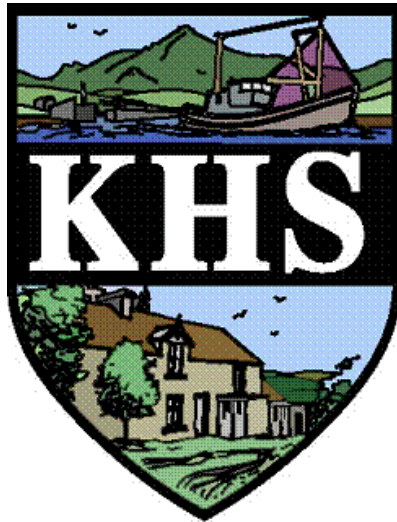


KILKEEL HIGH SCHOOL



PERIOD DIGNITY POLICY

JANUARY 2022

1. Contextual information	
School Details	Kilkeel High School
Date of policy	January 2022
Overall school aims and objectives of the Period Dignity policy	To ensure products are available to menstruating learners where and when they need them, as well as aiming to provide educational support within the school setting.
<ul style="list-style-type: none"> • 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 • How the policy links to the School Development Plan 	<ul style="list-style-type: none"> • This policy will allow all pupils to achieve their full potential. Enabling them to be present for all school lessons. • It will enable pupils to take responsibility for their own physical well-being. • Pupils will enjoy good relationships with peers and staff, caring for each other and valuing the diversity that exists among us. • The policy will provide a supportive learning environment for menstruating learners. • It links with the objective to each the benefits of exercise, good nutrition, hygiene and good health practices • Develop effective two-way channels of communication and an active partnership between home, school and community. • This policy is reflected in Pastoral Care within the School Development Plan and will formulate part of the Pastoral Care Action Plan.
Linking documents <ul style="list-style-type: none"> • The Equality Act (Sexual Orientation) Regulations (Northern Ireland) 2006. This is available at www.legislation.gov.uk • UNCRC, available at www.unicef.org.uk • H Every School a Good School, Together Towards Improvement and Community Relations, Equality and Diversity in Education Policy. www.deni.gov.uk 	
How the policy supports children and young peoples' strategy for Northern Ireland:	

2. Policy formation and consultation process	
How the policy was drawn up – who was consulted (for example staff, governors, pupils and/or parents) and how	<p>Policy has been drawn up by key member of staff Mrs D. Gordon and Vice Principal Mrs C. McAtee. Policy aims will be shared with Principal and Governors. Parents and Pupils will also be made aware of the policy within KHS.</p> <p><i>(Consultation with stakeholders will take place. The policy will be shared with all stakeholders and their views and opinions sought (sent home via the app and ask parents/pupils to respond. School council will enable pupil feedback.)</i></p>
How the policy will be disseminated – who will receive it and where it can be accessed	All staff have been made aware of this policy and it is available in the shared staff work area.
How and when it will be reviewed	Policy will be reviewed annually.
Contact person for comments or feedback on policy	Mrs D. Gordon
<p>Links with other school policies:</p> <ul style="list-style-type: none"> • Child Protection policy or Safeguarding policy • Pastoral Care Programme • RSE policy • SEN policy • Positive Behaviour policy • Anti-Bullying policy • Health & Safety Policy 	
3. Key staff and roles and responsibilities	
<p>School Leader with responsibility for Period Dignity</p> <ul style="list-style-type: none"> • Pastoral Care lead • Period dignity key contact • SENCO • Safeguarding and Child Protection lead 	<ul style="list-style-type: none"> • Year heads/Form Tutors • D. Gordon • J. McGregor • C. McAtee
4. Whole-school approach to period dignity	

i. School Ethos

- 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
- The school will ensure the 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

ii. Child-Centred Provision

- Pastoral Care – addressing issues that affect young people in relation to periods or period dignity
 - Provides support for pupils with SEN
 - considers 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

5. The period dignity scheme

Early consultation carried out with pupils on the period dignity scheme	Jan / Feb 2022
How free period products are chosen and purchased for use within the school	Selected and purchased by Mrs D Gordon
Types of products available for menstruating pupils	Sanitary towels & tampons If possible – spare tights, underwear, wipes, heat bags/pads for pain relief.
How free period products are made available to those that need them during the school term	A box of products will be made available to all form tutors, any additional staff members who wish to hold them and school office to hold for pupils in need. <i>Trial of products in toilets</i>
Arrangements for period products to be available to those that need them during school holidays	Products are available from school office pupils may also see a member of staff for holiday /summer provisions <i>Parents will be made aware they can contact the school office for holiday supplies.</i>
Where period products are stored	Back office / Room 38
Process and people involved in monitoring and replenishing period product supplies including checking expiry dates	Staff members should contact Mrs D. Gordon when they need to replenish supplies.

	<i>Supplies will be available in toilets on a trial basis.</i>
Identity of staff member(s) who pupils can approach with any issues they may have.	Staff members who pupils can approach are identified with a Koala sticker on their door.
Pupil and parental involvement in the period dignity scheme.	Parents will be made aware through through consultation and dissemination of the policy. Information will also be shared via school website and social media. A flyer will go home with pupils that parents may read too.
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	To ensure products are available to menstruating learners where and when they need them, as well as aiming to provide educational support within the school setting.
How the school will ensure inclusive learning for all pupils through education about period dignity/menstrual wellbeing	Information leaflet provided to pupils Assembly – Year Head/ Mrs Gordon /Mrs McAtee could deliver information to pupils of different year groups
The management and co-ordination of period dignity/menstrual wellbeing education in the school Period Dignity and Menstrual Wellbeing Education coordinator: Mrs D Gordon	
Classroom or teaching arrangements, for example single-gender classes, mixed gender classes or both	Assembly mixed single gender. Form class mixed gender.
Provision for pupils with SEN	Leaflets, power points, assembly, resources available in LSC, be incorporated into LSC lessons (Mrs B.Butler).
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)	Leaflets, power points, assembly, resources available on school website.

How to deal with sensitive issues and respond to pupils' questions	Staff who are comfortable addressing these issues will have a koala on their door to indicate that pupils can talk to them, if needed.
Teacher Professional Learning <ul style="list-style-type: none"> • Who • How • When • How often 	All staff will be made aware of the period dignity scheme and what it entails – email sent. Training could be arranged on exceptional closure.
Monitoring and evaluation of period dignity/menstrual wellbeing education provision <ul style="list-style-type: none"> • Tools for gathering data • Who will be involved • How often evaluation takes place 	Online survey / questionnaire Survey could be completed by staff and pupils. Shared on pupil Google Classroom / staff email Agenda point for staff forum
7. Involving and consulting with parents or carers	
<ul style="list-style-type: none"> • 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 	All stakeholders, including parents invited to participate in development of policy. Parents/Carers will be made aware through leaflet sent home and information shared on social media & website. Parents wishing to seek supplies for their young person to see them through holiday periods are welcome to contact the school office.
Links across the curriculum and to the wider life of the school	
<ul style="list-style-type: none"> • 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 	<ul style="list-style-type: none"> • Links to lessons in RS, PSHE, GCSE Child Development, Science • Current school initiative of Koala will make it easier to roll this scheme -All students aware of koala and what it means.

<ul style="list-style-type: none"> 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 	
8. Managing issues	
<ul style="list-style-type: none"> 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 	<ul style="list-style-type: none"> Pupils may be emotional, upset, feeling unwell, in pain, asking out to the toilet regularly. Staff will be aware of these signs and understanding of menstruating pupils. If a pupil(s) reports absence due to menstruation, school will ask of how they can be assistance to this pupil to support their learning. School nurse (when appointed) can facilitate pupils who are in a lot of pain Looking into the purchase of microwavable wheat bags / reachable heat bags.
9. Possible appendices	
<p>Relevant documentation could be signposted, for example:</p> <ul style="list-style-type: none"> 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. 	<p>A leaflet made up to hand out to pupils/ go home to parents. All details could be published on this. This can also be put on the website/Facebook.</p> <p>All necessary parent / pupil information will be available in the resource area of the school website.</p> <ul style="list-style-type: none"> Love for life

