doors so they have access at all times
- TJHS has placed little windowsill trays of pads so no one can see a pupil taking one
- all toilets are stocked with products

9. *Managing issues*

- **Warning signs that staff will watch for which may indicate a pupil may be experiencing emotional or physical distress due to having a period**
- **Ensuring staff are supportive and non-judgemental**
- **How the school responds to absences due to period issues**
- **What additional items and facilities are available to menstruating pupils should they be needed, for example heat pads, somewhere to lie down or a change of clothes**

All staff treat pupils with respect and understanding and are supportive to all pupils, whatever their situation. Staff permit pupils to contact relevant staff or if required, parental/carer home contact.

Staff may notice that a pupil may be in discomfort, pain, unable to concentrate, worried, unable to sit still and may be experiencing leaking.

All absentees are supported with work missed whether through the buddy system or online with google classroom. Pupils are afforded time out if needed and school has an area to lie down near the ST or VP. A change of clothes can be arranged through home contact if needed. On return to school, pupils may indicate “period/issues” as an excuse for absence and this is accepted.

10. *Possible appendices*

Relevant documentation could be signposted, for example:

- **Parent- or carer-friendly summary of the Period Dignity/Menstrual Wellbeing policy**
- **Pupil-friendly summary of the Period Dignity/Menstrual Wellbeing policy**
- **Pupil-friendly and/or parent-friendly list of contacts, websites and organisations related to period dignity or menstrual wellbeing (CCEA website)**
- **Relevant Department of Education circulars**
- **Northern Ireland Curriculum link**
- **Outline programme across the key stages**
- **Brief details of outside agencies or individuals the school uses to support the delivery of period dignity or menstrual wellbeing and an outline of the session.**

Leaflet???? supplied and included annually with parental information for prospective Year 8 pupils.

Is there a puberty leaflet that goes out to girls and boys or parents at any stage????

Pupil Information booklet to include a summary

Relevant Links signposted through CCEA website

DoE circulars are accessible to all staff and relevant guidance will be signposted by PLT

External organisations/agencies such as Love for Life may also be used to complement the delivery elements of RSE Curriculum/Period Dignity and Menstrual Wellbeing/ Emotional Health and Wellbeing at Key Stage 3 and 4.