St Patrick's Academy, Dungannon

PERIOD DIGNITY POLICY

'Achieving Excellence Together'

June 2026

Introduction

St Patrick's Academy is committed to providing a welcoming and caring environment for all our pupils, staff, and visitors. We are committed to promoting menstrual wellbeing, ensuring individuals have access to free period products, and supporting any pupil or staff member who experiences period poverty. We will include relevant resources and workshops as part of our pupils' 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 the menstrual wellbeing of all pupils, staff, and visitors and those who experience period poverty. The school's overall aim is to reduce the stigma associated with menstruation and continue to prioritise this important aspect of school life.
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 pupils, staff and visitors who require them;
- Follow all guidance as disseminated by the Department of Education, Education Authority and CCEA and any other legal requirements.

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, and who will ensure that the 'Written Statement on Arrangements' is submitted to the Department of Education, when requested;
- Participate in annual consultations;
- 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 and promotion of menstrual wellbeing 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;
- Participate in annual consultations;
- Provide training for all staff as, and when, the need arises.

The Period Dignity Officer will:

- Appoint a team of Period Dignity Ambassadors from the student body to implement and facilitate the period dignity programme within the school;
- Provide presentations to relevant year groups on period dignity and menstrual health;
- Liaise with appropriate staff including the Principal, Designated Teacher and Pastoral Teams to ensure that all staff are aware of the period dignity policy;
- Support staff when dealing with period dignity related issues;
- Liaise with both the School Business Manager and School Health Officer to ensure that products are securely stored and are freely available to pupils;
- Monitor and review the period dignity education programme for the school;
- Identify the needs of staff and provide appropriate training opportunities;
- Be mindful of the needs of all pupils, including those with an additional need, and will work collaboratively with the SENCO Team to best support each pupil;
- Carry out an annual consultation with the school community and compile a 'Written Statement on Arrangements' to be shared with the designated governor and the Department of Education, when requested.

Staff (Teaching and Non-Teaching) will:

- Have read and understood the Period Dignity Policy;
- Promote menstrual wellbeing and support any pupil experiencing period poverty, or any other difficulties relating to menstruation.
- Report any concerns to the Period Dignity Officer;
- Challenge negative stereotypes surrounding period dignity and menstrual wellbeing;
- Participate in annual consultations.

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 period dignity and positive menstrual wellbeing;
- Participate in annual consultations.

Parents will:

- Read the Period Dignity Policy and recommend any changes to arrangements by contacting the school;
- Participate in annual consultations;
- 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;
- Period products will be available in toilets and from key locations around the building, identifiable by the school's period dignity symbol 'The Colourful Daisy', to ensure that the dignity, privacy and confidentiality of the individuals are respected;
- Pupils, staff and visitors will be made aware of locations/key staff via a variety of communication methods including posters in the Girls' and Accessible 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 and/or the period dignity officer when their stocks are depleting to ensure that a supply is always available.

Education

- All pupils will receive education in period dignity and menstrual wellbeing including a bespoke workshop for Year 8 pupils during Term 1;
- Workshops will take account of the learning needs of all pupils.

Review

The school will carry out a consultation on products and review the Period Dignity Policy with the school community every year.

Legislation

The Period Products (Free Provision) Act (NI) 2022
The Equality Act (Sexual Orientation) Regulations (NI) 2006

Linked Documents

Health Education Policy
Pastoral Care Policy
RSE Policy
Safeguarding Policy
SEND Policy

Reviewed: September 2026
To be reviewed: September 2027