

**Information Governance**

Robert Dolan House  
9 Alie Street  
London  
E1 8DE

**Email** [elft.foi@nhs.net](mailto:elft.foi@nhs.net)

**Website:** <https://www.elft.nhs.uk>

19 June 2023

**Our reference: FOI DA4730**

I am responding to your request for information received 9 May 2023. I am sorry for the delay in responding to your request. This has been treated as a request under the Freedom of Information Act 2000.

I am now enclosing a response which is attached to the end of this letter. Please do not hesitate to contact me on the contact details above if you have any further queries.

Yours sincerely,



Keshia Harvey  
Information Governance Manager

If you are dissatisfied with the Trust's response to your FOIA request then you should contact us and we will arrange for an internal review of this decision.

If you remain dissatisfied with the decision following our response to your complaint, you may write to the Information Commissioner for a decision under Section 50 of the Freedom of Information Act 2000. The Information Commissioner can be contacted at:

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

Tel: 0303 123 1113  
Web: [www.ico.org.uk](http://www.ico.org.uk)

**Please note that the data supplied is not allowed to be re-used and/or published without the explicit consent of East London NHS Foundation Trust. Please contact the signatory to request permission if this is your intention**



We promise to work together creatively to: learn  
'what matters' to everyone, achieve a better quality  
of life and continuously improve our services.  
**We care . We respect . We are inclusive**

**Chief Executive:** Paul Calaminus  
**Chair:** Eileen Taylor

**Request:**

**Question 1: Please provide the name of your NHS Trust**

Answer: East London NHS Foundation Trust.

**Question 2: Do you have a specific policy for employees undergoing fertility treatment?**

**a) if so, please provide a copy.**

**b) if not, please advise which policy this is covered by, and provide an extract of the relevant section.**

Answer: The Trust has reviewed question 2 of your request for information under the Freedom of Information Act (FOI) 2000.

Section 21(1) of the FOI Act states:

*(1) Information which is reasonably accessible to the applicant otherwise than under section 1 is exempt information.*

The information requested is accessible here:

Point 40:

<https://www.elft.nhs.uk/sites/default/files/2022-12/Annual%20and%20Special%20Leave%20Policy%206.1%20%28003%29.docx>

**Question 3: Do you provide paid leave for employees undergoing fertility treatment?**

The Trust has reviewed question 3 of your request for information under the Freedom of Information Act (FOI) 2000.

Section 21(1) of the FOI Act states:

*(1) Information which is reasonably accessible to the applicant otherwise than under section 1 is exempt information.*

The information requested is accessible here:

Point 40.2.1:

<https://www.elft.nhs.uk/sites/default/files/2022-12/Annual%20and%20Special%20Leave%20Policy%206.1%20%28003%29.docx>

**Question 4: How many days paid absence are employees entitled to for fertility treatment?**

Answer: The Trust has reviewed question 4 of your request for information under the Freedom of Information Act (FOI) 2000.

Section 21(1) of the FOI Act states:

*(1) Information which is reasonably accessible to the applicant otherwise than under section 1 is exempt information.*

The information requested is accessible here:

Point 40.3.1.1:

<https://www.elft.nhs.uk/sites/default/files/2022-12/Annual%20and%20Special%20Leave%20Policy%206.1%20%28003%29.docx>



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**Question 5: How is the absence recorded (i.e., sick leave, special leave, other, etc.)?**

Answer: The Trust has reviewed question 5 of your request for information under the Freedom of Information Act (FOI) 2000.

Section 21(1) of the FOI Act states:

*(1) Information which is reasonably accessible to the applicant otherwise than under section 1 is exempt information.*

The information requested is accessible here:

Point 50.1:

<https://www.elft.nhs.uk/sites/default/files/2022-12/Annual%20and%20Special%20Leave%20Policy%206.1%20%28003%29.docx>

**Question 6: How many employees have had paid time off for fertility treatment in the last 3 financial years (2020-21, 2021-22, 2022-23).**

Answer: The Trust has reviewed question 6 of your request for information under the Freedom of Information Act (FOI) 2000.

Section 1(1) of the Freedom of Information Act 2000 states:

*Any person making a request for information to a public authority is entitled—  
(a) to be informed in writing by the public authority whether it holds information of the description specified in the request, and  
(b) if that is the case, to have that information communicated to them.*

Paid time off for fertility treatment is kept locally by the manager and is not recorded centrally. The Trust's reporting systems are not designed to formally capture this information. The Trust does not record the information requested in a retrievable format and is therefore unable to provide a response.

**Question 7: What wellbeing support is available for employees undergoing fertility treatment?**

Answer: The Trust has reviewed question 7 of your request for information under the Freedom of Information Act (FOI) 2000.

Section 21(1) of the FOI Act states:

*(1) Information which is reasonably accessible to the applicant otherwise than under section 1 is exempt information.*

The information requested is accessible here:

[Wellbeing Resources](#)

Point 6.1:

<https://www.elft.nhs.uk/sites/default/files/2022-12/Annual%20and%20Special%20Leave%20Policy%206.1%20%28003%29.docx>

**Question 8: What guidance is available for managers to help them support and manage employees undergoing fertility treatment?**

Answer: The Trust has reviewed question 8 of your request for information under the Freedom of Information Act (FOI) 2000.

Section 21(1) of the FOI Act states:



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