

Freedom of Information Act Request

I am writing to request information under the Freedom of Information Act 2000.

Under the Freedom of Information Act 2000, I am writing to request the following information relating to NHS England's National Pregnancy and Baby Loss People Policy Framework, published in March 2024. The framework applies to pregnant women and people who experience a pregnancy or baby loss **before 24 weeks of pregnancy**. This policy includes, but is not limited to: miscarriage, ectopic pregnancy, molar pregnancy, and termination of pregnancy.

1. Does this NHS Trust apply the above-named framework regarding staff who have experienced a pregnancy or baby loss before 24 weeks of pregnancy into local trust policy?

Yes, DBTH CORP/EMP 15 Parenting Leave policy includes specific entitlements and protections for pregnancy or baby loss before 24 weeks.

2. Are all staff who disclose a pregnancy loss entitled up to 10 days annual leave (pro-rata)?

Colleagues that disclose pregnancy or baby loss before the end of the 24th week of pregnancy will be entitled to 10 days paid leave.

If colleagues experience baby loss after the end of the 24th week or pregnancy the colleague would be entitled to the same amount of maternity leave as if the baby was born alive.

DBTH Parental Leave Policy (CORP/EMP/15 V15.1), November 2025, p.13, Section 4.9

Parents who experience a still birth from the 24th week of pregnancy will also be eligible for child bereavement leave in addition to the provisions set out in the DBTH CORP/EMP 15 Parenting Leave policy. Bereaved parents will be entitled to two weeks' occupational child bereavement leave which will include any entitlement to statutory parental bereavement pay. *DBTH Special Leave Policy (incorporating Carer's and Emergency Leave) CORP/EMP/47 V6), April 2025, p.11, Section 4.2.2.*

3. What type of leave is given to those who disclose a pregnancy loss before 24 weeks of pregnancy (e.g. Sickness Leave, Compassionate Leave, Special Leave)?

If an employee experiences the loss of a baby before the end of the 24th week of pregnancy, the colleague will be entitled to 10 days paid leave, after this normal sick pay provisions would apply. *DBTH Parental Leave Policy CORP/EMP/15 V15.1), April 2025, p.13, Section 4.9*

4. Are staff members who are partners of a woman or person who has experienced a pregnancy loss entitled up to 5 days leave (pro-rata)?

If an employee's partner experiences the loss of a baby before the end of the 24th week of pregnancy, the colleague will be entitled to 5 days paid leave, after this normal sick pay provisions would apply. *DBTH Parental Leave Policy CORP/EMP/15 V15.1), April 2025, p.24, Section 8.8.*

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If both Bereaved parents are employed by the trust, they will both be entitled to two weeks' occupational child bereavement leave which will include any entitlement to statutory parental bereavement pay. *DBTH Special Leave Policy (incorporating Carer's and Emergency Leave) CORP/EMP/47 V6), April 2025, p.11, Section 4.2.2.*

5. Please provide any internal policy documents or guidance issued to staff regarding pregnancy and baby loss before 24 weeks of pregnancy, in an electronic format.

CORP-EMP 15 Parental Leave Policy (v15.1, April 2025) [HERE](#)

CORP-EMP 47 Special Leave Policy [HERE](#)

A link to the framework is here: [NHS England » National pregnancy and baby loss people policy framework](#)

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

Information Commissioner's Office
Wycliffe House
Water Lane
Wilmslow
Cheshire
SK9 5AF
Tel: 0303 123 1113
Website: <https://ico.org.uk/make-a-complaint/>

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