



COTSWOLD
DISTRICT COUNCIL

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CABINET – 12 SEPTEMBER 2023

Employment and Health & Safety Policies

Annex A

HR & Health and Safety Policies

1. Agile Working Policy
2. Anti-Harassment and Bullying Policy
3. Compassionate Policy
4. Disciplinary Policy
5. Equality, Diversity and Inclusion Policy
6. Expenses Policy (**no longer being considered**)
7. Flexible Working Policy
8. Flexi-time TOIL and Overtime Policy (**no longer being considered**)
9. Grievance Policy
10. Health & Safety Policy
11. Long Term Sickness Absence Policy
12. Maternity Leave Policy
13. Menopause Policy
14. Parental Bereavement Policy
15. Parental Leave Policy
16. Paternity Leave Policy
17. Performance Improvement (Capability) Policy
18. Probation Policy
19. Recruitment Policy (**no longer being considered**)
20. Redundancy Policy
21. Reserved Forces and Voluntary Emergency Responders Policy
22. Shared Parental Leave (Adoption) Policy
23. Shared Parental Leave (Birth) Policy



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24. Sickness Absence Policy
25. Supporting Bereaved Employees Policy
26. Supporting Employees through Pregnancy Loss Policy
27. Time off for Dependents Policy
28. Unauthorised Absence Policy