Torbay and South Devon
NHS Foundation Trust

Email: foi.tsdft@nhs.net
Our Ref: TSD10175

6 November 2026

Dear Sir/Madam

Request for Information

We are writing to confirm that we have now completed our search for the information you requested.

A copy of the information is below:

1) **Your parental leave policies, including paternity leave and pay and maternity leave and pay. If you have different policies for medical and non-medical staff, please include all different policies.**
Please see the following documents that are available on our website.

https://www.torbayandsouthdevon.nhs.uk/uploads/shared-parental-leave-policy-h16.pdf?last-updated=20210721

https://www.torbayandsouthdevon.nhs.uk/uploads/maternity-new-parent-support-and-adoption-leave-policy-h36.pdf?last-updated=20260701

2) **In the last three years for which you have data, how many staff members were eligible for paternity leave?**
We hold data only on staff who have taken paternity leave, not on those eligible to take it.

3) **In the last three years for which you have data, how many staff members took paternity leave, and for how many weeks on average?**

		2025/2026	2024/2025	2023/2024
Number of Individuals	Medical	13	8	12
	Non Medical	34	27	29
Average number of weeks	Medical	1.5	1.8	1.7
	Non Medical	1.6	1.6	1.5
Average Salary	Medical	£86,257.56	£101,837.83	£77,590.47
	Non Medical	£49,440.62	£37,052.76	£38,206.01

4) **In the last three years for which you have data, what was the average salary for staff who were eligible for paternity leave? (If it is not possible to provide this, please provide the average salary for all the trust's staff instead)**
   As above, we hold data only on staff who have taken paternity leave, not on those eligible to take it.

For queries 2 - 4, please provide separate data for medical and non-medical staff, but if this is not possible, please provide combined data for both instead.

The information supplied to you continues to be protected by the Copyright, Designs and Patents Act 1988. You are free to use it for your own purposes, including any non-commercial research you are doing and for the purposes of news reporting.

If you wish to discuss any of the above, please contact us, quoting the FOI reference number above.

If you are unhappy with the way in which we have handled your request, please contact the Data Protection and Freedom of Information Lead in the first instance. If you wish to make a formal complaint, you should write to our Complaints Manager at Torbay and South Devon NHS Foundation Trust, First Floor Bowyer Building, Torbay Hospital, Torquay TQ2 7AA or by email to tsdft.feedback@nhs.net

If you are not content with the outcome of your complaint or the internal review, you may apply directly to the Information Commissioner for a decision. Generally, the Information Commissioner will only make a decision once you have exhausted the complaints and/or internal review process provided by us. The Information Commissioner can be contacted at: The Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF or through this link https://ico.org.uk/global/contact-us/

Yours sincerely,

Freedom of Information Team