



1. Contextual information

1.1 School details

Rainey Endowed School Magherafelt

1.2 Date of Policy

September 2024

2. Aims and objectives for the Period Dignity Policy

- To deliver informative and relevant educational resources on periods for all pupils
- To reduce stigma and embarrassment around periods and the discussion of periods
- To ensure all parents, staff and relevant stakeholders are aware of the Period Dignity Scheme and understand why the scheme is in place and where pupils can access products.
- To include pupils in the creation and delivery of the Period Dignity Scheme in order to meet the needs of all pupils, in all year groups.
- To ensure a gender-neutral approach is taken in the delivery of the Period Dignity Scheme ensuring there is recognition that not all people who menstruate identify as female.
- To provide all pupils who menstruate with access to appropriate period products regardless of socio-economic background.
- To provide easy access to appropriate period products in a manner that suits our pupil's individual needs.
- Help all pupils understand the impact periods can have on menstruating individuals.

3. Policy formation and consultation process

3.1 How was the policy drawn up?

In line with CCEA guidance (*Annex 4: Framework for Developing a Period Dignity Policy*).

Policy drawn up following CCEA training.

Policy reviewed by SLT and governors.

Policy discussed with student steering group.

3.2 How will the policy be disseminated?

The policy will be disseminated to all staff during a twilight session.

The policy will be on school website and parents informed of the new policy and the Period Dignity Scheme.

3.3 How and when will it be reviewed?

When there is an update in either guidance or regulations.

3.4 Contact person for comments or feedback on policy.

Mr Charlie Simpson



3.5 How is the policy linked to other school policies?

Please follow the link to view our pastoral policies.

<https://raineyendowed.com/policies/>

(i) Safeguarding Policy

As per the schools Safeguarding Policy the Period Dignity Scheme is ensuring that we are establishing a safe environment for pupils to learn about periods and reducing the stigma surrounding the discussion of periods.

We are giving pupils information on who they can talk to about periods or related health issues ensuring they understand the procedures that are in place.

(ii) Pastoral Care Programme

Providing pupils with information about who they can turn to should they have any issues/concerns/worries surrounding periods or access to period products.

We are encouraging all pupils to have respect for those individuals who menstruate, understanding that not all people who menstruate identify as female.

We are encouraging pupils to respect property of others through providing period products across the school. This requires pupils to use them appropriately and take responsibility in seeking assistance from the relevant staff members should they need topped up.

Encouraging pupils to feel confident in discussing periods and issues surrounding periods, reducing the stigma associated with the topic.

We will be working in partnership with parents, so they understand the Period Dignity Scheme and its aims and objectives. Ensuring parents understand what we as a school will be providing for pupils in regard to period products.

(iii) SEN Policy.

Ensuring pupils who require additional assistance in using the bathroom understands how they can access period products.

To ensure where required any student with SEN has additional support/separate/individual access to period products. This may be in a separate area to other pupils within the school.

To ensure all SEN pupils understand who they can speak to regarding periods and/or period products.

Liaise with individual SEN parents/carers/guardians/external agencies regarding the Period Dignity scheme where relevant.

In line with the ***Intimate Care Policy*** only identified staff will undertake the intimate care of pupils. “All staff must be trained in the specific types of intimate care that they carry out and fully understand the Intimate Care Policy and Guidelines within the context of their work. Intimate care arrangements must be agreed by the School, parents/carers and pupil. Intimate care arrangements must be recorded and consent forms signed by the parents/carers and pupil. Staff should not undertake any aspect of intimate care that has not been agreed between the School, parents/carers and pupil. School needs to make provisions for emergencies i.e. a staff member on sick leave.”

(iv) Behaviour Policy

The Period Dignity Scheme aims to educate pupils on periods as well as foster an inclusive approach and understanding around periods. The scheme aims to create a caring environment for all pupils to access knowledge as well as period



products. Pupils will understand the expectations around the scheme in regards to treatment of the products as well as encouraging understanding attitude towards those being educated about the scheme.

(v) Anti-Bullying Policy

The Period Dignity Scheme is designed to support all pupils in Rainey Endowed school and highlights to all pupils the importance for having a mutual respect for one another. The scheme will encourage a learning environment for all pupils and ensure everyone feels confident in discussing the topic of periods.

The scheme will highlight the needs for all pupils understanding periods and promoting positive attitudes towards menstruation.

3.6 Key Staff roles and responsibilities

(i) School Leader with responsibility for Period Dignity

Mr Charlie Simpson

(ii) School Governor with oversight of the Period Dignity Programme

Caroline Keatley

(iii) Pastoral Care Lead

Mr Charlie Simpson

(iv) Period Dignity Key contact

Mrs Shauna Ireland

(v) SENCO

Mr Charlie Simpson

(vi) SEN Staff

(vii) Safeguarding and Child Protection Lead

Mr Charlie Simpson

4. Whole-School Approach to period dignity

4.1 School Ethos

Rainey Endowed School supports period dignity in a number of ways.

(I) Visibly promotes the importance of period dignity.

There will be clear evidence of the period dignity scheme displayed around the school. There will be information provided both in school and on our school website outlining the period dignity scheme and what it involves.

(I) Challenges negative views

Through the curriculum resources provided by CCEA Period Dignity will be included in the curriculum so that all pupils have an understanding of Period Dignity. Any negative views will be challenged and pupils properly educated on the importance of the scheme.

(II) Communication about Period Dignity ensuring a whole school approach.

All aspects of the Period Dignity Scheme have been reviewed by appropriate members of the school community. The scheme will be public on the school's website and has taken into consideration a whole school view. It will be regularly reviewed and updated.



(III) How the school approaches educating young males on periods and mensuration.

Using the curriculum materials provided by CCEA there will be adequate education for the male population of the school.

(IV) Ensuring Education around periods and menstrual wellbeing compliments the free products provided.

Through a launch of the Period Dignity Scheme we will ensure all pupils are made aware of the free products available in the toilets. We will ensure pupils know who they can speak to if they have any issues. We will ensure all products are kept well stocked to avoid any pupil not being able to access these products.

4.2 Child Centred Provision

How the school supports pupils through the provision of:

(I) Pastoral care

Pupils will be provided with key information delivered by the curriculum, making use of the resources provided by CCEA. We will ensure the resources being delivered are up-to-date, relevant and address issues that affect young people in relation to period or period related problems.

(II) SEN

For any pupil who requires intimate care as part of the SEN provision, there will be adequate training for the member of staff whose responsibility it is. There will also be products available in all disabled toilets and with any relevant SEN staff that students may feel more comfortable approaching.

(III) Considering age, gender, sex, religion of pupils

We will ensure all resources provided are age appropriate, relevant and meet the needs of all pupils, regardless of their background. Resources will be regularly reviewed to ensure they are up-to-date and relevant.

(IV) Engaging pupils about where they can find relevant products

We will ensure that all pupils are fully aware of the location of the free sanitary products. We will have announcements in registration to inform pupils of the scheme as well as social media posts informing all our stakeholders of the scheme.

(V) Evaluating the impact of the Period Dignity Scheme

A steering group of sixth form pupils will be formed to help run and promote the scheme initially. We will ensure we are regularly engaging with pupils in all year groups and get feedback on their thoughts and feelings about the scheme and make any necessary amendments.



5. The Period Dignity Scheme

(I) Consultation with pupils

The scheme will be launched after February half term and a steering group formed of pupils from all year groups will help decide on where and how we will provide the products. Early consultation from pupils is vital in ensuring the scheme launches successfully.

(II) How products are chosen and purchased

A range of products have already been purchased via Mrs J McClay. We take annual feedback from staff and pupils about which products they prefer and ensure these are provided as best as possible.

(III) Types of products available

Sanitary towels and tampons will be available to students. We have had feedback on the provision of reusable products and the demand is not there.

(IV) How products are made available during the school term

Products will be available within all toilets in the school building.

(V) How products are made available to those that require them during the school holidays

If required packs will be made available for those pupils that may need it. This will be done on a case-by-case basis, and we will work with students to identify the best way to distribute these products.

(VI) Where period products are stored

Products will be stored in a secure location (main office) and those on the steering group and any staff responsible for ensuring the products are replenished will be aware of their location and who to speak to in order to obtain more.

(VII) Process and people involved in monitoring and replenishing period products including checking expiry dates

A pupil led group help monitor levels within the toilets around the school.

Learning Assistants working with those pupils requiring intimate care will be responsible for ensuring the pupils have access. Mrs J McClay will be responsible for ordering more products.

(VIII) Identify staff members who pupils can approach with any issues they have

Mrs S Ireland – Period Dignity Lead

Mr C Simpson – SEN and Child Protection Lead

(IX) Pupil and parental involvement in the scheme

All pupils and all parents have been made aware of the scheme via our social media. This is something we will continue to promote at different times of the year. There are signs in all of the toilets providing information to pupils about the scheme and where they can get more products if required.



6. Period Dignity and Menstrual Well-being Education and Learning

(I) 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.

The teaching of period dignity will be reflecting of the school ethos;

- **Successful Learners;** ensuring we have pupils who enjoy and understand the importance of learning more about this topic.
- **Confident individuals;** try to remove stigmas around the discussion of periods for all genders in the school
- **Responsible Citizens;** helping pupils understand what we are providing and how they can ensure everyone is comfortable within the school community discussing and address periods.

The scheme and the delivery of the education resources associated with the scheme are in line with several of the school aims including:

- Providing a broad and relevant curriculum for each child.
- Promote health and well-being, catering for the physical and emotional needs of all our pupils
- Value and respect for everyone and having a positive attitude for everyone in our school community

(II) Objectives of education surrounding period dignity scheme

As a school we wish to achieve the following through the period dignity educational resources:

- Provide detailed, relevant and up-to-date information surrounding periods for all genders and ages within our school community
- Ensure we are providing inclusive and supportive information
- Ensure all pupils in our school community feel comfortable with the resources provided

(III) Inclusive learning for all pupils

As a school we will ensure that the resources provided are inclusive for all pupils within our school community. We will seek to do this by:

- Ensuring inclusive language is used
- Ensuring resources are targeted towards all pupils
- Getting feedback via our steering groups on how we can support all pupils within our school community
- Continually reviewing our resources based on feedback provided

(IV) Management and co-ordination of period dignity wellbeing and education in the school

Pupils have had talks in 2023 regarding the period dignity scheme from the group who brought the issue to Stormont. Pupils engaged well in this. A group of pupils in sixth form are also developing a “drop in” every few weeks for pupils if they are have



issues or concerns. This will be supported by Mrs Ireland. Pupils also learn about aspects of period dignity and menstrual well-being in other aspects of their learning such as Biology.

(V) Period Dignity and Menstrual Wellbeing Education Co-Ordinator

Mrs S Ireland

Mr C Simpson

(VI) Teaching arrangements

Through LLW lessons as well as academic based lessons including Home Economics, Biology, Life and Health Science and Health and Social Care.

(VII) Approaches to learning and teaching

Topics will be addressed considering the needs of all learners in a sensitive manner.

(VIII) Provision for pupils with SEN

Information on PD will be disseminated to SEN pupils in the same format. Those pupils who require additional support in understanding or those who require intimate care will have further support provided via their learning support.

(IX) Period dignity/menstrual wellbeing resources used and criteria for selection

We will speak directly with our student steering group to discuss resources and establish which they believe are most suitable. We will cross reference with what is already taught in other curriculum areas such as LLW and science to avoid repetition

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

Current and relevant information will be provided to staff as and when required.

(XI) How to deal with sensitive issues and respond to pupils' questions

We will ensure staff feel confident and comfortable addressing issues that may arise.

(XII) Teacher Professional Learning

• Who?

Mrs. S Ireland will be responsible for the gathering and provision of learning materials via CCEA. She will ensure all the relevant information is provided to staff via the staff area where applicable.

• How?

All information will be uploaded to the main staff resource area for easy accessibility.

• When?

Ongoing.

• How often?

These will be reviewed annual.

(XIII) Monitoring and evaluation of period dignity/menstrual wellbeing education provision

• Tools for gathering data

Via Microsoft forms. We will conduct a survey in each class that has materials delivered. We will also gather feedback from staff on student reactions and their views on the materials.

• Who will be involved

All staff involved in delivering resources and all students having materials delivered.



- How often evaluation takes place
Annually.

7. Involving and consulting with parents and carers.

(I) Parents or carers rights and responsibilities

Parents and carers have been informed about the scheme and have access to the school policy and Statement or Arrangement. Parents and carers will still (where financially able to) be responsible for providing their child with period products.

(II) Engagement with parents

The policy will be made available online for all to see.

(III) Parents or carers with learning difficulties

Additional support and resources will be provided for parents with learning difficulties if required.

(IV) Withdrawal on lessons on Period Dignity

Any pupil who does not feel comfortable with the topics being discussed has the right to be excused from the lesson. A location will be available for students to go to during this time.

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

(I) Curriculum links

Period Dignity resources will be cross referenced with other subject areas to avoid duplication. Resources will be appropriate for the age range and Key Stage based on what knowledge they already have from other curriculum areas.

(II) Pastoral program links

Delivery of period dignity will be via LLW in year 8.

9. Managing Issues

(I) Warning signs to indicate a pupil is distressed about their period.

Staff will be giving training on identifying warning signs. Staff will be provided with information on how to deal with situations that may arise.

(II) Ensuring staff are supportive and non-judgmental

All staff at Rainey Endowed School are professional, kind and caring people. Staff are aware of the difficulties periods can cause for young people and will be able to respond to each individual pupils needs.

(III) How the school responds to absences due to periods

Support will be in place on a case-by-case basis. The school will do everything they can to help support pupils coming into school. Where necessary plans will be in place for individual students, agreed by parents/carers, to help improve attendance.

(IV) What additional items are available for menstruating students?

- Change of clothes if needed