



Leave & Pay for New Parents Policy

Shared Parental Leave Guidance

Introduction

Shared Parental Leave allows eligible parents to choose how to share the care of their child during the first year of life or adoption. All eligible employees have a statutory right to take SPL. There may also be an entitlement to some Shared Parental Pay (ShPP).

Eligible parents who are sharing responsibility for a child can get shared parental leave in the first year after:

- the birth of their child
- adopting a child
- getting a parental order if they had the child through surrogacy

The [NHS Employers Shared Parental Leave Guidance](#) has various scenarios illustrating how occupational shared parental leave and pay should work.

How much shared parental leave a parent can get?

Eligible parents can get up to 50 weeks of shared parental leave dependent on how much maternity or adoption leave the mother/birth parent/primary adopter has taken.

The mother/birth parent/primary adopter can take up to 52 weeks of statutory maternity or adoption leave. They must take a minimum of 2 weeks' leave after the birth or adoption. After this they can end their leave so the remaining can be shared with their partner. This leaves up to 50 weeks of leave to be shared.

For example, if a mother stops her maternity leave after 30 weeks, she or her partner could take shared parental leave for the remaining 22 weeks. Or a birth partner commits to end their maternity leave and pay after 26 weeks, to create an entitlement to 26 weeks of leave and 13 weeks of pay for their partner to take.

It's the same amount if the parents have more than one baby, or more than one child in the same adoption placement

Ways you can use shared parental leave

You can take all of your SPL in one go, or you can take it in blocks separated by periods of work in between. Both parents can both be off work at the same time or take it in turns to be on leave to look after your child.

You should give serious consideration to the option which will be most beneficial to your family situation. You should consider

- if one or both parents qualify for SPL and how they would like to share the care of the child
- Financial implications of reducing the maternity/adoption leave where the Occupational Maternity/Adoption pay applies
- Availability of other leave and how they could work alongside SPL
- The wider financial implications to the family e.g. pay and pensions

If you don't choose SPL at first, you have the option to use it later, provided you give 8 weeks' notice and take the SPL within a year of the birth or adoption. For example, 6 months into your maternity or adoption leave, you choose to reduce your leave by 2 months, giving your partner the chance to take those 2 months as SPL.

Eligibility for SPL

To qualify for SPL you must share responsibility for your child with one of the following and meet the work and pay criteria:

- your husband, wife, civil partner or joint adopter
- the child's other parent
- Your partner (if they live with you and the child)

The work and pay criteria are different depending on which parent wants to use the shared parental leave and pay and whether you are birth parents or adoptive parents. Please see the Government Guidance for [Birth Parents](#) and for [Adoptive Parents or Parents using a Surrogate](#)



Notification

You must give notification of your entitlement and intention to take to SPL at least 8 weeks before your intended leave by completing a Shared Parental Leave Notification form, which can be found [here](#) and give it to your manager

You may be asked to supply further information such as the name and business address of your partner's employer. You must produce this information within 14 days of the request.

You can provide up to 3 notices to book leave. This includes notices to vary a previously agreed pattern of leave.

You can only start SPL or receive ShPP once the child has been born or placed for adoption. The parent getting maternity/adoption leave or pay must do one of the following:

- end any maternity or adoption leave by returning to work
- give at least 8 weeks "binding notice" (a decision that can't normally be changed) of the date when they plan to end any maternity or adoption leave
- end any maternity/adoption pay or Maternity Allowance.

Booking blocks of leave

You can book up to 3 separate blocks of SPL (discontinuous leave) instead of taking it all in one go (continuous leave), even if you are not sharing the leave with your partner. You can split blocks into periods of at least a week.

If your partner is also eligible for SPL, you can take up to 3 blocks of leave each. You can take leave at different times or both at the same time.

You must tell us about your plans for leave when you apply for SPL. You can change these plans later, but you must give at least 8 weeks' notice before you want to begin a block of leave.

Cancelling decisions to end maternity or adoption leave

Changes to end maternity or adoption leave can be made if:

- the planned end date has not passed and
- you have not already returned to work.

One of the following must also apply:

- you find out during the 8-week notice period that neither of you is eligible for SPL or ShPP, thereby necessitating an earlier return to work
- the mother/parent or adopter's partner has died
- the mother/parent tells her employer less than six weeks after the birth (and she gave notice that she was going to return before the birth)



Discussions regarding SPL

If you are considering taking SPL, you should meet with your line manager as early as possible to discuss your plans.

Upon receiving a notification of entitlement to take SPL where the leave is to be continuous, your line manager may wish to meet with you to discuss the detailed arrangements. However, the leave will be agreed, because it is a statutory entitlement and requests for single blocks of leave cannot be refused. The SPL dates will be confirmed to you in writing within 14 calendar days of notification.

Where the request is for discontinuous leave (separate blocks), if this can be agreed without further discussion, a meeting may not be necessary and the SPL dates will be confirmed to you in writing within 14 calendar days of notification. However, in some circumstances it may be necessary for a meeting to be held to discuss how the leave proposal could be mutually agreed.



All requests for discontinuous leave (separate blocks of SPL) will be carefully considered case by case, weighing up the potential benefits for you and any impact to service delivery. Agreeing to one request will not set a precedent.

If the original proposal for discontinuous leave or other options cannot be agreed, this will be confirmed in writing within 14 days, after which you can request to take continuous leave.

Variations to arranged SPL

Confirmed leave arrangements can be amended by the submission of a notice to vary the agreed period of leave. You can submit a notice to extend a period of leave, end it sooner than previously agreed or consolidate a number of discontinuous weeks into a single block of leave using a variation notice. Eight weeks' notice must be given but flexibility will be provided in the event of early and late births.

Each variation or cancellation notification made by you, including notice to return to work early, will usually count as a new notification and be counted as one of the 3 notifications to which you are entitled. However, a change due to a child being born early, or as a result of your manager requesting it be changed and you agreeing, will not count as further notification and therefore will not affect your overall entitlement of three.

Any variation will be confirmed in writing.

Statutory Shared Parental Pay (ShPP)

You will receive ShPP if you are an employee and one of the following applies:

- you are eligible for Statutory Maternity Pay (SMP) or Statutory Adoption Pay (SAP)
- you are eligible for Statutory Paternity Pay (SPP) and your partner is eligible for SMP, SAP or Maternity Allowance (MA).

If you are eligible and you or your partner end maternity/adoption leave and pay or Maternity Allowance early, you can take the rest of the 52 weeks of maternity or adoption leave as SPL.

You should take the rest of the 39 weeks of maternity or adoption pay (or MA) as Statutory ShPP.

How much pay you'll get

Statutory Shared Parental Pay is paid at the rate of £187.18 a week (2025 rate, may change) a week or 90% of your average weekly earnings, whichever is lower. This is the same as [Statutory Maternity Pay](#) except that during the first 6 weeks SMP is paid at 90% of whatever you earn (with no maximum).

Terms and conditions during SPL

During the period of SPL, your contract of employment continues without change and you are entitled to receive all your contractual benefits, except for salary.

Pension contributions will continue to be made during any period when you are receiving ShPP, but not during any period of unpaid SPL. Your employee contributions will be based on actual pay, while the employer's contributions will be based on the salary that you would have received had you not been taking SPL.

Annual Leave

SPL is granted in addition to your normal annual holiday entitlement. You are reminded that holiday should wherever possible be taken in the year that it is earned.

Where an SPL period overlaps 2 leave years, you should agree with your manager how best you can take all of your annual leave entitlement.



Contact during SPL

Before your SPL begins, you and your manager must discuss how you will keep in touch during your leave.

This may be to discuss your plans to return, ensure you are aware of any possible job vacancies and to update you on developments at work during your absence.

Shared Parental Leave in Touch (SPLIT) Days

SPLIT days enable you to go back to work for a day without bringing your leave to an end or affecting your ShPP. They can help you keep in touch with developments at work, attend training and, nearer the time of your return help facilitate your return to work;

You can work up to 20 SPLIT days as single days or blocks of days. Any amount of work done on a SPLIT day counts as one full SPLIT day even if just coming into work for one hour, a training session or to attend a meeting.

Any SPLIT days and the arrangements for them must be agreed with your manager.

[SPLIT](#) days will be paid at your basic daily rate for the hours worked, less any occupational or statutory maternity / adoption / shared parental leave payments. The line manager should complete a Change of Conditions e-form confirming the dates the SPLIT days were taken and the duration of each day in hours.

If a SPLIT day is worked in the full pay period, you will receive a day of paid leave in lieu once you have returned to work. If a SPLIT day is worked on a day of leave in the half pay period, you will receive a half day of paid leave in lieu once you have returned to work.

Any SPLIT days worked do not extend the period of SPL.

Returning to work after SPL

You will have been formally advised in writing of the end date of any period of SPL. You are expected to return on the next working day after this date, unless you notify otherwise. If you are unable to attend work because of sickness or injury, normal arrangements for sickness absence will apply.

You will have been advised in writing of the end date of any period of SPL. You are expected to return on the next working day after this date, unless you notify otherwise. If you are unable to attend work because of sickness or injury, normal arrangements for sickness absence will apply.

On returning to work after SPL you have the right to return to your job under their original contract and on no less favourable terms and conditions.

If plans change

If you have already put in a booking notice for a period of shared parental leave, you can vary your request by giving a variation notice at least 8 weeks ahead. This variation will count towards the total of 3 requests for leave that you can make.

However, if the variation is because a child is born early, or an employer is asking the employee to change their shared parental leave dates, then it will not count towards the 3 notices.





Exceptional circumstances

If you have returned to work already you cannot go back onto maternity or adoption leave.

If you have given a curtailment notice to end your maternity or adoption leave before the full 52 weeks has been used, in most instances this will be binding and cannot be withdrawn.

However, in exceptional circumstances, you may be able to stay on maternity or adoption leave if:

- it's discovered during the 8-week notice period of SPL that neither partner is eligible for either SPL or ShPP,
- your partner has died,
- or it's less than 6 weeks after the birth (and you gave notice before the birth).

FAQs

What is Shared Parental Leave?

Shared Parental Leave is leave which allows the mother/birth parent/primary adopter to share time off work with a second parent to share the childcare after the birth/adoption of a child.

You and your partner may be able to get Shared Parental Leave (SPL) and Shared Parental Pay (ShPP) if you are

- having a baby
- adopting a child
- fostering a child who you're planning to adopt
- using a surrogate to have a baby

Can you show me some examples of how Shared Parental Leave works?

The [NHS Employers Shared Parental Leave Guidance](#) has various scenarios illustrating how occupational shared parental leave and pay should work.

How do I request Shared Parental Leave?

You will need to complete the Shared Parental leave form and provide this to your manager.

Can I take Maternity leave at the same time my partner takes Shared Parental Leave?

You can but only whilst you are working the notice to end your maternity and start SPL. You must also both meet the eligibility to take shared parental leave.

Can my partner and I both take SPL at the same time?

Yes, both parents can use Shared Parental Leave to stay off work at the same time.

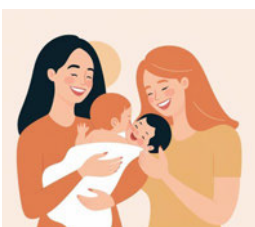
If my partner doesn't work can I still take SPL?

No, you won't be able to. Both you and your partner need to be eligible to SPL for you to take it.

Where can I find further advice on Shared Parental Leave?

You can access advice either through www.gov.uk or at www.acas.org.uk

Due to the complex nature of Shared Parental Leave, the involvement of two parents, often working for different employers, we strongly suggest that you speak to HR, who will be able to guide you through your options and the potential issues you may encounter with the process.



Worked examples of Shared Parental Leave Booking Forms

Shared Parental Leave Booking Form 1 – Use this form if you are the mother/birth parent or main adopter

Abbreviations used in these forms:

SPL	Shared Parental Leave
OSHP	Occupational Shared Parental Pay
ShPP	Statutory Shared Parental Pay
OMP	Occupational Maternity Pay
OAP	Occupational Adoption Pay
SMP	Statutory Maternity Pay
MA	Maternity Allowance

Both parents employed by the NHS

Mother/birth parent or main adopter takes maternity/adoption leave from 5th to 18th January (minimum period must be 2 weeks)

Both parents then take shared leave (maximum period 52 weeks less maternity/adoption period), split as follows:

Mother/birth parent/main adopter – 30 weeks from 19th January to 16th August

Partner – 20 weeks from 19th January to 7th June

OSHP (maximum entitlement 26 weeks less the maternity/adoption leave period) is split as follows:

Mother/birth parent/main adopter- 20 weeks from 19th January to 7th June

Partner – 4 weeks from 19th January to 1st March

The maximum OSHP entitlement is 6 weeks full pay and 18 weeks half pay (to be shared between parents). This entitlement is reduced by a longer maternity/adoption leave period. E.g. mother/birth parent/main adopter takes 4 weeks of maternity/adoption leave instead of 2, OSHP will become 4 weeks full pay and 18 weeks half pay.

ShPP (maximum entitlement 39 weeks less the maternity/adoption leave period) is split as follows:

Mother/birth parent/main adopter- 20 weeks from 19th January to 7th June

Partner – 17 weeks from 19th January to 17th May

***NOTE*: Please include the year when completing your own form, it has been excluded from this worked example.**

Example 1 Both parents employed by the NHS

**Form 1: Curtailment of maternity/adoption leave and pay
(for birth parent’s employer – must be completed by birth
parent/mother/main adopter)**

SECTION A:	
General (must be completed)	
Please accept this as my notice to curtail my maternity leave and Occupational/Statutory Maternity Pay (OMP/SMP). This form is accompanied by notification that either I or my partner intend to take SPL and/or OSHP/ShPP.	
I understand my maternity/adoption leave and pay will end on the date given in Section B. I understand that I can only reinstate my maternity/adoption leave and pay if I revoke this notice before the curtailment date given in Section B.	
Birth parent/mother/main adopter’s last name	
Birth parent/mother/main adopter’s first name(s)	

SECTION B:	
Curtailing maternity/adoption leave/pay (must be completed) Notice must be provided that this period of leave/pay will end before shared leave/pay can commence	
Start date of maternity/adoption leave	5 th January
End date of maternity/adoption leave	18 th January
Total number of weeks of maternity/adoption leave taken by the date the maternity/adoption leave ends	Two

SECTION C:	
Signature (must be completed)	
Signature of birth parent/mother/main adopter	
Date signed	

Form 2: Notification that birth parent/mother/main adopter is intending to take SPL (for their employer)

SECTION A: General (must be completed)	
Please accept this as notification that I (the birth parent/mother/main adopter) am entitled to and intend to take SPL and/or OSHP/ShPP	
Birth parent/mother/main adopter's last name	
Birth parent/mother/main adopter's first name(s)	
Partner's last name	
Partner's first name(s)	
Partner's address	
Partner's National Insurance number (put 'none' if no number is held)	

SECTION B: Maternity/adoption entitlement details (all answers that apply must be completed)	
Total number of weeks of maternity/adoption leave that will have been taken at the date maternity/adoption leave ends	Two
Total number of weeks maternity/adoption pay (OMP/OAP/SMP) that has been paid or will have been paid at date of curtailment	Two

SECTION C: Amount of SPL available (must be completed)	
Total number of weeks of SPL created (52 weeks less total number of maternity/adoption weeks)	50
Total number of weeks of SPL I (the birth parent/mother/main adopter) intend to take	30
Total number of weeks of SPL my partner intends to take	20

SECTION D: Birth parent/mother's leave plans (must be completed but is not binding)	
I (the birth parent/mother/main adopter) currently expect to take SPL as follows: 19 th January to 16 th August. Note: It can help to answer this as 'from...to...'	

**SECTION E: (If both partners are taking SPL only and not receiving any OSHP or ShPP, please go straight to Section F)
Amount of OSHP/ShPP available. Please indicate total weeks OSHP (full/half pay) and total weeks ShPP separately**

Total number of weeks of OSHP/ShPP created (39 weeks less total number of OMP/OAP/SMP taken)	37
Total number of weeks of OSHP/ShPP I (the birth parent/mother/main adopter) intend to take	20
Total number of weeks of OSHP/ShPP my partner intends to take (please indicate if your partner is an NHS employee and will be taking full/half NHS OSHP entitlement): My partner is NHS and will be taking 4 weeks full OSHP and 13 weeks ShPP	17
<p>I (the birth parent/mother/main adopter) currently expect to take OSHP/ShPP as follows (where OSHP is being taken, please indicate full/half pay for each period). Note: It can help to answer this as 'from...to...'</p> <p>19th January to 1st February – 2 weeks full pay 2nd February to 7th June – 18 weeks half pay plus ShPP</p>	

SECTION F:
Birth parent/ mother's declaration (must be completed)

The Employee must sign this declaration:

I am the [mother/adopter/father] of the child [and/or] the [Spouse/Civil Partner/Partner] ofand confirm that I [meet/will meet], the eligibility conditions as set out in Section 5 of the Trusts Shared Parental Leave Policy and that I am entitled to take Shared Parental Leave.

I confirm that I meet/will meet the eligibility conditions as set out in Section 6 of the Trusts Shared Parental Leave Policy and that I am entitled to claim Occupational and/or Statutory Shared Parental Pay (OSHP/ShPP).

If at any point my partner ceases to be eligible for Shared Parental Leave or ShPP I will immediately inform my manager and Employee Services at UHBristol and Weston NHS Foundation Trust. I confirm that the information provided on this form is accurate.

Signed

UHBW Employee's Signature.....

Print Name.....

Date.....

SECTION G:

Partner's declaration (must be completed)

The Employees *partner* must sign this declaration:

I....., am the [mother/adopter/father] of the child [and/or] the [spouse, civil partner or partner] of.....

I confirm that I satisfy the 'employment and earnings test' as set out in the Shared Parental Leave Policy, and at the date of the child's birth or placement for adoption, will have the main responsibility for the child, along with

I consent to the amount of Shared Parental Leave and Occupational and/or Statutory Shared Parental Pay that my partner intends to take.

I consent to UHBristol and Weston NHS Foundation Trust processing the information contained in this declaration form and any OSHP/ShPP payments.

If at any point I cease to satisfy the eligibility conditions, I will immediately inform my partner.

Signed

Employee Partners' Signature.....

Print Name.....

Date.....

PLEASE SEND COMPLETED FORM TO PayrollParentalLeave@uhbw.nhs.uk

Example 2 Mother/birth parent or main adopter employed by the NHS (partner employed elsewhere)

Shared Parental Leave Booking Form 1 – Use this form if you are the mother/birth parent or main adopter

Abbreviations used in these forms:	
SPL	Shared Parental Leave
OSHP	Occupational Shared Parental Pay
ShPP	Statutory Shared Parental Pay
OMP	Occupational Maternity Pay
OAP	Occupational Adoption Pay
SMP	Statutory Maternity Pay
MA	Maternity Allowance

Mother/birth parent or main adopter employed by the NHS (partner employed elsewhere)

Mother/birth parent or main adopter takes maternity/adoption leave from 5th to 18th January (minimum period must be 2 weeks)

Both parents then take shared leave (maximum period 52 weeks less maternity/adoption period), split as follows:

Mother/birth parent/main adopter – 30 weeks from 19th January to 16th August

Partner – 20 weeks from 19th January to 7th June

OSHP (maximum entitlement 26 weeks less the maternity/adoption leave period) is split as follows:

Mother/birth parent/main adopter- 24 weeks from 19th January to 5th July

Partner – not entitled to OSHP

ShPP (maximum entitlement 39 weeks less the maternity/adoption leave period) is split as follows:

Mother/birth parent/main adopter- 24 weeks from 19th January to 5th July

Partner – 13 weeks from 19th January to 19th April

***NOTE:** Please include the year when completing your own form, it has been excluded from this worked example.

**Form 1: Curtailment of maternity/adoption leave and pay
(for birth parent's employer – must be completed by birth
parent/mother/main adopter)**

SECTION A: General (must be completed)	
Please accept this as my notice to curtail my maternity leave and Occupational/Statutory Maternity Pay (OMP/SMP). This form is accompanied by notification that either I or my partner intend to take SPL and/or OSHP/ShPP.	
I understand my maternity/adoption leave and pay will end on the date given in Section B. I understand that I can only reinstate my maternity/adoption leave and pay if I revoke this notice before the curtailment date given in Section B.	
Birth parent/mother/main adopter's last name	
Birth parent/mother/main adopter's first name(s)	

SECTION B: Curtailing maternity/adoption leave/pay (must be completed) Notice must be provided that this period of leave/pay will end before shared leave/pay can commence	
Start date of maternity/adoption leave	5 th January
End date of maternity/adoption leave	18 th January
Total number of weeks of maternity/adoption leave taken by the date the maternity/adoption leave ends	Two
SECTION C: Signature (must be completed)	
Signature of birth parent/mother/main adopter	
Date signed	

Form 2: Notification that birth parent/mother/main adopter is intending to take SPL (for their employer)

SECTION A: General (must be completed)	
Please accept this as notification that I (the birth parent/mother/main adopter) am entitled to and intend to take SPL and/or OSHP/ShPP	
Birth parent/mother/main adopter's last name	
Birth parent/mother/main adopter's first name(s)	
Partner's last name	
Partner's first name(s)	
Partner's address	
Partner's National Insurance number (put 'none' if no number is held)	

SECTION B: Maternity/adoption entitlement details (all answers that apply must be completed)	
Total number of weeks of maternity/adoption leave that will have been taken at the date maternity/adoption leave ends	Two
Total number of weeks maternity/adoption pay (OMP/OAP/SMP) that has been paid or will have been paid at date of curtailment	Two

SECTION C: Amount of SPL available (must be completed)	
Total number of weeks of SPL created (52 weeks less total number of maternity/adoption weeks)	50
Total number of weeks of SPL I (the birth parent/mother/main adopter) intend to take	30
Total number of weeks of SPL my partner intends to take	20

SECTION D: Birth parent/mother's leave plans (must be completed but is not binding)	
I (the birth parent/mother/main adopter) currently expect to take SPL as follows: 19 th January to 16 th August. Note: It can help to answer this as 'from...to...'	

SECTION E: (If both partners are taking SPL only and not receiving any OSHP or ShPP, please go straight to Section F) Amount of OSHP/ShPP available. Please indicate total weeks OSHP (full/half pay) and total weeks ShPP separately	
Total number of weeks of OSHP/ShPP created (39 weeks less total number of OMP/OAP/SMP taken)	37
Total number of weeks of OSHP/ShPP I (the birth parent/mother/main adopter) intend to take	24
Total number of weeks of OSHP/ShPP my partner intends to take (please indicate if your partner is an NHS employee and will be taking full/half NHS OSHP entitlement):	13
I (the birth parent/mother/main adopter) currently expect to take OSHP/ShPP as follows (where OSHP is being taken, please indicate full/half pay for each period): [Note: It can help to answer this as 'from...to...'] 19 th January to 1 st March – 6 weeks full pay 2 nd March to 5 th July – 18 weeks half pay plus ShPP	

SECTION F: Birth parent/ mother's declaration (must be completed)
The Employee must sign this declaration: I am the [mother/adopter/father] of the child [and/or] the [Spouse/Civil Partner/Partner] ofand confirm that I [meet/will meet], the eligibility conditions as set out in Section 5 of the Trusts Shared Parental Leave Policy and that I am entitled to take Shared Parental Leave. I confirm that I meet/will meet the eligibility conditions as set out in Section 6 of the Trusts Shared Parental Leave Policy and that I am entitled to claim Occupational and/or Statutory Shared Parental Pay (OSHP/ShPP). If at any point my partner ceases to be eligible for Shared Parental Leave or ShPP I will immediately inform my manager and Employee Services at UHBristol and Weston NHS Foundation Trust. I confirm that the information provided on this form is accurate. Signed UHBW Employee's Signature..... Print Name..... Date.....

SECTION G:

Partner's declaration (must be completed)

The Employees *partner* must sign this declaration:

I....., am the [mother/adopter/father] of the child [and/or] the [spouse, civil partner or partner] of.....

I confirm that I satisfy the 'employment and earnings test' as set out in the Shared Parental Leave Policy, and at the date of the child's birth or placement for adoption, will have the main responsibility for the child, along with

I consent to the amount of Shared Parental Leave and Occupational and/or Statutory Shared Parental Pay that my partner intends to take.

I consent to UHBristol and Weston NHS Foundation Trust processing the information contained in this declaration form and any OSHP/ShPP payments.

If at any point I cease to satisfy the eligibility conditions, I will immediately inform my partner.

Signed

Employee Partners' Signature.....

Print Name.....

Date.....

PLEASE SEND COMPLETED FORM TO



Further sources of support

Your manager

Your manager is here to support you to do the best job you can and should be your first point of contact. If this is not an option, consider a colleague or friend who you can talk to.

People Services

Please email [\[redacted\]](#) or call [\[redacted\]](#)

Medical HR

Please email [\[redacted\]](#) or call [\[redacted\]](#)

Workplace Wellbeing

[\[redacted\]](#) or email the Team - [\[redacted\]](#)

Union representatives

Supporting members and working in partnership to resolve workplace concerns as quickly as possible. Contact the team - [\[redacted\]](#)

Freedom to Speak Up team

The Freedom to Speak Up Guardian and Advocates will give independent and impartial advice and support on how to raise a concern. More information can be found [\[redacted\]](#)

Staff Network colleagues

Staff networks offer a safe place for under-represented individuals or groups to come together and share experiences. More information can be found [\[redacted\]](#)

Training

Our offer can be found [\[redacted\]](#)