

FOI 0185/2025 Response

To whom it may concern,

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

Clarification: To emphasise the request is for the broken-down number of people who took shared parental, maternity or paternity leave in each of those five years.

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.

Please refer to the table below.

Leave	2020/21	2021/22	2022/23	2023/24	2024/25
Shared Parental	1	2	0	0	0
Paternity	19	17	16	14	21
Maternity	172	124	111	89	110

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

- Maternity leave
- Paternity leave

Please refer to the response provided for question 1.

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

Please refer to the attached Family Leave Policy.

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

Enhanced pay is not offered for Shared Parental Leave.