



Trust Headquarters
Nexus House
4 Gatwick Road
Crawley
West Sussex
RH10 9BG

Tel: 0300 123 0999
www.secamb.nhs.uk

26th February 2026
Internal Reference: 260219
Email:

Dear ,

Thank you for your request for information, which we received on 16/02/2026.
We have considered your request under the Freedom of Information Act 2000.

Please ensure you quote the Internal Reference number above in any future correspondence.

Your Request

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?
2. Are all staff who disclose a pregnancy loss entitled up to 10 days annual leave (pro-rata)?
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)?
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)?
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.

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



Formal Response

1. Yes, SECAmb does apply NHS England's National Pregnancy and Baby Loss People Policy Framework.
2. Yes, staff are entitled to 10 days paid leave.
3. As per the above.
4. Yes, staff members who are partners of a woman or person who has experienced a pregnancy loss are entitled up to five days leave.
5. Please find attached the National Pregnancy and Baby Loss Policy Framework.

Next steps

Some information held by the Trust is routinely published on our [website](#) and may be of assistance.

If you are dissatisfied with the Trust's response to your request, you have the right to ask for an internal review.

Requests for an internal review should be submitted within **40 working days** of the date of this response and should be sent to:

Richard Banks, Head of Corporate Governance at FOI@secamb.nhs.uk

The internal review will be conducted by an individual who was not directly involved in handling your original request, ordinarily the Trust's Data Protection Officer. We aim to complete internal reviews within **20 working days** of receipt.

If you remain dissatisfied following the outcome of the internal review, you may complain to the Information Commissioner's Office (ICO). The ICO generally expects complaints to be raised promptly following the completion of an internal review.

The easiest way to raise a complaint is via the ICO's website:
www.ico.org.uk/foicomplaints

Alternatively, you may write to:
Information Commissioner's Office
Wycliffe House

Water Lane
Wilmslow
SK9 5AF

Yours sincerely,

Corporate Governance Team
South East Coast Ambulance Service NHS Foundation Trust



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Chair: Michael Whitehouse CEO: Simon Weldon