

**Revised HR policies**

<b>Revised Policy</b>	<b>Replaced Harmonised or Local Policy or Guidance</b>	
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)
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
Working Location	Field/Mobile Working Policy Mobility	Relocation

**HR Policy Statements**

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**

Conflicts of Interest Gifts and Hospitality Modern 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.

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)
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