

Trust Headquarters
Russell's Hall Hospital
Dudley
West Midlands
DY1 2HQ

Ref: FOI-042025-0001520v2

Date: 12th September 2025

Address / Email:

Dear

Request Under Freedom of Information Act 2000

Thank you for requesting information under the Freedom of Information Act 2000.

Request

Carers Leave Act 2024 - One year on

On 6 April 2024, the Carer's Leave Act came into force, which entitled employees a right of to up to 5 days unpaid leave for planned occasions to give or arrange care for a 'dependant' who has:

- a physical or mental illness or injury that means they're expected to need care for more than three months*
- a disability (as defined in the Equality Act 2010)*
- care needs because of their old age*

A link to guidance in understanding the law is here <https://www.carersuk.org/help-and-advice/work-and-career/the-carer-s-leave-act-2023/> (You may need to copy & paste the URL to your web browser)

A year ago NHS England's carers' network wrote to NHS commissioning organisations and acute providers to check compliance with the new legislation. Of the replying organisations, only a shade over 25% had planned carer's leave in their current Special Leave policy. Full results, including copies of policies supplied, can be found on the FutureNHS Collaboration Platform - Commitment to Carers workplace - NHS Special Leave Policies Pre 06/04/2024 - Commitment to Carers Folder. (You may need to copy & paste the following URL to your web browser and to seek permission from the administrator to Join). <https://future.nhs.uk/committocarers>.

On the 1st anniversary of the act, the network has teamed up with Carers UK to see the progress made by NHS organisations, as well as 'what good looks like' for special leave and carer's policies. This is an important exercise to protect carer's rights, promote equitable, fair and consistent treatment of carers, and ensure that the law is enacted, not just to the letter, but in a real, meaningful, kind and supporting way.

Sincere apologies that the initial response only contained responses for the first 4 questions, please find below all questions which we re sent on the 26/08//2025, answered.

1. What is the organisation's ID code (ODS) – **RNA**
2. What is the organisation's name – **The Dudley Group NHS Foundation Trust**
3. What is the best e-mail address to contact the organisation in the future regarding working carers. - **Gurwinder.singh3@nhs.net**

4. Does the organisation have a carers' staff network or peer support group - **Yes**

5. If yes, what is the network/group's e-mail address **dgft.edi@nhs.net**

6. Is the organisation a member of Carers UK/Employers for Carers (EfC)

Yes

No, but we plan to in the future

No, and we have no plans to in the future

7. If yes, has the organisation undertaken the Carer Confident Assessment. - NA

Yes

No - but we plan to in the future

No, and we have no plans to in the future

8. If yes, at which level is the organisation - **NA**

Level 1 - Active

Level 2 - Accomplished

Level 3 – Ambassador

9. What is the organisation's employee Headcount total (Not FTE or WTE) – **Headcount 6640**

10. How many of the organisation's employees have formally identified (on ESR) as a working carer

No Carers currently formally identified within ESR

11. What is the organisation's Working Carer percentage (%), based on the latest NHS Staff Survey (Question 32b) – **42.95%**

12. How has the organisation communicated to staff about their rights under Carers Leave Act.

Yes via internal comms

13. What training has been given to line managers about the Carers Leave Act – **None at the moment**

14. How many staff have booked Carers Leave for planned events in the last 12 months –

15 people, no way of identifying what was planned or unplanned. All showing as 'Authorised'

15. What was the average number of days taken – **1.8 days**

16. Please attach a copy of the organisation's current Special Leave policy. **attached**

17. In the organisation's Special Leave/Leave policy, is planned Carer's leave paid, unpaid or both

Paid

Unpaid

Both

18. How many days are paid (maximum) in a 12 month period

N/A

19. How many days are unpaid (maximum) in a 12 month period

Carers Leave (Long Term) – For those with carer responsibilities for a dependent with long term care needs entitlement is 1-week unpaid leave per year

Parental leave - 18 weeks parental leave for each child in their care in blocks of 4 weeks a year for each child

20. Are any paid days repayable to the organisation, via payroll deduction or additional time worked - **N/A**

21. Do managers have discretionary authorisation to go beyond the policy in appropriate circumstances - **No**

22. If yes, what are they allowed to do - **NA**

23. In the organisation's Special Leave/Leave policy, is **unplanned** Carer's (Emergency Domestic / Dependant) leave paid, unpaid or both

Paid

Unpaid

Both

24. How many days are **paid** (maximum) in a 12-month period

Emergency Special Leave - 1 day up to a maximum of 2 days, to deal with the initial crisis or emergency. This allows employees to put in place, where necessary, longer term care plans. Employees may be granted paid emergency special up to a maximum of three separate requests, totalling a maximum of 6 days over a 12-month period.

25. How many days are unpaid (maximum) in a 12-month period - **N/A**

26. Does the organisation's Compassionate Leave allowance include **paid** Terminal Care leave - **No**

27. If paid Terminal Care is allowed, what's the maximum number of days allowed in a 12-month period - **NA**

28. The NHS Terms and Conditions of Service Handbook (section 33.23) requires that all NHS employers have a carer's policy to address the needs of people with caring responsibilities - please confirm

The organisation has a separate carer's policy

The organisation doesn't yet have a carer's policy – In development, currently included in Special Leave Policy

29. Please attach a copy of your current carer's policy – **NA, as per Q28.**

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
Trust Headquarters
Russell's Hall Hospital
Dudley
West Midlands
DY1 2HQ
Email: 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

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

Yours sincerely

Freedom of Information Team
The Dudley Group NHS Foundation Trust