



**East London**

**NHS Foundation Trust  
Information Governance**

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

18<sup>th</sup> February 2026

**Our reference: FOI DA6482**

We are responding to your request for information received 16<sup>th</sup> February 2026. This has been treated as a request under the Freedom of Information Act 2000.

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

Yours sincerely,

FOI Team

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)

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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 Officer:** Lorraine Sunduza  
**Chair:** Eileen Taylor

**Request:**

Under the Freedom of Information Act 2000, I am writing to request the following information relating to NHS England's National Pregnancy and Baby Loss People Policy Framework, published in March 2024. The framework applies to pregnant women and people who experience a pregnancy or baby loss before 24 weeks of pregnancy. This policy includes, but is not limited to: miscarriage, ectopic pregnancy, molar pregnancy, and termination of pregnancy.

A link to the framework is here: [NHS England » National pregnancy and baby loss people policy framework](#)

**Question 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?

**Answer:** The Trust has reviewed question 1 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:

<https://www.elft.nhs.uk/sites/default/files/2025-12/Maternity%20Adoption%20%20Shared%20Parental%20Leave%20Policy%203.5%20.docx>

<https://www.elft.nhs.uk/sites/default/files/2024-07/Baby%20Loss%20Guidance%20V3.pdf>

[https://www.elft.nhs.uk/sites/default/files/2025-01/special\\_leave\\_policy\\_1.0.docx](https://www.elft.nhs.uk/sites/default/files/2025-01/special_leave_policy_1.0.docx)

**Question 2:** Are all staff who disclose a pregnancy loss entitled up to 10 days annual leave (pro-rata)?

**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:

<https://www.elft.nhs.uk/sites/default/files/2025-12/Maternity%20Adoption%20%20Shared%20Parental%20Leave%20Policy%203.5%20.docx>

<https://www.elft.nhs.uk/sites/default/files/2024-07/Baby%20Loss%20Guidance%20V3.pdf>

[https://www.elft.nhs.uk/sites/default/files/2025-01/special\\_leave\\_policy\\_1.0.docx](https://www.elft.nhs.uk/sites/default/files/2025-01/special_leave_policy_1.0.docx)

**Question 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)?

**Answer:** Special leave



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**Question 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)?**

Answer: Yes

**Question 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.**

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:

<https://www.elft.nhs.uk/sites/default/files/2025-12/Maternity%20Adoption%20%20Shared%20Parental%20Leave%20Policy%203.5%20.docx>

<https://www.elft.nhs.uk/sites/default/files/2024-07/Baby%20Loss%20Guidance%20V3.pdf>

[https://www.elft.nhs.uk/sites/default/files/2025-01/special leave policy 1.0.docx](https://www.elft.nhs.uk/sites/default/files/2025-01/special%20leave%20policy%201.0.docx)



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