

Freedom of Information Request

Ref: 25-569

8 August 2025

By Email

Dear Sir/Madam

Thank you for your request for information under the Freedom of Information Act 2000. The Trust's response is as follows:

- We can confirm that we do hold the information you are requesting

Please find attached a freedom of information request for your parental leave data over the last five years.

I am writing to request the following information relating to parental leave under the Freedom of Information Act 2000:

- **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**

	Year/number of staff				
Absence Type	2020/21	2021/22	2022/23	2023/24	2024/25
Shared Parental Leave (Birth)	*	*	12	21	35
Shared Parental Leave (Adoption)	*	0	0	0	*
Adoption Leave	*	*	*	*	*
Maternity Leave	381	432	487	620	745
Paternity leave (Birth)	24	28	12	50	62

Please note: Where the figures are between 1 and 5, this has been denoted by *. Due to the low numbers, we have considered that there is the potential for individuals to be identified from the information provided, when considered with other information that may also be in the public domain. In our view disclosure of these low figures would breach one of the Data Protection Principles set out in Schedule 1 of the Data Protection Act, namely Principle 1. The Trust therefore finds that the Section 40(2) exemption contained within the Freedom of

information Act 2000 is engaged. This follows NHS Digital (formerly HSCIC) analysis guidance (2014) which states that small numbers within local authorities, wards, postcode districts, providers and Trusts may allow identification of patients and should not be published.

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

Please see the attached documents.

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

Yes. Information regarding Shared Parental Leave in the NHS is available via the following link: [Shared parental leave guidance | NHS Employers](#)

This concludes our response. We trust that you find this helpful, but please do not hesitate to contact us directly if we can be of any further assistance.

If, after that, you are dissatisfied with the handling of your request, you have the right to ask for an internal review. Internal review requests should be submitted within two months of the date of receipt of the response to your original letter and should be addressed to:

Data Protection Officer
University Hospitals Bristol and Weston NHS Foundation Trust
Trust Headquarters
Marlborough Street
Bristol
BS1 3NU

Please remember to quote the reference number above in any future communications.

If you are not content with the outcome of the internal review, you have the right to apply directly to the Information Commissioner for a decision. The Information Commissioner can be contacted at: Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF

Publication

Please note that this letter and the information included/attached will be published on our website as part of the Trust's Freedom of Information Publication Log. This is because information disclosed in accordance with the Freedom of Information Act is disclosed to the public, not just to the individual making the request. We will remove any personal information (such as your name, email and so on) from any information we make public to protect your personal information.

To view the Freedom of Information Act in full please click [here](#).

Yours sincerely

Freedom of Information Team
University Hospitals Bristol and Weston NHS Foundation Trust