Royal School Dungannon - Period Dignity Policy

Context and Rationale

Royal School Dungannon is committed to fostering a supportive, respectful, and inclusive environment where all pupils can thrive. In line with our ethos of "Excellence with Integrity" and our aim to nurture confident, caring, and socially responsible individuals, we recognise the importance of period dignity for all who menstruate. This policy aims to ensure that no pupil's education or wellbeing is compromised by lack of access to period products or by stigma around menstruation.

1. Aims

- To ensure free, dignified, and discreet access to period products for all pupils who need them.
- To break down stigma and promote open, respectful conversations about menstruation.
- To support pupils' physical, emotional, and social wellbeing.
- To ensure our approach is inclusive, respecting the needs of all pupils, including those with additional needs, different cultural backgrounds, and gender identities.

2. The Legislative Context

- The Children (Northern Ireland) Order 1995
- The Education (Northern Ireland) Order 1998 Article 3
- The Human Rights Act 1998
- Every School a Good School
- Welfare and Protection of Pupils Education and Libraries (Northern Ireland) Order 2003
- The Equality Act (Sexual Orientation) Regulations (Northern Ireland) 2006
- Together Towards Improvement
- United Nations Convention on the Rights of the Child (1989) • The Period Products (Free Provision) Act (Northern Ireland) 2022
- Period Products Free Provision Act Northern Ireland 2022

3. Consultation and Development

All staff are responsible for educating pupils on period dignity.

- The school uses a whole school approach to promote period dignity, including:
    - Presentations by the Period Dignity Lead to all staff.
    - Year Group Assemblies and Form Tutor Time for pupils. (PCP Video)
    - Posters displayed around the school.
    - Collaboration with the Safer Schools Team.

    - Pupil Survey (At the end of the video QR code.)
    - Prefect Committee discussion. (Minutes)
    - School Council discussion and promotion to whole school
    - Letters to parents via the school App.
- Parents are encouraged to discuss period dignity and menstrual wellbeing with their children.
- Period Dignity and menstrual wellbeing are mainly taught through Relationships and Sexuality Education/Preventative Curriculum, as required by the Northern Ireland Curriculum. Parents who wish to withdraw their child from lessons on Period Dignity must do so by writing to the school via the Vice Principal for Pastoral Care & Inclusion (VPPC&I).

4. Key Principles

- **Dignity and Privacy:** Products will be available in locations that ensure privacy and minimise embarrassment (e.g. toilets, pastoral care office).
- **Choice:** A range of products will be provided, and pupils will be consulted on preferences.
- **No Barriers:** Pupils will not be required to ask for products, justify need, or face stigma. Bags have been placed on the back of toilet doors to aid privacy.
- **Education:** Menstrual wellbeing and period dignity will be addressed in the curriculum (e.g. Science, Health & Wellbeing), with resources for all pupils.
- **Inclusion:** The policy applies to all who menstruate, regardless of gender identity or background.

5. Roles and Responsibilities

- **Period Dignity Lead:** Mrs P Parks – oversees implementation and is a point of contact for pupils and staff.
- **Safer Schools Team:** Supports pupils and monitors provision.
- **Pupil Voice:** Pupil representatives will help shape and review the scheme.
- **All Staff:** Promote a supportive, non-judgemental culture.

6. Access to Products and Additional Support

- Products will be available in designated toilets, from class teachers, and VPPC&I.
- Pupils may take products for use at home if needed.

- Products are available in all areas of the school campus, including boarding.
- Matron will provide additional support in the form of heat pads, a quiet place to lie down or a change of clothing, if required.

7. Education and Awareness

The Period Dignity scheme is part of our Pastoral Care programme.

- **Aim:** Challenge negative views, stereotypes, gender inequality, and stigma, in line with Positive Behaviour and Anti-Bullying Policies.
- Taught at:
    - KS3: Personal Health and Well-Being (PD Year 9)
    - KS4: Personal Health & Wellbeing (Preventative Curriculum LLW)
- Menstruation covered in:
    - Year 8 Science (Menstrual Cycle)
    - Year 12 Science (Fertilisation)
- Sensitive topics (e.g., gender identity, sexual health) may arise; handled with care per Child Protection Policy : Section 1 and Section 7
- Lessons adapted for pupils with SEN, sensory needs, anxiety, ASD, or learning difficulties—may be delivered one-to-one if needed.
- Male staff act as positive role models, supporting the scheme as Form Tutor.
- Mixed classes (boys and girls) during period dignity lessons.
- Lessons informed by NHS, CCEA, and DE Circular guidance.

8. Monitoring and Review

- The policy and provision will be reviewed in accordance with guidance, alongside feedback from pupils, staff, and parents/carers.
- Pupil feedback will be sought to ensure the scheme meets their needs.
- specific issues arising from the implementation of the Period Dignity and Menstrual Wellbeing Programme in school
- Reviews of other related school policies such as the Relationships and Sexuality Education Policy, Safeguarding and Child Protection Policy or Addressing Bullying Policy.
- Supplies can be collected by staff from Reception and a written record of quantity of all period products taken is to be recorded in the Period Dignity Stock Management file kept at Reception.

- Safer Schools team will liaise with the Period Dignity Lead when supplies are running low so that an order can be processed.

9. Links to Other Policies

- Safeguarding/Child Protection
- RSE
- SEN/Inclusion
- Addressing Bullying Policy
- Positive Behaviour Policy

10. Next Steps

- Stakeholder consultation (pupils, staff, parents/carers)
- Finalise policy based on feedback
- Launch and communicate policy to the school community

Appendix 1

General Template for Statement on Arrangements

The Act requires that each Specified Public Service Body (SPSB), as soon as is practicable after Guidance is issued by its corresponding Department, must prepare and publish a 'Statement on Arrangements'.

This template may be helpful to SPSBs in developing their Statements on Arrangements which will be requested by DE on an annual basis.

Statement on Arrangements for the Provision of Free Period Products

Details of Specified Public Service Body

Name of Specified Public Service Body	The Royal School Dungannon
Main Address of Specified Public Service Body	**2 Ranfurly Road, Dungannon, County Tyrone, BT71 6EG**
Reference to Annex/hyperlink to full list of sites where free period products are available	https://www.royaldungannon.com/pastoral-care/ Period Products are located in all female and accessible bathrooms in the main school campus, in boarding and in the lower campus. Accessible to pupils, staff and visitors.

Publication Details

Date of first publication **Dates of subsequent publication**	**10 November 2025**
Where will this Statement be published? *SPSBs may publish this statement in such a way as they think appropriate, such as publication on their websites.*	As part of the school's Period Dignity Policy which can be found on the website.

Details of Consultation Carried Out

WHEN was a consultation carried out? *Enter start and finish date.*	Commenced 2024 and completed October 2025
WHO was consulted? *As a minimum, this should be product users who are likely to be on the premises, as the SPSB thinks*	Pupils, staff, parents and Governors. Dungannon Ladies Hockey Club and Dungannon Tennis Club. Sept- Oct 2025

	Sept- Oct 2025
appropriate. 'Product users' includes people who may need to use the products in the future, such as younger pupils who are likely to have periods in the future. *Other people may also be consulted and DE recommends that parents and boards of governors are included for school consultations.*	
HOW did the consultation <u>process</u> establish: **i. the ways in which products users ought to be able to obtain free period products? ii. the locations in the SPSBs premises in which period products ought to be obtainable free of charge? iii. the types of period products which ought to be available?**	Google Forms - questions tailored to meet the Statement of arrangements. Can be found in Appendix 2. Google form for feedback on policy from staff and parents.
HOW has the consultation <u>process</u> had regard to: **i. dignity, privacy and confidentiality of product users** **ii. articles which are reusable**	Google Form questions and feedback utilised in the provision provided in school. Matron keeps a supply of reuseable products.

The Arrangements

What arrangements are being put in place as a result of the consultation?
- Products placed in bathrooms. - Form Class Video. - Posters created.

Publicising the Arrangements

How will the SPSB publicise the availability of free products-

(i) Posters are advertised round school to make pupils aware of how they can access products.

(ii) that the products are not just available but are free of charge.

(iii) the arrangements for obtaining the products, including how, where and when they may be obtained are on posters. (Appendix 3)

Appendix 2 - Google Form

https://docs.google.com/forms/d/e/1FAIpQLSeZG2lyYoCwc5Yj6mBDjx9LNXNUiagNdBwNtPfWdOyjGN3KKA/viewform?usp=header (Pupil)

https://docs.google.com/forms/d/e/1FAIpQLSf_i5UHhAqVuAgPj9TcvlIAvRe26wQWdjiob_OAVOQsx3kFug/viewform?usp=header (Staff)

https://docs.google.com/forms/d/e/1FAIpQLScl3ARcN25eSEFRBhIyIfwcdlF828vn24JXvNoPzTFuThSTKA/viewform?usp=header (Parent)

Appendix 3

PERIOD DIGNITY FOR ALL

When it comes to managing your period,

KNOWLEDGE IS POWER.

Change your sanitary protection regularly.

hydrate with water + herbal tea

Gentle movement

allow time to rest

Heat packs and hot water bottles

epsom salt bath

We are a period dignity school. Products are free to all who need them and are in bathrooms across the school. You can take some home too.

PERIOD DIGNITY LEAD MRS PARKS (VP OFFICE)
SUPPORTED BY SAFER SCHOOLS TEAM