



**Maidstone and  
Tunbridge Wells**  
NHS Trust

Ref: FOI/GS/ID 7322

**Please reply to:**  
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01 April 2022

### **Freedom of Information Act 2000**

I am writing in response to your request for information made under the Freedom of Information Act 2000 in relation to Period policies for staff.

*You asked:*

- 1. Do you have a period policy for staff?*
- 2. If you do, when was it implemented and what does it say?*
- 3. If not, are you planning to implement one?*
- 4. Do you provide any free sanitary products for staff? If yes, for which staff and where?*
- 5. Are the needs of women who have health problems related to their periods (such as endometriosis) covered by any other policies?*
- 6. What are you doing to ensure staff have the knowledge and support they need with any issues related to their menstrual cycle?*

Trust response:

1. No.
2. Not applicable.
3. No plans at the present time
4. No.
5. There is a disability policy in place, as well as a sickness management policy – but nothing directly related to the needs of women who have health problems related to their periods.
6. Staff are invited to menopause webinars and sessions. We have an occupational health team who staff can turn to, should they need to. There is finally an Employee Assistance Programme in place for staff who need someone to talk to – should they feel this would support them in having someone to discuss their health issues with.