

Reference Number: FOI2021/506
From: Press/Media
Date: 17 March 2022
Subject: Policies around staff menstruation issues

Q1 Do you have a period policy for staff?

A1 No

Q2 If you do, when was it implemented and what does it say?

A2 Information not held – Not applicable, as per A1

Q3 If not, are you planning to implement one?

A3 No

Q4 Do you provide any free sanitary products for staff? If yes, for which staff and where?

A4 No

Q5 Are the needs of women who have health problems related to their periods (such as endometriosis) covered by any other policies?

A5 Sickness is managed under the managing attendance policy. We would look at each individual case for actions but try to take a consistent approach across the Trust.

Q6 What are you doing to ensure staff have the knowledge and support they need with any issues related to their menstrual cycle?

A6 We are currently looking at free sanitary products and we are aiming for full implementation by the end of May 2022. This will be open to all staff and will be in place in the following areas:

- Theatre changing room
- Critical care changing room
- Staff Hub toilets

We will review and monitor the usage and if required dispensers can be located in more areas

We are also looking at implementing a Menopause policy.