

Dear

FREEDOM OF INFORMATION – PATERNITY LEAVE

I write in response to your request for information in relation to paternity leave in NHS Lothian.

Question:

1. In year 25/26, how many hours were lost / given in Lothian to Paternity Leave? (Also known as "New parent support leave") [outlined in section 15.0 AfC]

Answer:

There were 14,604 hours given to Paternity Leave in 2025/26.

Question:

2. In year 25/26, how many hours were lost / given in Lothian to Maternity Leave?

Answer:

There were 1,068,707 hours given to Maternity Leave in 2025/26.

Question:

3. How many staff as a % of the workforce, identify as Male?

Answer:

22%.

Question:

4. How many staff as a % of the workforce, identify as Female?

Answer:

78%.

I hope the information provided helps with your request.

If you are unhappy with our response to your request, you do have the right to request us to review it. Your request should be made within 40 working days of receipt of this letter, and we will reply within 20 working days of receipt. If our decision is unchanged following a review and you remain

dissatisfied with this, you then have the right to make a formal complaint to the Scottish Information Commissioner within 6 months of receipt of our review response. You can do this by using the Scottish Information Commissioner's Office online appeals service at <https://www.foi.scot/appeal>. If you remain dissatisfied with the Commissioner's response you then have the option to appeal to the Court of Session on a point of law.

If you require a review of our decision to be carried out, please write to the reviewer at the address at the top of this letter. The review will be undertaken by a Reviewer who was not involved in the original decision-making process.

FOI responses (subject to redaction of personal information) may appear on NHS Lothian's Freedom of Information website at: <https://org.nhsllothian.scot/FOI>

Yours sincerely

ALISON MACDONALD
Executive Director of Nursing Midwifery and AHPs
Cc: Chief Executive