



Wrightington, Wigan and Leigh Teaching Hospitals

NHS Foundation Trust

Information Governance Department

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Email: foi@wwl.nhs.uk

Web: www.wwl.nhs.uk

Ref: FOI/2025/10913

Date Received: 11th July 2025

Response Due: 8th August 2025

Date: 7th August 2025

Dear Sir/Madam

With reference to your request for information received on 11th July 2025, I can confirm in accordance with Section 1 (1) of the Freedom of Information Act 2000 that we do hold the information you have requested. A response to each part of your request is provided below.

In your request you asked:

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

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
- 2024/25

Absence Type	2020	2021	2022	2023	2024
Shared Parental Leave	0	0	3	0	2

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

- Maternity leave
- Paternity leave

Absence Type	2020	2021	2022	2023	2024
Maternity	205	308	314	265	223
Paternity	2	10	4	13	31

The above information has been provided based on information available on the Trust's ESR system.

3. 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 policy as well as information available at <https://www.nhsemployers.org/publications/tchandbook> and <https://www.nhsemployers.org/publications/shared-parental-leave-guidance>.

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

Please see the pay information in the attached policy and within the NHS Terms and Conditions of Service Handbook: Amendment number 59 - Pay Advisory Notice (02/2025) at <https://www.nhsemployers.org/publications/tchandbook>

If you are not entirely satisfied with this response, please do not hesitate to contact the Information Governance Department via the email address provided. If we do not hear from you within 40 days, we will assume that we have been able to accommodate your request under the Freedom of Information Act 2000.

Yours sincerely,



Charlotte Wright
Deputy Chief People Officer

PLEASE NOTE:

If you are unhappy with the service you have received in relation to your request and wish to make a complaint or request a review of our decision, you should write to: Information Governance Department, Warrington, Wigan and Leigh NHS Foundation Trust, Suite 9, Buckingham Row, Brick Kiln Lane, Wigan, WN1 1XX.

If you are not content with the outcome of your complaint, you may apply directly to the Information Commissioner for a decision at:

The Information Commissioner's Office
Wycliffe House
Water Lane
Wilmslow
Cheshire, SK9 5AF

Helpline number: 0303 123 111