

Date: 28/04/2025
Our ref: 01/FOI/25/014530/J

FREEDOM OF INFORMATION REQUEST REFERENCE NO: 01/FOI/25/014530/J

I write in connection with your request for information dated 02/04/2025, received by Greater Manchester Police (GMP) for the following information:

I am writing to ask for data on the number of men who took Paternity leave (or Ordinary & Additional Maternity Support Leave) in 2024/5 financial year.

I would like to know the number of Police Officers and Police Staff who took:

Week 1 paid at normal rate of pay

Week 2 paid at Statutory Paternity Pay rate

Please break this down by Officer and Staff, and by Week 1 and Week 2. For example:

Result of Searches

Following receipt of your request searches were conducted within Greater Manchester Police (GMP) to locate the requested information and I can confirm the information requested is held by GMP.

	7 Days	14 Days
Police Officer	6	41
Staff	0	11

The above shows the Headcount figures for the number of unique officers and staff who took 7 or 14 days of Paternity Leave for the period 1st April 2024 – 31st March 2025. Please note that 14 days Paternity Leave may be taken at any point within 52 weeks of the birth of the child; therefore, there may be officers who still have the option to take the second week (additional 7 days) of paternity leave.

Please see the below extract taken from the Paternity Leave Policy.

5.2 How to take Paternity Leave

You can start your paternity leave on any day (but not before the baby is born or placed for adoption).

However, your leave must be completed:

- within 52 weeks of the actual date of birth of the child, or
- if the child is born early, within 52 weeks of the first day of the week in which the birth was expected, or
- within 52 weeks of the child being placed with the adopter, in the case of a UK adoption, or
- within 52 weeks of the child arriving in Great Britain, in the case of an overseas adoption.

5.3 Paternity Leave Pay

We'll pay you full pay for both weeks of paternity leave.