

Holy Trinity Primary School



**HOLY TRINITY
ENNISKILLEN**

Period Dignity Policy

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Background

Period Dignity refers to the accessibility and availability of essential care needed to support a period, in conjunction with the removal of stigma around periods.

Education is a key factor in breaking the stigma surrounding periods and promoting respect, understanding and open discussions about what people may experience when menstruating.

Period Poverty refers to poor menstrual knowledge and/or access to period products.

Feedback collated from CCEA's online Period Poverty surveys (June 2021) forms the basis of the project and falls under three main themes known as the **Toxic Trio**:

- the cost of period products
- accessibility of period products; and
- shame, stigma, and taboo

The Period Dignity Scheme aims to promote period dignity and tackle period poverty, helping learners who menstruate to stay in school and reach their full potential.

Overall Aims and Objectives of the Period Dignity Policy

The policy aims to set out how we promote Period Dignity in Holy Trinity Primary School and how it complements other aspects of the wider school life.

Aims of the Period Dignity Policy:

- Create a culture where periods are understood, accepted, and normalised. Periods are not a choice and periods products are not a luxury.
- Ensure the dignity and access to good quality, safe products to people who need them.
- 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.
- Ensure implementation of the Period Dignity scheme by highlighting its importance in the School Development Plan.

Policy Formation and Consultation Process

- This policy has been drawn up following guidance laid out by CCEA. Senior leadership, pastoral care staff and governors have been involved in the consultation.
- The policy will be made available to all teaching and Non-Teaching staff.
- In March 2024, Parents/carers had access to the Policy via the school website and were able to respond to it within a 2-week time period. This consultation period will happen again in March 2026.
- A pupil friendly version will be given to all P7 pupils 1st term /P6 pupils 2nd term and it can also be accessed via Holy Trinity's website.
- The policy will be reviewed annually by senior leadership staff and the Period Dignity coordinator contacts.
- The school principal is the contact for comments and feedback on the policy.
- The Period Dignity policy supports current school policies such as the Pastoral Care programme, RSE policy, Safeguarding, Child Protection, Anti -bullying, SEN and the Positive Behaviour policy.

Key Staff Roles and Responsibilities

School Governor:	TBA
Pastoral Care Leader	Mrs A Mc Cann In the roll of Pastoral Care lead, will assist with the rollout of the scheme
Period Dignity Key Contact	Mrs K Cathcart & Mrs D Mc Brien will oversee the coordination, monitoring, and evaluation of the scheme. They will be the contacts to address any sensitive, period related issues that may arise with individual pupils. They will attend Professional Teacher Training and relay back to staff.
SENCO	Ms. U Williams will be involved in coordinating provision of the scheme for children with SEN who may require additional support.
SEN Staff	SEN Teachers / Assistants SEN Assistants to be familiar with the policy and provide the appropriate support to those pupils who require it.
Safeguarding and Child Protection Lead	Mrs Cathcart VP

Whole School Approach to Period Dignity

School Ethos

"We are an Inclusive Learning Community, Striving to Meet the Needs of All"

Holy Trinity supports Period Dignity through:

- taking a whole school approach to communicate about period dignity and related issues.
- visibly promoting the importance of period dignity.
- challenging negative views, gender inequality, stereotypes, and stigma around periods.
- educating all pupils on period dignity, period equality and menstrual wellbeing.
- complementing the provision of free products with education around periods, period dignity and menstrual wellbeing.

Child-Centred provision

Holy Trinity supports pupils by:

- providing Pastoral Care to address issues that affect young people in relation to periods or period dignity
- providing appropriate support for pupils with SEN.
- considering gender, culture, religion, and age range when planning and implementing the scheme
- engaging with pupils when determining how and where period products are available.
- evaluating the impact of period dignity scheme through pupil feedback

The Period Dignity Scheme

Free products are not aimed at providing a blanket provision for all pupils, rather the scheme aims to ensure products are available to menstruating pupils when they need them. This may include pupils who struggle to afford products, those who have forgotten to bring products in and those who have unexpectedly started their period in school.

- **Pupil / Staff Consultation**

'Check in' with Mrs Cathcart/ Mrs Mc Brien and P7 female pupils at the beginning of the year to remind them of the free products/ their location and that staff are available to support them whenever needed.

A pupil survey was carried out in October 2024 for all P7 pupils and female staff members. Primary 7 pupils will be surveyed at the beginning of each year.

- **Promotion**

Inform all P6/P7 pupils and P5/6/7 parents about the project by letter in September. Positively promote the scheme through posters (Girl's toilet /P7 corridor / Medical room – near products) and follow up lessons after 'Love for life' programme. The content of posters should avoid stereotypes around girls and use imagery and language which reflect the diversity of school. Avoid words associated with periods that may cause embarrassment or sound negative e.g., 'sanitary/hygiene' as learners may associate with being unclean and 'poverty/affordability' as this may imply products are only for those who cannot purchase products.

Parents/carers and all staff (male and female) should be informed about the project. Ensure everyone knows where products can be accessed and that pupils are aware of the key staff involved.

- **Free Period products (term time)**

We have chosen to supply towels as free period products. This follows guidance from CCEA advising against the use of tampons in primary schools. Products will be ordered by the co-ordinator on an annual basis (September). Pupils should initially be provided with relevant advice on how to use the product safely and dispose of correctly. (Love for life programme + follow up Period lessons in Term 3 for P6/P7 -girls only)

We have purchased heat supports for use in school when pupils have their periods, we have purchased period swimwear for any child who requires these.

- **Storage of Period Products and Practicality**

After consultation with P7 pupils, it was decided that period products, should be made available in the Medical room - The survey did suggest the girls toilets as first choice, with Medical room as second, but we felt as P5-7 use these toilets, we would store the items in a separate area in the Medical room and purchase a special storage unit so that the girls could access easily. / First aid bags will also have products when pupils are going out on a trip. All other products (heat pads, swimwear are to be kept in Mrs Mc Brien's classroom.

The Key Contacts and delegated pupils from each class will monitor and replenish period product supplies on a weekly basis. This includes monitoring the products to ensure pupils are not taking

more than they need, checking for tampering and expiry dates. Ensure all products remain individually wrapped and dispose of any expired products.

- **Free period Products** (holidays)

Provision does not include school holidays, however if budget allows, then arrangements can be set in place to provide for pupils for whom this is essential.

- **Key Staff**

Pupils should feel confident in knowing they can approach Mrs Cathcart (Key Contact) Mrs Mc Brien or any member of staff with any sensitive/period/scheme related issues they may have.

Period Dignity and Menstrual Wellbeing Education and Learning

The teaching of Period Dignity and Menstrual Wellbeing supports the school's ethos and reflects moral and religious principles of parents/carers and school management by promoting not only the intellectual, but also the moral, personal, and social development of the child. The teaching of Period Dignity is inclusive and focuses on equality, health and hygiene, self-esteem, respect and understanding. It complements Holy Trinity's ethos through encouraging the provision of a safe and secure learning environment to assist **all** children, including menstruating pupils, to reach their full potential.

Through the education of Period Dignity and Menstrual Wellbeing, Holy Trinity aims to.

- inform pupils on the facts of menstruation.
- break the stigma/taboo surrounding periods and promote respect and understanding.
- address challenges such as pain, anxiety, fear, embarrassment, and myths.
- inform pupils on menstrual wellness (physical and emotional)
- allow open discussions about what people may experience when menstruating.
- support good health and prevent young people wearing the wrong product, substituting for a poor-quality product or toilet roll, or wearing a product that is no longer safe.
- encourage the uptake of free period products in school when needed.
- help keep young people in school and increase concentration in class through not having to worry about lack of period products or leaking.
- promote confidence to participate in sports and other extra-curricular activities when menstruating by having access to products.
- build general self-esteem and self-confidence of menstruating pupils.
- provide advice/care for pupils with sensitive period related issues.

Teaching Arrangements

All female pupils from P6 to P7 will be educated about Period Dignity with the focus on respect and understanding. General lessons about Puberty will be taught in mixed gender classes and be linked with elements of PDMU and RSE.

Consultation on the launch, access and use of products will be female pupils only.

Lesson content will be guided mainly by CCEA and will include a mixture of child-centred teaching resources relevant to primary level. In preparation for these lessons the table below gives an outline of the progression in learning.

P4	<p>Term 2 : Love for Life programme ‘Wonder’ – Covers topic of Keeping the body healthy and safe.</p>
P5	<p>Parents of female students will be informed about the Period Dignity Scheme by letter. If they need any additional help or support for their daughter, they can contact Mrs Cathcart / Mrs Mc Brien - Period dignity and menstrual wellbeing coordinators.</p> <p>Term 2 : RSE – Puberty Lesson (adapted)</p> <p>Term 3 – ‘Personal Hygiene’ lesson in class. (P5 staff/ PDMU)</p>
P6	<p>Term 2 – Love for life programme – Puberty – changes to our bodies. Boys and girls split for personal hygiene talk.</p> <p>Term 3 - Follow – up lessons - Period Facts / Period Wellness CEEA lessons (Girls only)</p> <p>(P6 staff/ PDMU – New)</p> <p>https://ccea.org.uk/learning-resources/period-dignity/primary-resources#section-26255</p>
P7	<p>Term 1 - Check in with P7 pupils (discuss products available, pads, heat pads, swimwear and importance of knowing who to talk to if and when they need support)</p> <p>Possible drop in Friday club during Golden Time if girls want to discuss anything. (request from Questionnaire)</p> <p>Term 2 – Love for life programme – Puberty – changes to our bodies. Boys and girls split for personal hygiene talk.</p> <p>Term 3 - Follow – up lessons – Periods – What happens and why? / Period Situations CCEA lesson (Girls only)</p> <p>(P7 staff/ PDMU – New)</p> <p>https://ccea.org.uk/learning-resources/period-dignity/primary-resources#section-26255</p>

Inclusive Learning

- Holy Trinity will ensure inclusive learning by considering gender, culture, religion, ability, and the age of learners when planning lessons and rolling out the scheme.
- Provision for transgender and non-binary pupils who may have periods must be considered so as not to discriminate when planning lessons, accessing products, and implementing the practicalities of the scheme.
- Consider how learning provision can be inclusive through images/language e.g. a gender-neutral mascot, the term 'period products' as opposed to 'feminine hygiene products.'

SEN Provision

- Required support for children with SEN should be addressed and an appropriate plan drawn up between SENCO, class teacher and parent/carer. Reasonable adjustments may be set in place to alleviate disadvantage and ensure pupils with SEN are given appropriate provision.
- See Resources for SEN - Appendix

Monitoring and Evaluation

Period Dignity and Menstrual Wellbeing provision concluded as a pilot scheme in June 2024, to make way for permanent provision under new legislation, approved by the Assembly. The scheme should be monitored on an ongoing basis by key contact, staff and pupils. Staff should report any concerning issues promptly to the coordinator to find a quick and effective solution. Pupil feedback will provide a vital insight into the success of the roll out the scheme.

The coordinators will be responsible for an annual evaluation and review of the scheme for the school's own records.

- The merits of the scheme
- The extent to which is being used by pupils and teachers.
- How it is being rolled out within the school
- How it is being integrated with RSE
- The utilisation of the budget
- The perceived impact if the scheme on pupil's confidence, wellbeing, attendance, and attainment

Staff Training

- The Period Dignity and Menstrual Wellbeing Education Key s (Mrs Cathcart & Mrs Mc Brien) will attend training by CCEA and use recordings of the Teacher Professional Learning and/ or PowerPoint presentations to cascade learning to other members of staff, ensuring a whole-school approach to the implementation of the scheme.
- Teachers shall have access to resources from CCEA's website as they are added over the incoming academic year. Teachers will be able to explore resources via the TPL sessions.
- Educational professionals and support staff (male and female) all need to understand the policy behind the scheme, how it links to RSE within the curriculum, the processes involved in ordering products and how the products are utilised.

Involving and consulting with parents or carers

- Parents/carers have the responsibility to inform school if their child has previously experienced an allergic reaction to period products or their materials.
- Parents/carers should be encouraged to assist with the education of period dignity by having supportive and informative conversations with their own children.
- Parents/carers (P5-7) will be informed of the scheme via letter. P5 parents will receive a letter informing them of the scheme but no specific lessons will be taught to the girls. If individual students need support parents will be advised to contact Mrs Cathcart/ Mrs Mc Brien.
- Pupil friendly information leaflets will also be available.
- Parents/carers should be encouraged to contact the school if further information or support is required. Parents/carers should be happy with the way products are being supplied and their concerns listened to.
- Parent/carers with learning difficulties are consulted via email or other appropriate means.
- Withdrawal from period dignity, equality, menstrual wellbeing lessons is not recommended but may be requested from pupils for other reasons.

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

- Learning and teaching of Period Dignity has links to RSE and PDMU.
- The wider pastoral programmes support and complement the education of period dignity, equality and menstrual well-being through Love for life programmes and class teaching.
- Other school initiatives support period dignity such as RSE, Health and well Being and Personal Development

Managing Issues

- Encourage positive behaviour to help ensure products are not misused or tampered with.
- Staff should encourage all pupils to be respectful and watch out for and address signs of possible bullying (e.g. negative remarks, making fun of a menstruating pupil)
- Staff should watch out for warning signs that indicate a pupil may be experiencing emotional or physical distress due to having a period.
- Staff should be supportive and non-judgemental.
- Store clean sets of underwear and have somewhere for pupil to lie down in case needed. (Hygiene Room)
- Pupils will be informed about Period swimwear and families supported to purchase if the need arises.
- Pupils will have use of a heat pack if requested. (Thermal warm compress to be heated and supervised by staff)
- When a pupil is missing school due to menstruation, possible support and reassurance should be discussed with pupil and parent/ carer to encourage attendance.

Appendices

- [Pupil friendly summary](#)
- [Period dignity parent letter 2024](#)
- [Statement on Arrangements for the provision of Free Period products](#)
- Period Dignity CCEA www.ccea.org
- Period Product Scheme for Schools in Northern Ireland

USEFUL RESOURCE LINKS

<https://ccea.org.uk/learning-resources/period-dignity/primary-resources#section-26255>

<https://www.nhs.uk/conditions/periods/starting-periods/>

<https://kidshealth.org/en/parents/talk-about-menstruation>

<https://ccea.org.uk/learning-resources/living-learning-together>