

Our Ref: NG/RM/26047
Date: 3rd March 2026

Nicola Griffiths
Deputy Director of Governance
North Staffordshire Combined Healthcare NHS Trust
Lawton House
Bellringer Road
Trentham
ST4 8HH

Reception: 0300 123 1535

Dear

Freedom of Information Act Request

I am writing in response to your e-mail of the 16th February 2026. Your request has been processed using the Trust's procedures for the disclosure of information under the Freedom of Information Act (2000).

Requested information:

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.

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)? **No**
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)? **Sickness Leave for employee who disclose a pregnancy loss before 24 weeks of pregnancy.**
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)? **Employees who are partners to those in physical loss are entitled to Compassionate and Special Leave.**
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.

Please see Appendices 1 and 2 attached.



Chair: Janet Dawson
Chief Executive: Dr Buki Adeyemo
www.combined.nhs.uk

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

If you are dissatisfied with the handling of your request, you have the right to ask for an internal review of the management of your request. 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: Dr Buki Adeyemo, Chief Executive, North Staffordshire Combined Healthcare Trust, Trust Headquarters, Lawton House, Bellringer Road, Trentham, ST4 8HH. If you are not content with the outcome of the internal review, you have the right to apply directly to the Information Commissioner for a decision. The Information Commissioner can be contacted at: Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF.

Yours sincerely



Nicola Griffiths
Deputy Director of Governance