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| <b>Reference:</b>       | FOI.8497.22                        |
| <b>Subject:</b>         | Menstrual cycle policies for staff |
| <b>Date of Request:</b> | 17 March 2022                      |

**Requested:**

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

**Response:**

1. Hywel Dda University Health Board (UHB) confirms that it does not have a policy specific to periods.
  - a. Not applicable.
  - b. The UHB confirms that it is not currently looking to implement a policy specific to periods.
2. The UHB confirms that free sanitary products are provided for staff if requested and if they are available.
3. The UHB confirms that the All Wales Menopause Policy includes a section in relation to heavy and/or irregular periods and provides examples of suitable adjustments. A copy of this policy is available on the UHB's policies and procedures webpage. For ease of reference the link has been provided below:

<https://hduhb.nhs.wales/about-us/governance-arrangements/policies-and-written-control-documents/policies/all-wales-menopause-policy/>

4. Whilst the UHB does not actively promote that free sanitary products are available to staff, they would be provided in some areas, if required and available e.g., in a hospital ward setting. However, the UHB do signpost staff to free sanitary products via the Period Poverty campaign.

Additionally, a poster was produced by the Department of Nutrition and Dietetics, which includes a section on period poverty, was published on the UHB's intranet for staff to access in April 2021 and a copy has been provided, at attachment 1.