NHS
Bolton
NHS Foundation Trust

FREEDOM OF INFORMATION

REF: 2026-138
Subject: National Pregnancy and Baby Loss People Policy Framework

Dear Sir/Madam,

Thank you for your email dated **16th February 2026** where you requested information about **National Pregnancy and Baby Loss People Policy Framework.**

The information you requested is enclosed.

Question	Answer
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)?	10 days paid leave for mother (or parent who was pregnant)
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)?	Special Leave - Paid leave
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)?	Yes
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.	Attached Policy

A link to the framework is here: NHS England » National pregnancy and baby loss people policy framework

If you have any queries or concerns please do not hesitate to contact the Freedom of Information Department. It would be helpful to quote the above reference number in any future communication.

If you are unhappy with the service you have received in relation to your request and wish to make a complaint or request a review of our decision, you should write to The Chief Executive, Bolton NHS Foundation Trust, The Royal Bolton Hospital, Minerva Road, Farnworth, Bolton. BL4 0JR.

If you are not content with the outcome of your complaint you may apply directly to the Information Commissioner. Generally the Information Commissioner cannot make a decision unless you have exhausted the complaints procedure provided by Bolton NHS Foundation Trust. The Information Commissioner can be contacted at The Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire. SK9 5AF.

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Yours sincerely,

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