



EBOR ACADEMY TRUST

Policy Number

22

**Statutory
HR Manual**

**NYCC HR policies and procedures adopted
by Ebor Board of Directors**

Signed: _____

Dated: April 2016

Review Date: As and when any changes occur

NYCC HR Manual

All schools within the Ebor Academy Trust have adopted the NYCC HR Manual which includes the following policies and guidance:

All current policies are available on the HR website:

<http://intranet.northyorks.gov.uk/directorate/hr/schools/Pages/Home.aspx>

All staff have a duty to familiarise themselves with these policies and any updates.

- Appraisal/performance Management (November 2016)
- Developing Performance (May 2011)
- Capability (May 2012)
- Disciplinary (June 2012)
- Resolving issues at work (April 2011)
- Allegations against staff – no policy but guidance on how to deal with various allegations
- Attendance management (November 2012)
- Stress management (April 2012)
- Incremental Pay Progression (support staff) (February 2012)
- Probationary/Induction (April 2011)
- Maternity Leave (May 2011)
- Paternity and maternity support leave (May 2012)
- Recruitment (November 2012)
- Reorganisation, redundancy and redeployment (August 2016)
- Adoption (May 2012)
- Age retirement (January 2012)
- Alcohol policy (January 2011)
- Code of conduct (2000)
- Eye Care policy (February 2012)
- HIV/Aids policy (2005)
- Smoke free workplace (March 2011)
- Leave policy (November 2016)
- Pay policy (November 2016)