



Ministry
of Defence

Army Policy & Secretariat
Army Headquarters
IDL 24 Blenheim Building
Marlborough Lines
Andover
Hampshire, SP11 8HJ
United Kingdom

Ref: Army/Sec/WF/FOI2023/02039

E-mail: ArmySec-Group@mod.gov.uk

Website: www.army.mod.uk

10 March 2023

Thank you for your email dated 15 February 2023 in which you submitted the following request for information:

Please could you answer the following questions:

- *When was the Armed Forces' Occupational Shared Parental Leave Scheme introduced?*
- *How many Regular British Army officers have taken shared parental leave since it was introduced?*
- *How many Regular Male British Army Officers have taken shared parental leave since it was introduced?*
- *How many Regular British Army officers took Shared Parental Leave in each year since it was introduced?*
- *How many Regular Male British Army officers took Shared Parental Leave in each year since it was introduced?*

I am treating your correspondence as a request for information under the Freedom of Information Act 2000 (the Act). Please note, we have interpreted your request to seek statistics for male and female British Army officers.

Following a search of recorded information, I can advise that information relating to your request is held by the Department and is provided in the table below. I can also advise that the Armed Forces Occupational Shared Parental Leave Scheme was introduced in April 2015.

Section 40(2) has been applied to some of the data to protect personal information as governed by the Data Protection Act 2018 and GDPR. Numbers fewer than five (~) have been suppressed to reduce the possible inadvertent disclosure of individual identities, and all other figures have been rounded to the nearest ten.

Section 40(2) requires the Department to conduct a balancing exercise, this exercise involves balancing the rights and interests of individuals against the legitimate interests in disclosure. This is not the same as carrying out the public interest test associated with certain exemptions of the Act. The balancing exercise is carried out in order to decide whether the absolute exemption in section 40(2) is engaged. In particular, there is no assumption of disclosure in the legitimate interests test, as there is with qualified

exemptions. The outcome of the balancing exercise lay in withholding the third-party personal data identified in the attached information.

Furthermore, please note these figures are single Service estimates based on management information which is not gathered for statistical purposes or subject to the same level of scrutiny as official statistics produced by Defence Statistics. The figures provided may therefore be subject to data quality issues affecting their accuracy.

	2015	2016	2017	2018	2019	2020	2021	2022	2023
Gender									
Female	~	~	~	~	~	~	~	10	~
Male	~	10	20	30	30	40	50	60	20
Total	~	10	20	30	30	40	50	70	30

If you have any queries regarding the content of this letter, please contact this office in the first instance. Following this, if you wish to complain about the handling of your request, or the content of this response, you can request an independent internal review by contacting the Information Rights Compliance team, Ground Floor, MOD Main Building, Whitehall, SW1A 2HB (e-mail CIO-FOI-IR@mod.uk). Please note that any request for an internal review should be made within 40 working days of the date of this response.

If you remain dissatisfied following an internal review, you may raise your complaint directly to the Information Commissioner under the provisions of Section 50 of the Act. Please note that the Information Commissioner will not normally investigate your case until the MOD internal review process has been completed. The Information Commissioner can be contacted at: Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF. Further details of the role and powers of the Information Commissioner can be found on the Commissioner's website at <https://ico.org.uk/>.

Yours sincerely,

Army Policy & Secretariat