



**PERIOD DIGNITY CAMPAIGN**

**Reps'  
Tool  
Kit**

# UNITE DEMANDS PERIOD DIGNITY REPRESENTATIVE'S INTRODUCTION

Unite is demanding that women and girls have period dignity. This Rep's pack aims to give you all the tools you need to introduce Period Dignity to your workplace, and in your local community.

That "time of the month" can be inconvenient and embarrassing for women and girls. Having a period is a natural process that shouldn't be a source of embarrassment for anyone. We need to change this.

We want access to sanitary products in the workplace to be as normal as having access to toilet roll.

A quick summary of the strands to our campaign.

1. Change attitudes towards period - periods should not be an embarrassing issue for anyone
2. Employers to provide sanitary products in the workplace – we want this to be the norm for every workplace
3. Places of education to provide sanitary products for students and employees – again we want this to be the norm to ensure young women's education does not suffer
4. Ensure VAT is removed from all sanitary products – can you believe that currently there is 5% VAT add to sanitary products as they are deemed a luxury item, whereas some cakes are VAT free as they're deemed essential!
5. Support Period Poverty Campaign groups. Women and young girls in need should have access to these vital products. Nobody should face period poverty.

This toolkit will enable you to take action, approach your employers to support period dignity. If you would like any additional information please do not hesitate to contact your Regional Officer.

All documents enclosed can be accessed at [www.unitetheunion.org/perioddignity](http://www.unitetheunion.org/perioddignity)

You can also watch our short Period Dignity campaign video here - <https://youtu.be/kYJX2AwrSlc>

Kind Regards



Karen Reay  
Regional Secretary

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# PERIOD DIGNITY CHARTER

We \_\_\_\_\_ support Unite's campaign demanding Period Dignity.

A woman's period is a natural process, and "that time of the month" has been a taboo subject for too long. We are committed to making changes within our workplace to ensure our employees have the dignity they deserve.

1. Ensure sanitary products are accessible
2. Ensure there is a positive supportive culture towards periods
3. Support Unite's campaign in ensuring VAT is removed from sanitary products. Sanitary products to women are essential, they are not a luxury item
4. Support Unite's campaign for places of education to provide sanitary products
5. Support campaigns so that no women or young girl face period poverty

Organisation \_\_\_\_\_

Signed \_\_\_\_\_ Print \_\_\_\_\_

Signed on behalf of Unite the union \_\_\_\_\_



Your Address Here  
Your Address Here  
Your Address Here

Your Number Here

DATE

EMPLOYER Address  
EMPLOYER Address  
EMPLOYER Address  
EMPLOYER Address

Dear \*\*\*NAME OF HR DIRECTOR/MANAGER/CEO\*\*\*

**RE: PERIOD DIGNITY CAMPAIGN**

Unite the union has launched a campaign focused on women's dignity during their period.

Unite believes that workplaces ensuring sanitary products are accessible to their employees is a must and that it will reduce days lost through menstruation and will also increase morale and wellbeing.

As a representative of Unite at \*\*\*enter employer name\*\*\*, I would ask for your engagement in, and support of, this crucial campaign.

You can view more information about the campaign at [unitetheunion.org/perioddignity](http://unitetheunion.org/perioddignity).

I would welcome a meeting with you to discuss how period dignity at \*\*\*enter employer name\*\*\* can be fully achieved and look forward to receiving a date and time.

Yours Sincerely



Your Address Here  
Your Address Here  
Your Address Here

Your Number Here

DATE

EMPLOYER Address  
EMPLOYER Address  
EMPLOYER Address  
EMPLOYER Address

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As a member of Unite working at \*\*\*enter employer name\*\*\*, I would ask for your engagement in, and support of, this crucial campaign.

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I would welcome a meeting with you to discuss how period dignity at \*\*\*enter employer name\*\*\* can be fully achieved and look forward to receiving a date and time.

Yours Sincerely



Your Address Here  
Your Address Here  
Your Address Here

Your Number Here

DATE

Council Address  
Council Address  
Council Address  
Council Address

Dear Cllr \*\*\*NAME\*\*\*

**RE: PERIOD DIGNITY**

Having a period is a completely natural process that shouldn't be a source of awkwardness for anyone in today's society. Women and girls do not choose to have a period, a period is not a luxury but comes at an expensive monthly cost.

Many women and girls find themselves in a position where they either can't access sanitary products, or in some cases can't afford sanitary products. They are resorting to using other items including socks, tissues and napkins instead of sanitary products. This is not right.

I firmly believe that \*\*\*INSERT NAME OF COUNCIL\*\*\* should provide sanitary products at no charge in toilets on their premises for staff and service users. I also believe that the Council should call for the Government to completely remove VAT from all sanitary products.

As my local Councillor I would like you to submit a motion to Council calling for the above action to happen.

I hope that you are able to support and make this positive change for women and girls in \*\*\*ENTER NAME OF TOWN / CITY\*\*\*.

Yours Sincerely



Your Address Here  
Your Address Here  
Your Address Here

Your Number Here

DATE

School Address  
School Address  
School Address  
School Address

Dear Head Teacher / Chair of Governors

**RE: PERIOD DIGNITY - Sanitary Products available for Students**

Having a period is a completely natural process that shouldn't be a source of awkwardness for anyone in today's society. Women and girls do not choose to have a period, a period is not a luxury but comes at an expensive monthly cost.

Many girls and young women find themselves in a position where they either can't access sanitary products, or in some cases can't afford sanitary products, resulting in taking time away from their education, and using items such as socks, tissues and napkins as a substitute. This is not right.

I firmly believe that these girls and young women should be entitled to dignity at all times. Because of this, I would ask you to consider providing sanitary products at no cost in a location on your premises where the girls and young women can go in privacy to access them.

I hope that you are able to make this change and support your students in this way.

Yours Sincerely





Your Address Here  
Your Address Here  
Your Address Here

Your Number Here

DATE

MP Address  
MP Address  
MP Address  
MP Address

Dear **\*\*MP NAME\*\***

**RE: PERIOD DIGNITY - VAT ON SANITARY PRODUCTS**

Having a period is a completely natural process that shouldn't be a source of awkwardness for anyone in today's society. Women and girls do not choose to have a period, a period is not a luxury but comes at an expensive monthly cost.

VAT is currently charged on a product that is essential to women and girls' dignity. This is not right.

Unite the union have launched a campaign demanding Period Dignity for women and girls and I would encourage you to support the work that they are doing.

As my MP I would ask that you support the campaign to ensure VAT is removed from sanitary products and that you put pressure on the Government to enact this change.

Yours Sincerely



# EXAMPLE SAMPLE SANITARY BOX

**Initial layout for basket £2.99**

**Box 18 Tampons £2.49**

**Packet of Sanitary Pads £1.19**

**Total Cost £ 6.67**



# FAQs

## **My employer is concerned at the cost and has asked how much this initiative will cost in total?**

The sample box and costings in this toolkit are a very good example to use. The initial outlay very much depends if your employer is going to introduce a basket like our example or a vending machine, and the usage will be dependent upon how many people use the toilets / products. Feedback from companies who have already introduced this campaign into the workplace have advised ongoing costs to replenish are minimal. As this initiative is in its infancy it's difficult to give examples of ongoing costs, but this is something we're going to record from the different workplaces.

## **My colleagues can afford sanitary products, would it be a waste having our employer supply them in toilets?**

The Period Dignity campaign is not about affordability, it's about a woman's dignity. The majority of women have experienced being "caught short", resorting to using tissue paper – this is unacceptable. Sanitary products are as essential as toilet roll, therefore should be accessible within toilets.

## **We already have chargeable machines in the toilets – is that enough?**

We believe sanitary products should be available at no cost. We need to create a culture where sanitary product are as normal to provide in toilets as toilet roll is. The chargeable machines can easily be adapted to not needing a charge

## **Could we have one designated toilet with products available?**

It is best practise for there to be products in all female and toilets with disability access. Some larger employers with multi-sites are trialling the campaign to measure the usage, etc.

## **My employer is concerned people will take advantage by taking all the products home – should they be?**

We have found that women are very respectful of products within toilets and they only take what they need. If a basket is being emptied it would highlight that there is an employee in financial difficulties who needs support.

Colleagues don't feel this is appropriate as nothing extra is given to male colleagues. This isn't about giving women something extra or not giving something to men. Periods are not a luxury, sanitary products are essential items to women.

## What's in it for my employer?

For a start it's about doing the right thing to support employees. Employers should strive to be the best they can. Research has shown that, where sanitary products have been available, short-term sickness has been reduced.

## I just don't know where to start to implement this campaign!

The best place to start is to complete a workplace audit of the toilets within your workplace. A sample is shown below, but you can adapt it to suit your unique workplace.

Once you know how many toilets will be involved you can start to put together costings.

Sites / Floors	Number of Disabled Toilets	Number of Female Toilets	Current Provision

# RESOURCES

Because the Period Dignity campaign is evolving at a quick pace as more and more organisations and politicians become engaged with it, it's not possible for us to put any of the leaflets or posters in this toolkit.

Instead, we're using the website to store all of the latest literature so that it is accessible to you.

Visit [www.unitetheunion.org/perioddignity](http://www.unitetheunion.org/perioddignity) to access the latest resources, or contact your regional or district office.





unite  
DEMANDS  
PERIOD  
♀ DIGNITY