

Ref. No: 1910  
Date: 11<sup>th</sup> July 2025  
Subject: Parental Leave

## REQUEST

### Information relating to parental leave

1. 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.
2. In the same period, the number of employees who took:
  - Maternity leave
  - Paternity leave
3. Any internal policy documents or guidance issued to staff regarding shared parental leave entitlement, including any updates in the past five years.
4. Whether enhanced pay is offered during shared parental leave, and if so, how it compares to maternity and paternity leave packages.

## RESPONSE

1. 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.

We are unable to provide the information you require as to release this data could lead to the identification of the person(s) involved due to the low numbers involved and would breach the Trusts obligations under the Data Protection Act 1998. Accordingly, this aspect of your request is exempt from disclosure under the terms of Section 40(2) of the Act.

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

20/21	21/22	22/23	23/24	24/25
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591	585	729	704	641
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- **Paternity leave**

<b>20/21</b>	<b>21/22</b>	<b>22/23</b>	<b>23/24</b>	<b>24/25</b>
17	26	25	41	52

3. 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

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

As per policy in question 3