NHS
North East and North Cumbria

Our Reference North East and North Cumbria ICB\ FOI ICB 26–324

North East and North Cumbria ICB
Pemberton House
Colima Avenue
Sunderland Enterprise Park
Sunderland
SR5 3XB

Tel: 0191 535 4288
E-mail: nencicb.foi@nhs.net

By Email

29 September 2026

Dear Applicant

Freedom of Information Act 2000 – Request for Information – NHS North East and North Cumbria Integrated Care Board (NENC ICB)

Thank you for your request received on 23 September 2026 for information held by NHS North East and North Cumbria Integrated Care Board (the ICB) under the provisions of the Freedom of Information Act 2000. The ICB covers the areas of County Durham, Newcastle Gateshead, North Cumbria, North Tyneside, Northumberland, South Tyneside, Sunderland, and Tees Valley.

Please find the information you requested on behalf of the ICB as follows.

Your Request

Under the Freedom of Information Act 2000, I would like to request copies of your current policies, guidance or documents relating to maternity, paternity, fostering and adoption leave and pay for employees.

Specifically, I would like copies of any policies or guidance setting out:

1. Maternity leave and pay, including eligibility, entitlement, duration of leave, rates of pay and any enhanced contractual maternity pay.
2. Paternity leave and pay, including eligibility, entitlement, duration of leave, rates of pay and any enhanced contractual paternity pay.
3. Fostering leave and pay, including any leave or pay available to employees who foster a child, including eligibility, entitlement, duration of leave and rates of pay.
4. Adoption leave and pay, including eligibility, entitlement, duration of leave, rates of pay and any enhanced contractual adoption pay.

Where the information is contained within a wider employment policy or document, I would be grateful if you could provide the relevant document in full.

If any of the requested information is already publicly available, please provide the relevant link or location of the information. If you consider that any part of this request is exempt from disclosure, please provide the information that can be disclosed.

Our Response

We can confirm, as per Section 1(1) of the Freedom of Information Act 2000, the ICB does hold the information requested. Please find attached the following ICB policies:

- Maternity Leave – NENC ICB HR06B
- Paternity Leave – NENC ICB HR06D
- Parental Leave – NENC ICB HR06C
- Shared Parental Leave – NENC ICB HR06E
- Family Suite of policies (including Fostering) – NENC ICB HR06
- Adoption Leave – NENC ICB HR06A

In accordance with the Information Commissioner's directive on the disclosure of information under the Freedom of Information Act 2000 your request will form part of our disclosure log. Therefore, a version of our response which will protect your anonymity will be posted on the NHS ICB website https://northeastnorthcumbria.nhs.uk/.

If you have any queries or wish to discuss the information supplied, please do not hesitate to contact me on the above telephone number or at the above address.

If you are unhappy with the service you have received in relation to your request and wish to request a review of our decision, you should write to the Information Governance Manager using the contact details at the top of this letter quoting the appropriate reference number.

If you are not content with the outcome your review, you do have the right of complaint to the Information Commissioner as established by section 50 of the Freedom of Information Act 2000. Generally, the Information Commissioner cannot make a decision unless you have exhausted the ICB's complaints procedure.

The Information Commissioner can be contacted at Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF or www.ico.org.uk.

Any information we provide following your request under the Freedom of Information Act will not confer an automatic right for you to re-use that information, for example to publish it. If you wish to re-use the information that we provide and you do not specify this in your initial application for information then you must make a further request for its re-use as per the Re-Use of Public Sector Information Regulations 2015 www.legislation.gov.uk. This will not affect your initial information request.

Yours faithfully

Information Governance Support Officer

Information Governance Support Officer
North East and North Cumbria Integrated Care Board