

1 April 2022

Period Policy to Support Staff on Their Period

Do you have a period policy for staff? If you do, when was it implemented and what does it say? If not, are you planning to implement one?

Belfast HSC Trust do not currently have a Period Policy for staff and we do not have immediate plans to implement such a policy. As a member of the NHS Employers Wellbeing Group and PHA Healthier Workplaces Group, we would be keen to explore this nationally and regionally with other Health Organisations at a future date.

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

We do not provide free sanitary products for staff.

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

Our Management of Attendance Protocol, B Well Health and Wellbeing Strategy and digital Menopause Toolkit, are comprehensive resources that encompasses a diverse range of health problems that staff may experience.

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

As part of our People & Culture Strategy, our B Well Resources, our Occupational Health and Health Improvement Teams, our review of flexible working and our HSC Values approach to supporting our staff, we would envisage that staff feel psychologically safe and empowered to seek support and obtain information regarding a wide range of issues including those related to their menstrual cycle.