



Kent and Medway
NHS and Social Care Partnership Trust

Information Governance & Records Management Department

Farm Villa
Hermitage Lane
Maidstone
Kent
ME16 9PH

Sent via email

Tel: 01795 514525

Email: kmpt.infoaccess@nhs.net
Website: www.kmpt.nhs.uk

Dear [REDACTED]

Request for Information

I write further to your request FOI ID 51218 under the Freedom of Information Act 2000 regarding: -

Shared Parental Leave

Your request is set out below:

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.

Year	Count of Staff Number
2019	
Shared Parental Leave	0
2020	
Shared Parental Leave	2
2021	
Shared Parental Leave	Fewer than 5
2022	
Shared Parental Leave	8
2023	
Shared Parental Leave	5
2024	
Shared Parental Leave	16
2025	
Shared Parental Leave	5

2. In the same period, the number of employees who took:
 - a. Maternity leave
 - b. Paternity leave

We are proud to be smoke free

Trust Chair – Dr Jackie Craissati
Chief Executive – Sheila Stenson

Year	Count of Staff Number
2019	
Maternity	27
2020	
Maternity	70
Paternity	19
2021	
Maternity	99
Paternity	43
2022	
Maternity	72
Paternity	32
2023	
Maternity	75
Paternity	16
2024	
Maternity	102
Paternity	22
2025	
Maternity	16
Paternity	8

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

Please find attached policies as requested

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

All pay received in the qualifying period (if enhancements are paid these are included too) are used in the calculation of Shared Parental leave exactly the same as is the maternity and paternity

I confirm that the information above completes your request under the Freedom of Information Act 2000. I am also pleased to confirm that no charge will be made for this request.

If you have any questions or concerns or are unhappy with the response provided or the service you have received you can write to the Head of Information Governance at the address on top of this letter. If you are not content with the outcome of your complaint, you may apply directly to the Information Commissioner for a decision.

Yours Sincerely

On Behalf of
The Information Governance Department