

Chief Constable
Chief Constable Robert Carden
Police Headquarters
Carleton Hall Penrith,
Cumbria
CA10 2AU



6th December 2024

Dear

FREEDOM OF INFORMATION REQUEST – FOI 1044/24 Shared Parental Leave

I refer to your request for information received by Cumbria Constabulary on the 21st of November 2024. I note you seek access to the following information:

1. *Does your force offer full pay under Shared Parental Leave or do you only allow staff and officers to take ShPP (Govt rate of £184 a week)*
2. *If you do offer qualifying parents to take SPL and at full pay how long do you offer it for?*
3. *If your force does offer full pay under SPL was this decision in line with your forces commitment to equal pay and opportunities for your workforce.*

Your request for information has now been considered and I can confirm Cumbria Constabulary does hold some information relevant to your request and where this is the case I have today decided to disclose this to you.

The information in response to your request has been provided by the Constabulary's human resources department.

Answer-

1. Cumbria Constabulary only offer Shared Parental Pay at the government rate.
2. No information held.
3. No information held.

Whilst every care has been taken in the retrieval of the information provided, please do not hesitate to contact us for clarification, if you do have any issues or queries relating to this data.

Complaint Rights

Your attention is drawn to the attached sheet, which details your right of complaint.

I would like to take this opportunity to thank you for your interest in Cumbria Constabulary.



EMPLOYER RECOGNITION SCHEME

BRONZE AWARD

Proudly supporting those who serve.

