

Revised HR policies

| Revised Policy | Replaced Harmonised or Local Policy or Guidance | |
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| Attendance and Leave | Annual Leave Career Breaks and Sabbaticals Flexible Working Sickness Absence Management (part) | Special Leave Unauthorised or Unplanned Absence Volunteering Guidance Working Time |
| Code of Conduct | Code of Conduct | |
| Ending Work | Guidance on Ending Fixed-Term Appointments Notice Period | Redundancy Policy Framework Retirement |
| Family Leave and Pay | Maternity Adoptive Maternity Support Parental Leave Foster Care Guidance | Guidance for Staff Undergoing Fertility Treatment |
| Grievance, Harassment and Bullying | Grievance | Harassment and Bullying |
| HR Policy Framework | | |
| Managing Performance and Conduct | Capability | Disciplinary |
| Personal Property | Damage to or Loss of Personal Property | |
| Probation | Probation | |
| Recruitment | Recruitment and Selection Temporary Promotion | Transfer and Secondments (Transfers only) PSU Resourcing |
| Safeguarding | | |
| Sickness Absence | Sickness Absence Management (part) | |
| Travel and Subsistence | Travel Subsistence and Expenses | |
| Ways of Working | Guidance on Working Arrangements in the Event of Adverse Weather | Home Working Guidance AHRC - Flexible Working Hours |
| Working Location | Field/Mobile Working Policy Mobility | Relocation |

HR Policy Statements

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| Equality, Diversity and Inclusion Learning and Development Wellbeing | Revised policies will be developed and published before the end of March 2020. In the meantime, policy statements are being published showing the intended scope of the revised policies, with the existing harmonised and local policies remaining in force until the revised policies are introduced. |
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Current Governance, Assurance and Risk policies remaining in force

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| Conflicts of Interest Gifts and Hospitality Moderns Slavery Act Whistleblowing-Freedom to Speak Up | These are not HR policies but appear on the Information Hub alongside the HR policies. |
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Current HR Policies and Guidance remaining in force – These policies and guidance remain in force as they cover Pay and Reward, fall within the scope of Equality, Diversity and Inclusion, Learning and Development or Wellbeing or are scheduled to be reviewed in due course.

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| Acceptable use of ICT Systems and Services Appraisal and Personal Development Review Counter Fraud and Bribery Data Protection Employee Intellectual Property, Consultancy Work and Conflicts of Interest Equality and Diversity Equality and Diversity Guidance for Research Funding Guidance on Supporting Transgender Employees in the Workplace Guidance on Managing Bereavement in the Workplace Health and Safety | Health Promotion Investigating Allegations of Misconduct in Research Learning and Development Pay and Reward Personal Use of Social Media Prevention of Illegal Working Professional Subscriptions Transfers and Secondments (Secondments only) AHRC Employee Benefits PSU Health and Safety |
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