



**WEST OXFORDSHIRE
DISTRICT COUNCIL**

WEST OXFORDSHIRE DISTRICT COUNCIL

EXECUTIVE – 11 OCTOBER 2023

Human Resources 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
7. Flexible Working Policy
8. Flexi-time TOIL and Overtime Policy
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
20. Reserved Forces and Voluntary Emergency Responders Policy
21. Shared Parental Leave (Adoption) Policy
22. Shared Parental Leave (Birth) Policy
23. Sickness Absence Policy
24. Supporting Bereaved Employees Policy



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