



West Park School

PUPIL PERIOD POLICY

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The purpose of this policy is to destigmatise periods and foster a positive and inclusive school environment where no pupil is hindered by their menstrual cycle.

West Park School aims to adopt a sensitive approach to managing period related absences and pupil needs and to educate pupils that periods do not stop any activities and should not hinder school attendance.

- **Equality and Inclusion:**

Ensures all students, regardless of their background, have access to the products and support they need to stay in education.

- **Well-being:**

Reduces stigma and promotes the mental and physical well-being of students by acknowledging and addressing menstrual health needs.

- **Dignity:**

Allows students to manage their periods with dignity and confidence, without having to compromise on hygiene or their education.

Provision of Free Period Products:

- Schools in the UK are mandated to provide free tampons, pads, and other menstrual items to students to ensure that no learner misses education due to their period. West Park School provides the above and these can be found in the girls' toilets where they can be discreetly accessed, as well as in key staff members' offices and the pastoral office.

Education and Awareness:

- Comprehensive and age-appropriate education about menstruation is integrated into the curriculum (in science and RSE) to increase knowledge and build confidence.
- The education aims to destigmatise periods and promote a positive and open attitude toward menstrual health for all students, regardless of gender.

Support for Absences:

- The focus is on a "support-first approach" where student absences due to menstruation are recorded as authorised, providing medical information is received from parents. For those pupils who are experiencing issues with their periods, school will offer to make a referral to our school health team, who also offer a drop-in service fortnightly.
- Schools encourage parents to inform them about any support needs, with the aim of developing supportive measures.

Whole-School Approach:

- Creating an open, whole-school culture where periods are openly discussed and supported is essential.
- This includes engaging parents, carers, and all staff who need sufficient knowledge about periods and available products.

Individualised Support:

- Schools may conduct individual risk assessments and develop specific support plans for students with significant menstrual needs or challenges.

It is important for staff, pupils and parents/carers to recognise that:

- Menstruation is not an illness. It is a biological event.
 - Some women and girls struggle with certain issues slightly before or during their period.
 - Simple measures of help and support can help with some of these issues.
 - Most women have never taken time off for period pain or related symptoms.
- West Park School aims to support this culture in our pupils.

Access to bathroom facilities during the school day should not be impacted by a pupil on their period. Organisation during this time is important and pupils should be supported in 'being prepared'. Staff members can assist with this, but we ask parents, in the first instance, to ensure preparedness preparation is undertaken. However, with the accessibility of free period products in the toilets, this should eradicate any issues with pupils not being prepared.

West Park School acknowledge that heat can help with period pain. Pupils will therefore be permitted to bring to school a small and discreet heat bag into school when absolutely necessary. This must be discussed with form tutor or Heads of Year to ensure the product being used is appropriate for school.

Placing a pupil at a disadvantage for reasons related to menstruation could amount to sex discrimination. Girls should not be disadvantaged in comparison to boys because of their periods. The culture that girls can continue to do anything that boys can do, despite them having a period, will be encouraged at West Park School.

It is West Park's School's aim to be fully inclusive to all.