

Freedom of Information Act Request

Under the Freedom of Information Act, I would like to request the following information:

The total number of employees who took shared parental leave (SPL) in the last five financial years: 2020/21; 2021/22; 2022/23; 2023/24; and 2024/25.

- In the same period, the number of employees who took:
 - Maternity leave
 - Paternity leave

| | Shared Parental Leave | Maternity Leave | Paternity Leave |
|-------------|-----------------------|-----------------|-----------------|
| 2024 – 2025 | 2 | 340 | 17 |
| 2023 – 2024 | 0 | 345 | 16 |
| 2022 – 2023 | 2 | 337 | 17 |
| 2021 – 2022 | 3 | 335 | 18 |
| 2020 – 2021 | 2 | 327 | 7 |

- Any internal policy documents or guidance issued to staff regarding shared parental leave entitlement, including any updates in the past five years.

Please see attached the Trust's Parenting Leave Policy, that covers guidance related to shared parental leave, maternity leave and paternity leave. Page 2 of the policy is a table showing a timeline of amendments to the policy and when those amendments became effective.

- Whether enhanced pay is offered during shared parental leave, and if so, how it compares to maternity and paternity leave packages.

At page 7 of the above policy, there is a detailed comparison of the shared parental leave, maternity leave and paternity leave packages, which should provide the answer the above question.

If you are not satisfied with the handling of your request, you have the right to request an internal review. Requests for an internal review should be submitted within 40 working days from the date of this response, and should be addressed to d.wraith@nhs.net.

If you remain dissatisfied after the internal review, you have the right to appeal to the

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Information Commissioner's Office (ICO). The ICO can be contacted at:

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Website: <https://ico.org.uk/make-a-complaint/>