

Trust Headquarters  
 Russells Hall Hospital  
 Dudley  
 West Midlands  
 DY1 2HQ

**Ref:** FOI-072025-0001754

**Date:** 1.8.25

**Address / Email:**

Dear

**Request Under Freedom of Information Act 2000**

Thank you for requesting information under the Freedom of Information Act 2000, please see response below.

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.	Total for the years requested is 6
In the same period, the number of employees who took:  • Maternity leave	2020/21 - 268 2021/22 - 168 2022/23 - 183 2023/24 - 219 2024/25 - 257
In the same period, the number of employees who took: • Paternity leave	2020/21 - 7 2021/22 - 20 2022/23 - 20 2023/24 - 23 2024/25 - 46
Any internal policy documents or guidance issued to staff regarding shared parental leave entitlement, including any updates in the past five years.	The new policy/s is under consultation, so we are unable to provide this. For your information we have attached our previous Policy. Links on Trust documents are only accessible from Trust devices.
Whether enhanced pay is offered during shared parental leave, and if so, how it compares to maternity and paternity leave packages.	There is information contained within the attached Policy (this is the old policy we are waiting for updated policy to be finished)

For a copy of the policy please contact [dgft.foi@nhs.net](mailto:dgft.foi@nhs.net) quoting reference FOI-072025-0001754

If you are dissatisfied with our response, you have the right to appeal in line with guidance from the Information Commissioner. In the first instance you may contact the Information Governance Manager of the Trust.

Information Governance Manager

FOI/REF FOI-

Trust Headquarters  
Russell's Hall Hospital  
Dudley  
West Midlands  
DY1 2HQ  
Email: [dgft.dpo@nhs.net](mailto:dgft.dpo@nhs.net)

Should you disagree with the contents of our response to your appeal, you have the right to appeal to the Information Commissioners Office at.

Information Commissioners Office  
Wycliffe House  
Water Lane  
Wilmslow  
Cheshire  
SK9 5AF  
Tel: 0303 123 1113  
[www.ico.org.uk](http://www.ico.org.uk)

If you require further clarification, please do not hesitate to contact us.

Yours sincerely

**Freedom of Information Team**  
**The Dudley Group NHS Foundation Trust**