

Freedom of Information request 135-22

Request

This is a FOI about whether you have a policy in place to support staff on their period:

The questions are:

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?

Response

1. No, NHS Borders do not currently have a Period Policy for staff.
2. Not applicable
3. NHS Scotland is currently developing a Once for Scotland (OfS) Menstruation and Menopause policy and we have been advised to defer any local work for any policies that come under the Once for Scotland approach to avoid any inconsistencies.
4. We are in the process of rolling out free sanitary products to staff, patients and visitors to NHS Borders sites. The products will be available in toilets open to both staff and the public.
5. Staff who are suffering with health issues related to their periods will be supported in line with the Capability or Attendance Policy. Both policies provide a framework to identify any additional support or work place adjustments/modifications to support the staff member and advice and support can also be sought through our Occupational Health service, with specialist advice sought where required.
6. Knowledge and support would be provided through our Occupational Health Service and we anticipate that further advice and sign posting will be included in the OfS Menstruation and Menopause policy.

If you are not satisfied with the way your request has been handled or the decision given, you may ask NHS Borders to review its actions and the decision. If you would like to request a review please apply in writing to, Freedom of Information Review, NHS Borders, Room 2EC3, Education Centre, Borders General Hospital, Melrose, TD6 9BS or foi.enquiries@borders.scot.nhs.uk.

The request for a review should include your name and address for correspondence, the request for information to which the request relates and the issue which you wish to be reviewed. Please state the reference number **135-22** on this request. Your request should be made within 40 working days from receipt of this letter.

If following this review, you remain dissatisfied with the outcome, you may appeal to the Scottish Information Commissioner and request an investigation of your complaint. Your request to the Scottish Information Commissioner should be in writing (or other permanent form), stating your name and an address for correspondence. You should provide the details of the request and your reasons for dissatisfaction with both the original response by NHS Borders and your reasons for dissatisfaction with the outcome of the internal review. Your application for an investigation by the Scottish Information Commissioner must be made within six months of your receipt of the response with which you are dissatisfied. The address for the Office of the Scottish Information Commissioner is, Office of the Scottish Information Commissioner, Kinburn Castle, Doubledykes Road, St Andrews, Fife.