



# the *IRIS* period policy

London



# About this policy

In continuing our commitment to creating an inclusive and equitable workplace, **we are launching a period policy to support anyone that menstruates.**

This includes normalising and destigmatising conversations about periods as well as creating a safe and flexible environment for people to better manage their periods.

Those who experience periods have learned to manage them in secret and not discuss any of the very real, and sometimes, serious symptoms that accompany them.

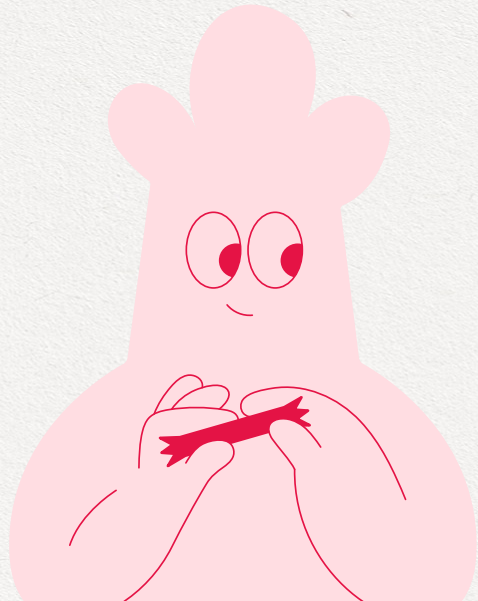
Periods have a range of symptoms that can impact an individual's physical and mental health.

Through conversations and in partnership with **Fertility Matters at Work**, we are educating our workforce and encouraging them to build empathy and understanding around menstruation to better support our team members.





# Support & Flexibility



**While on their period, some will be able to carry on as normal, however we recognise that periods can seriously impact someone's daily life, including their work life.**

A side from physical pain and discomfort, periods can impact someone's mental health significantly, impacting their ability to work.

We want our people to feel comfortable and empowered to ask for the support they need.

It is OK to talk with your manager and colleagues about how your period may be affecting your work. Please be assured that you will be treated with respect and discretion.

Whether you are  
WFH or in the  
office, we want  
to support you.

## Periods & the office

We want to have a period friendly office where people will have access to free menstrual products in our bathrooms.

## Periods & managing your work around your period

We know that this can be difficult, but we want you to feel empowered to:

- Communicate with your manager and/or colleagues on how your period may be affecting your work and any support you may need.
- Adjust your work schedules to best suit your needs. Including, but not limited to:
  - Changing pattern of hours worked
  - Reduction in working hours
  - Increasing home working
  - More frequent breaks
  - Blocking out time on calendars for no meetings
  - Adjusting the meeting length



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## Periods & time off

We recognise that period pain is real and can significantly impact someone's ability to work so to support;

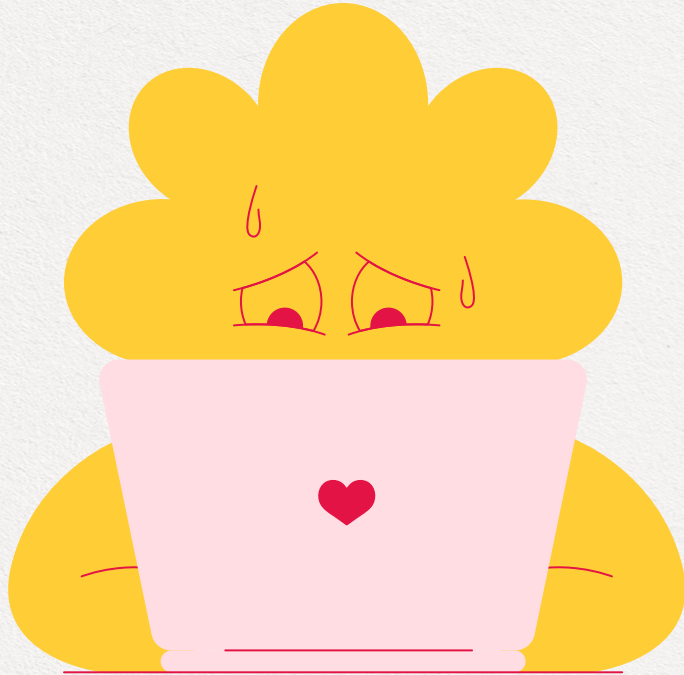
- We have expanded the use of paid sick time to include period symptoms so you can take paid leave if your period pain is making it difficult to work

Paid time off for periods should only be utilised when experiencing period discomfort, pain, and/or other adverse symptoms impacting your ability to work.

## Periods & private healthcare

There is support available through our Vitality healthcare insurance:

- GP Phone service 24/7
- Reduce costs for health screening



**Please ensure to communicate any changes to your work schedule with the necessary parties in a timely manner.**

If you have particularly painful periods and need additional accommodations, please reach out to your manager and/or the People Team so we can work out a support plan together.





# External Resources

## Podcasts

### [The Period Party Podcast](#)

Two women's health experts unscripted and uncensored.

### [Period Story Podcast](#)

A nutritionist, Le'Nise Brothers, has conversations about periods, breaking taboos, and getting behind the menstrual health myths.

### [28ish days later](#)

A taboo-busting podcast series exploring the menstrual cycle.

### [Menstrual Movement](#)

Support the menstrual movement [here](#).

## Books

### [Period Power](#)

A Manifesto for the Menstrual Movement by Nadya Okamoto a call to action for anyone interested in menstrual advocacy or just learning more about how bleeding once a month affects half the people in the world.

### [Heavy Flow](#)

Breaking the Curse of Menstruation by Amanda Laird - breaking down the myths (and misogyny) around menstruation, she also explains why period pain has been ignored for so long and what can be done about it.



