

Period Policies for Staff

Reference Number: F4560
Date of Response: 22nd April 2022

Further to your Freedom of Information Act request, please find the Trust's response, in **blue bold text** below:

Request and Royal Devon and Exeter NHS Foundation Trust Response

1) Do you have a period policy for staff?

The Trust does not have a Period Policy for staff.

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

Not applicable, please see response to question 1.

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

The Trust does not have any plans to implement a period policy for staff.

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

The Trust does not provide free sanitary products for staff.

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

The Trust's Attendance Management Policy gives opportunity to establish supportive conversations with colleagues with any health-related problems, seeking advice from Occupational Health and an individual's own specialist in relation to recommendations which could be advised and implemented in the workplace.

The Trust does have a Menopause Policy which sets out the guidelines for members of staff and managers on providing the right support to manage menopausal symptoms at work.

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

This has not previously been an area of key focus. The Trust have focused current support and advice for staff on the topic of Women's Health on the menopause.