

Menstrual Wellbeing and Period Dignity Policy



Agree Date	Review Date	Person Responsible
March 2024	March 2028 Max every four years	Mr. Smith

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

The Equality Act (Sexual Orientation) Regulations (Northern Ireland) 2006
www.legislation.gov.uk

United Nations Convention on the Rights of the Child 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

Menstrual Well-Being in the RSE Curriculum <https://ccea.org.uk/learning-resources-and-sexuality-education-rse/menstrual-wellbeing>

CORE VALUES

Ethos

At Earlview Primary School and Nursery we embrace and promote a family atmosphere which is safe and inclusive for all.

We welcome children into our nurturing school community. We encourage and support all children to become confident learners who value their own self-worth.

Working in partnership with our parents/guardians and carers, we enable each child to fulfil their potential and celebrate their achievements.

Vision

Earlview Primary School and Nursery will work in partnership to ensure that our supportive and stimulating environment is further developed with an increased focus on nurture and removing the barriers to learning. Through a culture of reflection and improvement, we aim to reduce underachievement and create a community where all children learn, thrive and achieve to the best of their abilities.

Mission Statement

On a daily basis we aim to:

Provide high quality teaching, that adapts to the needs of all children, giving each child access to a broad and balanced curriculum, through engaging lessons that foster a sense of pride in children to aspire, achieve and contribute to their own learning journey.

Ensure the development of the whole child, providing opportunities for each child to demonstrate their creativity and imagination, through Art and Design, Music and Drama. Through class and extra-curricular activities we will inspire children to develop a healthy mind and body through physical activity. We will support them to make healthy choices and to develop a positive self-image.

Implement our positive behaviour policy consistently and teach the Christian values of patience, love, kindness, joy and self-control so that all children aspire to become loving and caring citizens, able to resolve conflicts and display resilience.

Create an environment in which positive relationships are fostered and all stakeholders are valued and respected. Through regular communication and active participation in school life, the voices of pupils, parents/guardians, staff, governors and the wider school community will be heard.

Aims of this Policy

Create a culture where periods are understood, accepted and normalised. Periods are not a choice and period products are not a luxury;

- To ensure the dignity and access to good quality, safe period products to people who need them;
- To enable learners to achieve their potential by reducing any barriers they may experience due to periods, having a positive impact on pupil confidence, well-being and attendance;
- Reduce stigma/taboo in relation to periods by providing all pupils with relevant, age-appropriate information on periods; and
- Enable learners to understand how to deal with period issues, hygiene and disposal of period products;

Policy Formation

We have consulted with stakeholders through;

- Consultation with Governors
 - Focus group discussions with parents
 - Consultation with pupils e.g., School Council
 - Staff meetings
- Consideration of Period Dignity Policy
RSE Review

The Period Dignity programme is a whole school initiative involving pupils, parents, staff and governors. The policy is freely available on our website and paper copies available on request via the school office.

Parents are given information about Period Dignity and the sanitary items available for pupils through email communications, the school website and consultation processes. They are also 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, teaching materials and liaise with key members of staff.

Mrs. Carlisle (Designated Teacher for Child Protection) is the Period Dignity Key Contact. She works closely along with all other members of staff to ensure our whole school approach.

The Period Dignity Key Contact and Principal have availed of curriculum teaching materials and online Teacher Professional Learning provided by CCEA. They will continue to follow CCEA guidance and any further Period Dignity circulars to equip themselves for teaching effectively using relevant information.

Parents and Guardians

Parents & Guardians have a key role in explaining periods to your child and that this is a normal and natural part of growing up. It is important to acknowledge again, that children mature at different rates.

The NHS recommends that parents should talk about periods as part of an ongoing process rather than a formal sit-down talk. Advertisements for sanitary products may be a place to start or simply ask your child what they know.

We encourage parents to talk to their child about periods when they see early signs of puberty.

Some useful links are listed below:

<https://www.nhs.uk/conditions/periods/starting-periods/>
<https://kidshealth.org/en/parents/talk-about-menstruation.html>
<https://ccea.org.uk/learning-resources/living-learning-together>

NHS the signs of puberty can be found at:

<https://www.nhs.uk/conditions/early-or-delayed-puberty/#:~:text=Signs%20of%20puberty%20include%20girls,the%20average%20age%20is%2012.>

Whole School Approach

In Earlview Primary School and Nursery we will support period dignity through our provision by;

- Visibly promoting the importance of period dignity in an age and stage appropriate way;
- Challenging negative views, stereotypes, gender inequality and stigma around periods;
- Communicating period dignity and related issues through a whole school approach;
- Educating our children in an age and stage appropriate way about periods, period dignity and menstrual well-being;

- Supplying free menstrual well-being products to those who need them.

Boys

Boys will have mothers, sisters or other relations who have or will one day have periods. By teaching boys and girls together we aim to help normalise and demystify periods. This will also serve to challenge any common myths or stigma associated with periods.

Links across the Curriculum

The understanding and knowledge of period dignity and menstrual well-being will be taught mainly through our PDMU and RSE curriculum and links to ICT, WAU and Literacy. The emotional health & well-being of pupils is a key priority in our School Development Plan.

The Period Dignity Programme compliments the work carried out in Shared Education as we focus on mutual respect and the rights of the child. Our status as a gold standard Rights Respecting School reinforce the messages of period-dignity and well-being.

Disposal of Period Products

Period products should be disposed of correctly using the facilities provided in the school toilets. Flushing any period product down the toilet is not only harmful to the environment but may also result in drain blockages and or damage to plumbing.

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 there will always be a stock of towels, disposal bins, underwear and extra clothes.

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.

Monitoring and Review of the Policy

It is the responsibility of the Board of Governors, along with the Principal, to monitor the effectiveness of this policy. The policy will be reviewed every 4 years, but may be updated sooner in response to:

- Relevant circulars or publications provided by the Department of Education, the Education Authority or CCEA;
- A recommendation from the Education Training Inspectorate;

- Issues arising from the implementation of the Period Dignity and Menstrual Well-Being Programme in school; or
- Reviews of other related policies such as Relationships and Sexuality Education Policy, Safeguarding & Child Protection Policy, Pastoral care Policy, Intimate Care Policy etc

Links to other policies

- Safeguarding & Child Protection Policy
- RSE Policy
- Intimate Care Policy