



**Wrightington, Wigan and  
Leigh Teaching Hospitals  
NHS Foundation Trust**

**Information Governance Department**

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Ref: FOI/2025/11274

Date Received: 2<sup>nd</sup> December 2025

Response Due: 2<sup>nd</sup> January 2026

Date: 30<sup>th</sup> December 2025

Dear Sir/Madam

With reference to your request for information received on 2nd December 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:

**1) Your parental leave policies, including paternity leave and pay and maternity leave and pay. If you have different policies for medical and non-medical staff, please include all different policies.**  
Please see attached

**2) In the last three years for which you have data, how many staff members were eligible for paternity leave?**

The Trust is unable to provide this data as it is not recorded centrally

**3) In the last three years for which you have data, how many staff members took paternity leave, and for how many weeks on average?**

	2023	2024	2025
Number of staff members who took paternity leave	8	24	17
Average weeks taken	2	1.94	2.01

**4) In the last three years for which you have data, what was the average salary for staff who were eligible for paternity leave? (If it is not possible to provide this, please provide the average salary for all the trust's staff instead)**

We are unable to provide the average salary for staff eligible for paternity leave as this is not recorded centrally. Below is the average salary for all Trust staff

December 2023 - £31,060.12

December 2024 - £33,208.35

December 2025 - £35,064.64

**For queries 2 - 4, please provide separate data for medical and non-medical staff, but if this is not possible, please provide combined data for both instead.**

**If you are unable to answer all of these questions, please prioritise answering them in order**

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,



Juliette Tait  
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, Wrightington, 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