

Ref. No: 593170322
From: Public
Date: 17/03/22
Subject: Period policies for staff

REQUEST & RESPONSE

1. Do you have a period policy for staff?

No

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

N/A

3. If not, are you planning to implement one?

There are no current plans to implement one

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

No

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

Yes, under the Attendance Management Policy.

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

Any staff member can self-refer to Occupational Health if they do not wish their manager to be privy to their personal situation. However should a member of staff wish for Occupational Health support a management referral can be made and subsequent outcome of that report can be discussed with their manager to ensure that all support is in place and any adjustments made. Flexible working requests can be made to work around GP and hospital appointments.

Staff can also access mindfulness sessions to assist with any stress/anxiety related issues that may be presenting themselves due to current health issues they may be facing.

Currently STHK run Menopause workshops (via teams) on a monthly basis which are advertised via the HWWB team on Global emails and the intranet to provide advice and support to staff.