

Request Reference: 3312

FOI Request dated 09/01/2025 -

1. *Any and all policies within your university that relate to:*
 - *Extenuating Circumstances (ECs)*
 - *Menstruation*
 - *Pregnancy/Maternity/Adoption/Parenthood*
 - *Breastfeeding*
 - *Menopause/Perimenopause*
 - *Women's Health*
 - *Equality, Diversity, and Inclusion*
2. *Any information you can share about the procedures used to construct, review, update and maintain these policies, for example:*
 - *How often is the policy reviewed?*
 - *Which role(s), group(s) or committee(s) within the university are responsible for creating, reviewing, updating, and/or maintaining the policy?*

Response

Please see links listed.

Section 1 of the Freedom of Information Act 2000 (FOIA) places two duties on public authorities. Unless exemptions apply, the first duty at Section 1(1)(a) is to confirm or deny whether the information specified in a request is held. The second duty at Section 1(1)(b) is to disclose information that has been confirmed as being held. Where exemptions are relied upon Section 17 of FOIA requires that we provide the applicant with a notice which: a) states that fact b) specifies the exemption(s) in question and c) states (if that would not otherwise be apparent) why the exemption applies.

It has been determined that this information is exempt on the basis that s21 of the Act applies – Information Reasonably Accessible by Other Means. As this exemption is absolute there is no requirement for me to conduct a public interest test, however in order to provide assistance I provide the following links -

- [Policies and Procedures | University of Hull](#)
- <https://www.hull.ac.uk/work-with-us/equality-diversity-and-inclusion/inclusive-campus#:~:text=The%20university%20is%20a%20breastfeeding,spaces%20across%20campus%20for%20breastfeeding.>
- [Equality, Diversity and Inclusion | University of Hull](#)

Our current student pregnancy and new parent policy are currently under review therefore we have not provided those as they are subject to change prior to publishing. For students this policy incorporates Pregnancy/Maternity/Adoption/Parenthood and Breastfeeding. We don't have specific policies on menstruation or menopause for students these would be accommodated through reasonable adjustments if needed (to note there is currently no policy around reasonable adjustments).