

# St Patrick's Academy, Dungannon



## PERIOD DIGNITY POLICY

*'Achieving Excellence Together'*

June 2022

## Introduction

St Patrick's Academy is committed to providing a welcoming and caring environment for all of our pupils and staff. We are committed to supporting any pupil or staff member who experiences period poverty and will include relevant lessons as part of our personal development programme to create greater awareness of period dignity and menstrual wellbeing.

## Aims

The purpose of this policy is to establish the support that the school can provide in helping those who experience period poverty and the role that the school will take in reducing the stigma associated with menstruation.

In St Patrick's Academy, we will:

- Provide opportunities for pupils to learn about period dignity and menstrual wellbeing.
- Promote positive attitudes to menstruation;
- Provide free period products to any pupil or staff member who requires them.

## Roles and responsibilities

### ***Board of Governors will:***

- Maintain an oversight of the Period Dignity Policy, ensure its effective implementation and review the policy annually;
- Nominate a school governor who will have oversight of the Period Dignity Programme;
- Be kept informed of the demand for period products
- Identify trends and priorities for action by including period dignity as an item for discussion on agendas;

### ***The Principal and members of SLT will:***

- Consult with the school community when drawing up and reviewing our period dignity policy;
- Appoint a Period Dignity Officer who will have the day-to-day responsibility for period dignity within the school;
- Ensure that the Period Dignity Officer is supported in their work and to ensure that effective monitoring systems are in place so that all of members of the school community feel supported through menstruation.
- Review the effectiveness of the policy in conjunction with the Period Dignity Officer;
- Provide training for all staff as and when the need arises.

### ***The Period Dignity Officer will:***

- Liaise with appropriate staff including the Principal, Designated Teacher and the Teacher in Charge of Personal Development to ensure that all staff are aware of the period dignity policy;
- Support staff when dealing with period dignity related issues;
- Monitor and review the period dignity education programme for the school;
- Identify the needs of staff and provide appropriate training opportunities.

### ***Staff (Teaching and non-teaching) will:***

- Have read and understood the Period Dignity Policy;
- Intervene to support any pupil experiencing period poverty or other difficulties relating to menstruation and report any concerns to the Period Dignity Officer;
- Challenge negative stereotypes surrounding period dignity and menstrual wellbeing.

### ***Pupils will:***

- Report any worries or concerns they may have relating to period dignity or menstrual wellbeing to their tutor, Head of Year, Period Dignity Officer or Vice-Principal;
- Respect their peers and show compassion to create an environment that promotes positive menstrual wellbeing.

### ***Parents will:***

- Read the Period Dignity Policy;
- Inform the school of any concerns they may have relating to period dignity.

### **Availability of products**

- Products will be ordered in line with the school's procurement policy;
- Single items will be available in toilets and packs of products will be available free from key locations around the school (school nurse, office, library, PE department, Mrs McCann, Mrs McIlvanna, Mrs McArdle and Miss Donnelly). Pupils will be made aware of locations/staff via posters in the girls' toilets and PE changing rooms.
- Pupils experiencing period poverty can take sufficient supplies to ensure that they have adequate provision over weekends or during school holidays.
- Members of staff who store products will inform the school business manager when their stocks are depleting to ensure that a supply is always available.

### **Education**

- All pupils will receive lessons in period dignity and menstrual wellbeing as part of the Personal Development Programme.
- Lessons will take account of the learning needs of all pupils.

### **Review**

The school will carry out a review of the Period Dignity Policy every year.

### **Linked Documents**

Personal Development Schemes of Work

RSE Policy

SEND Policy