

## Appendix 1: Changes to Policies

Policy	Changes
Flexible Working Request Policy	<p>This policy has been updated following changes to legislation in April 2024 whereby:</p> <ul style="list-style-type: none"> <li>- Qualifying periods to request flexible working have been removed and employees can now request this from their first day.</li> <li>- Employee is able to request two requests within a 12-month period.</li> <li>- Employee does not have to give reason; CDC have left this section as optional.</li> </ul> <p>The policy has been streamlined to make it more user friendly for both manager and employee.</p>
Domestic Abuse Policy	<p>This is a new policy that aims to ensure that all employees know where to seek help and support if they, or a colleague, are affected by domestic abuse.</p> <p>This policy also supports our ambition to achieve the Domestic Abuse Housing Alliance (DAHA) accreditation.</p>
Flexi scheme Policy	<p>Reducing accrual from 37 hours to 22.2 hours per four-week period.</p> <p>Ability for employee to book two flexi days per four-week period with a floating day to be used throughout the four week period.</p> <p>Local arrangements with regard to bandwidth.</p>
Employers LGPS Discretions Policy	<p>The LGPS requested all policies to be updated for 2024. They provided example copy template for CDC to be able to use. Therefore, our policy was updated to ensure it covered any new or revised regulations to pensions in line with LGPS's guidance. All amendments have been sense checked by LGPS ahead of being presented at Personnel Committee.</p>