

Freedom of Information Request

Reference Number: EPUT.FOI.23.2962
Date Received: 9th of May 2023

Information Requested:

1. Please provide the name of your NHS Trust
Essex Partnership University NHS Foundation Trust.

The Trust is currently working with our Trade Union representatives and colleagues with lived experience to review and improve the support and protections offered to colleagues undergoing fertility treatment in line with the principles proposed in the Fertility Treatment (Employment Rights) Bill.

2. Do you have a specific policy for employees undergoing fertility treatment?
 - a. if so, please provide a copy.
There is no specific policy for fertility.
 - b. if not, please advise which policy this is covered by, and provide an extract of the relevant section.
Extract from the Trust's Employee Well-being Sickness and Ill-Health Policy:

Absence related to In Vitro Fertilisation (IVF) - Should a member of staff be undergoing fertility treatment, they are not entitled to paid time off during the treatment. They may choose to book annual leave or take unpaid leave. The individual will be expected to provide line managers with adequate notice of appointments, alongside evidence of the appointment. Line managers to ensure that adequate support is provided to the employee.'

3. Do you provide paid leave for employees undergoing fertility treatment?
No.
4. How many days paid absence are employees entitled to for fertility treatment?
None
5. How is the absence recorded (i.e., sick leave, special leave, other, etc.)?
They staff member may choose to book annual leave or take unpaid leave.
6. How many employees have had paid time off for fertility treatment in the last 3 financial years (2020-21, 2021-22, 2022-23).
No specific reporting facility for recording leave due to fertility treatment so we are unable to provide this information.
7. What wellbeing support is available for employees undergoing fertility treatment?
No specific fertility support available, however, the Trust has the following staff support mechanisms in place: Trust's Employee Assistance Programme, which is strictly confidential and available 24 hours a day. Or, <https://eput.helpeap.com/#/>
8. What guidance is available for managers to help them support and manage

employees undergoing fertility treatment?

The information contained within the Trust's Employee Well-being, Sickness and Ill-Health Policy and advice that can be sought from the Trust's Employee Engagement and Employee Relations teams.

Publication Scheme:

As part of the Freedom of Information Act all public organisations are required to proactively publish certain classes of information on a Publication Scheme. A publication scheme is a guide to the information that is held by the organisation. EPUT's Publication Scheme is located on its Website at the following link <https://eput.nhs.uk>