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9th March 2026

[REDACTED]

Dear Sir/Madam

**Freedom of Information Act (FOI) 2000 - Request for Information Reference: NHS
Pregnancy and Baby Loss National Framework for NHS Staff**

I am writing in response to your request for information under the FOI 2000.

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.

Home, Community, Hospital.

FOI Request / Question	Question Response	Is there an exemption?	Exemption	Exemption Details
NHS Pregnancy and Baby Loss National Framework for NHS Staff 1. Does this NHS Trust apply the above-named framework regarding staff who have experienced a pregnancy or baby loss before 24 weeks of pregnancy into local trust policy?	Yes			
2. Are all staff who disclose a pregnancy loss entitled up to 10 days annual leave (pro-rata)?	Staff do not receive additional annual leave.			
3. What type of leave is given to those who disclose a pregnancy loss before 24 weeks of pregnancy (e.g. Sickness Leave, Compassionate Leave, Special Leave)?	Colleagues who experience a baby loss can take up to 10 days bereavement leave. This can be supplemented by annual leave, and if they are not fit to return to work after this, sickness absence would be explored.			
4. Are staff members who are partners of a woman or person who has experienced a pregnancy loss entitled up to 5 days leave (pro-rata)?	Yes			
5. Please provide any internal policy documents or guidance issued to staff regarding pregnancy and baby loss before 24 weeks of pregnancy, in an electronic format.	Policies are on the Trust Website.	Yes	Section 21	Section 21 exempts information that is reasonably accessible to you by other means. The information you require is available https://www.sfh-

				<p>tr.nhs.uk/about-us/regulatory-information/non-clinical-policies/</p> <p>https://www.sfh-tr.nhs.uk/media/dgvjm03d/leave-policy.pdf</p> <p>https://www.sfh-tr.nhs.uk/media/dokcdikx/foi-53944-accompanying-document.pdf</p>
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I trust this information answers your request. Should you have any further enquiries or queries about this response please do not hesitate to contact me. However, if you are unhappy with the way in which your request has been handled, you have the right to ask for an internal review. Internal review requests should be submitted within two months of the date of receipt of the response to your original letter and should be addressed to: Sally Brook Shanahan, Director of Corporate Affairs, King's Mill Hospital, Mansfield Road, Sutton in Ashfield, Nottinghamshire, NG17 4JL or email sally.brookshanahan@nhs.net.

If you are dissatisfied with the outcome of the internal review, you can apply to the Information Commissioner's Office, who will consider whether we have complied with our obligations under the Act and can require us to remedy any problems. Generally, the Information Commissioner's Office cannot decide unless you have exhausted the internal review procedure. You can find out more about how to do this, and about the Act in general, on the Information Commissioner's Office website at: <https://ico.org.uk/your-data-matters/official-information/>.

Complaints to the Information Commissioner's Office should be sent to FOI/EIR Complaints Resolution, Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF. Telephone 0303 1231113, email casework@ico.org.uk.

If you would like this letter or information in an alternative format, for example large print or easy read, or if you need help with communicating with us, for example because you use British Sign Language, please let us know. You can call us on 01623 672232 or email sfh-tr.foi.requests@nhs.net.

Yours faithfully

Information Governance Team

All information we have provided is subject to the provisions of the Re-use of Public Sector Information Regulations 2015. Accordingly, if the information has been made available for re-use under the [Open Government Licence](#) (OGL) a request to re-use is not required, but the licence conditions must be met. You must not re-use any previously unreleased information without having the consent from Sherwood Forest Hospitals NHS Foundation Trust. Should you wish to re-use previously unreleased information then you must make your request in writing. All requests for re-use will be responded to within 20 working days of receipt.