



COTSWOLD  
DISTRICT COUNCIL

## COTSWOLD DISTRICT COUNCIL

### 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. Redundancy Policy (**no longer being considered**)
20. Reserved Forces and Voluntary Emergency Responders Policy
21. Shared Parental Leave (Adoption) Policy
22. Shared Parental Leave (Birth) Policy
23. Sickness Absence Policy



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