

Request Reference: FOI/009/25

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Information requested:

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

- The total number of employees eligible for shared parental leave (SPL) in each of the past five calendar years (or financial years, if easier to report).
- The number of employees who applied for, and the number of employees who were approved, shared parental leave in each of those years, along with the length of leave applied for and approved, broken down by: gender; pay band or grade (if possible)

In the same period (broken down by year if possible), the number of employees who took:

- Maternity leave
- Paternity leave

- Any internal policy documents or guidance issued to staff regarding shared parental leave entitlement, including any updates in the past five years.
- Any surveys, evaluations, or assessments conducted internally on the take-up or impact of shared parental leave (including barriers to uptake).
- Whether enhanced pay is offered during shared parental leave, and if so, how it compares to maternity and paternity leave packages.

If the information is not readily available, please provide a summary of what information you do

hold on this topic.

I would prefer to receive this information in PDF or Excel spreadsheet.

Response:

Shared parental leave

Shared parental leave is available to all our staff each year, provided they meet the eligibility criteria outlined in our policy. We only assess eligibility when an application is submitted, so we do not hold data on the number of staff who would qualify if they were to apply. (FOISA Section 17)

We have not received any applications for shared parental leave over the last five years, so we give notice that we do not hold this information. (FOISA Section 17)

Maternity leave

In 2021, 3 members of staff took maternity leave.
In 2022, 10 members of staff took maternity leave.
In 2023, 16 members of staff took maternity leave.
In 2024, 10 members of staff took maternity leave.
In 2025 to date, 3 members of staff took maternity leave.

Paternity leave

In 2021, 0 members of staff took paternity leave.
In 2022, 5 members of staff took paternity leave.
In 2023, 5 members of staff took paternity leave.
In 2024, 5 members of staff took paternity leave.
In 2025 to date, 1 member of staff took paternity leave.

We have enclosed the policy that was in place from 01 October 2017 until 20 September 2023. The current policy is available from NHS Scotland Workforce Policies website and as such is otherwise accessible - [Parental Leave Policy Overview | NHS Scotland](#) (FOISA Section 25).

We do not hold any surveys, evaluations or assessments in relation to shared parental leave.
(FOISA Section 17)

As with Maternity, Adoption, Paternity Leave etc. enhancements are not payable during active periods of shared parental leave.

Provisions for pay are outlined in the “Once for Scotland” policies
([NHS Workforce Policies | NHS Scotland](#)) and the Agenda For Change handbook - [Link](#)