

FOI REF: 22/161

13th April 2022

Tel: 0300 131 4500
Website: www.esht.nhs.uk

FREEDOM OF INFORMATION ACT

I am responding to your request for information under the Freedom of Information Act. The answers to your specific questions are as follows:

I am asking whether you have a policy in place to support staff on their period:

1. Do you have a period policy for staff?

No.

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

Not Applicable.

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

No, as staff are referred to Occupational Health if their health is impacting on work and appropriate support and recommendations are made as a result for the manager to consider.

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

We occasionally receive free products and donations that come in via our Wellbeing team – particularly during COVID – but this is not provided as routine practice.

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

No, staff are supported via Occupational Health on a case by case basis. However we do have a menopause policy, guidance and dedicated support for women experiencing menopausal symptoms that are impacting on work.

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

Staff are encouraged to access support via Occupational Health or the Wellbeing team if they are experiencing any health issues that may be impacting on their work. We also have an Employee Assistance Programme that staff can access independently and confidentially.

If I can be of any further assistance, please do not hesitate to contact me.

Should you be dissatisfied with the Trust's response to your request, please write to the Freedom of Information Department (esh-tr.foi@nhs.net), quoting the above reference.

Yours sincerely

Linda Thornhill (Mrs)
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