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**3<sup>rd</sup> June 2026**

[REDACTED]

Dear Sir/Madam

**Freedom of Information Act (FOI) 2000 - Request for Information Reference:** Midwifery  
Preceptorship

I am writing in response to your request for information under the FOI 2000.

I can confirm in accordance with Section 1 (1) of the Freedom of Information Act 2000 that we do hold the information you have requested. A response to each part of your request is provided below. Please accept our sincere apologies for the delay.

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FOI Request / Question	Question Response	Is there an exemption?	Exemption	Exemption Details
1. Please provide a copy of your midwifery preceptorship programme, including the areas of clinical practice covered.	Please see accompanying document FOI 1345 KMH_002845_Maternity Training Guide_2024. This is the current Midwifery Preceptorship Pathway and is subject to change this year to ensure all necessary training is included.			
2. Please provide details of the length and structure of your preceptorship programme (e.g., duration, mandatory components, clinical rotations).	<p>The Midwifery Preceptorship Pathway is 18-24 months.</p> <p>Rotations:</p> <p>Sherwood Birthing Unit (Labour Ward) - 6 month rotation</p> <p>First 3 Weeks supernumerary with a Clinical Buddy</p> <p>Maternity Ward (AN/PN Ward) - 4 Months rotation</p> <p>First 3 Weeks supernumerary with a Clinical Buddy</p> <p>Pregnancy Day Care - 1 Month</p> <p>First week supernumerary with a Clinical Buddy</p> <p>Community (Optional) - 2 Months</p> <p>No lone working permitted</p> <p>Mandatory Components:</p> <ul style="list-style-type: none"> <li>• Completion of Midwifery Preceptorship</li> </ul>			

	<p>Pathway Document</p> <ul style="list-style-type: none"> <li>• Trust Mandatory Training</li> <li>• Maternity Specific Mandatory Training</li> <li>• Completion of Medical Equipment</li> <li>• Medicine Management including Competency Pack</li> <li>• Intravenous Drugs and Infusions Calculation Test</li> <li>• Intravenous Medication and Fluids Management Study Day and Competency Pack</li> <li>• Administration of IV Drugs and Bolus Competency Pack</li> <li>• Blood and Blood Products Transfusion Competency Pack</li> <li>• Cannulation Study Day and Competency Pack</li> <li>• Administration of intravenous infusions using Trust specific Medical Devices Competency Pack</li> <li>• Care of a Patient with Epidural infusion eLearning and Competency Pack</li> <li>• Perineal Suturing Face to Face Training and Competency Pack</li> </ul>			
<p>3. Please provide any evaluation reports or metrics used to assess</p>	<p>This is in the scheduled work plan but has not been undertaken yet.</p>			

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the effectiveness of your preceptorship programme.				
4. Please provide information on the number of newly qualified midwives enrolled in the preceptorship programme in the last 12 months.	Since March 2025 we have recruited 12 newly qualified midwives enrolled on the Preceptorship Pathway; all remain with the Trust.			
5. Please provide details of any financial or resource investment allocated to midwifery preceptorship (e.g., dedicated staff, funding).	Dedicated Staff: Recruitment and Retention Lead Midwife - Band 7 0.80 WTE. This post is recurrently funded via Ockenden income received from Nottinghamshire ICB - £56,000 is allocated to fund this post annually.			
6. Please provide any policies or guidance on mentorship or supervision arrangements for newly qualified midwives during preceptorship.	Included within the Preceptorship Pathway.			
7. Please provide your home-birth rates for the last 12 months and any policy or guidance documents describing how the home-birth service is delivered.	44 Please see accompanying document FOI 1345 Home Birth Management Guideline.			
8. Please provide any policy or programme documents that outline opportunities for newly qualified	They do a community rotation for 4 weeks where during this time they can put themselves on call with the person they			

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midwives to gain experience within the home-birth service.	are working with and also have the same opportunity as a student .			
9. Please provide your retention rate for newly qualified midwives over the last 12 months.	All 12 newly qualified midwives recruited in the last 12 months remain with the Trust.			
10. Please provide aggregated data on the most commonly reported reasons for departure among newly qualified midwives in the last 12 months.	<p>In the last 12 months we have had 1 newly qualified midwife qualified midwife recruited leave.</p> <p>As the number is very low (less than 5) the information cannot be disclosed as it could potentially identify the individuals involved, especially if combined with other data and this would constitute a breach of the UK GDPR 2018.</p> <p>Therefore, this information is exempt from disclosure under section 40(2) of the Freedom of Information Act 2000 on the grounds that it is personal information.</p>	Yes	Section 40(2)	<p><b>Section 40 (2)</b> We are not obliged, under section 40(2) of the Act, to provide information that is the personal data of another person if releasing would contravene any of the provisions of UK GDPR. In this instance we believe that the release of this information, would not be fair and contravene the first data protection principle and therefore section 40 (2) is engaged.</p> <p>The terms of this exemption in the Freedom of Information Act mean that we do not have to consider whether or not it would be in the public interest for you to have the information.</p>

				Further guidance is available from the Information Commissioners Office: <a href="https://ico.org.uk/media/for-organisations/documents/1213/personal-information-section-40-and-regulation-13-foia-and-eir-guidance.pdf">https://ico.org.uk/media/for-organisations/documents/1213/personal-information-section-40-and-regulation-13-foia-and-eir-guidance.pdf</a>
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I trust this information answers your request. Should you have any further enquiries or queries about this response please do not hesitate to contact me. However, if you are unhappy with the way in which your request has been handled, you have the right to ask for an internal review. Internal review requests should be submitted within two months of the date of receipt of the response to your original letter and should be addressed to: Sally Brook Shanahan, Director of Corporate Affairs, King's Mill Hospital, Mansfield Road, Sutton in Ashfield, Nottinghamshire, NG17 4JL or email [sally.brookshanahan@nhs.net](mailto:sally.brookshanahan@nhs.net).

If you are dissatisfied with the outcome of the internal review, you can apply to the Information Commissioner's Office, who will consider whether we have complied with our obligations under the Act and can require us to remedy any problems. Generally, the Information Commissioner's Office cannot decide unless you have exhausted the internal review procedure. You can find out more about how to do this, and about the Act in general, on the Information Commissioner's Office website at: <https://ico.org.uk/your-data-matters/official-information/>.

Complaints to the Information Commissioner's Office should be sent to FOI/EIR Complaints Resolution, Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF. Telephone 0303 1231113, email [casework@ico.org.uk](mailto:casework@ico.org.uk).

If you would like this letter or information in an alternative format, for example large print or easy read, or if you need help with communicating with us, for example because you use British Sign Language, please let us know. You can call us on 01623 672232 or email [sfh-tr.foi.requests@nhs.net](mailto:sfh-tr.foi.requests@nhs.net).

Yours faithfully

### Information Governance Team

All information we have provided is subject to the provisions of the Re-use of Public Sector Information Regulations 2015. Accordingly, if the information has been made available for re-use under the [Open Government Licence](#) (OGL) a request to re-use is not required, but the licence conditions must be met. You must not re-use any previously unreleased information without having the consent from Sherwood Forest Hospitals NHS Foundation Trust. Should you wish to re-use previously unreleased information then you must make your request in writing. All requests for re-use will be responded to within 20 working days of receipt.

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