

Appendix 1

Changes to Policies

Policy	Changes
Grievance Policy	Minor tweaks to reflect review date and footer dates. tracked changes for review. Added third-party harassment.
Sickness Absence Policy and Procedure	Minor tweaks to reflect review date and footer dates. Change reference to 'you' and replaced with 'employee'. Added reference to neurodivergent employees.
Maternity Leave Policy	Minor tweaks to reflect review date and footer dates. Reference added to the EV salary sacrifice scheme and the new neonatal policy. Updated to reflected employees on the EV salary sacrifice scheme.
Adoption Leave Policy	Minor tweaks to reflect review date and footer dates. Reference added to the EV salary sacrifice scheme
Parental Leave Policy	Minor tweaks to reflect review date and footer dates. Change reference to 'you' and replaced with 'employee'. Updated to reflected employees on the EV salary sacrifice scheme.
Shared Parental Leave Policy	Minor tweaks to reflect review date and footer dates.
Time off for Dependents	Minor tweaks to reflect review date and footer dates.
Domestic Abuse Policy	Full policy refresh following feedback from the Lived Experience group.