

Document	Outline of changes
Learning and Development Policy	This is a new policy that sets out the organisations approach to training, learning and development and incorporates Post Entry Training arrangements.
Smoke Free Policy	This policy is new and, following on from the Leader of the Council signing up to the Oxfordshire Tobacco Alliance, which aims to reduce the overall prevalence of smoking in Oxfordshire to below 5% in 2025, means that smoking will no longer be permitted on Council owned and operated sites for employees, members and site visitors.
Use of E-Cigarettes Policy	In the same vein as the smoke free policy, the use of e-cigarettes will also no longer be permitted on any Council owned and operated sites.