

## Appendix 1

### ESAW Bronze Accreditation - Policy/Guidance Updates

Policy/Guide	Number of Updates	Summary of Updates
Flexible Working/Work Life Balance	2	<ul style="list-style-type: none"> <li>- Wording added on the link between flexible working, gender equality and gender based violence (GBV).</li> <li>- Additional detail on contract-change processes.</li> </ul>
Equal Opportunities Policy	7	<ul style="list-style-type: none"> <li>- Clarification of employer and employee expectations and responsibilities</li> <li>- Commitments to addressing occupational segregation</li> <li>- Definitions, commitments and non-tolerance of GBV and sexism.</li> <li>- Clarification on the link between women's workplace inequality and GBV.</li> <li>- Clearer reporting procedures and supports for those experiencing GBV at work.</li> </ul>
Code of Conduct	2	<ul style="list-style-type: none"> <li>- Definitions, commitments and non-tolerance of GBV, sexism and intersectionality.</li> <li>- Wording about the link between women's workplace inequality and gender based violence (GBV).</li> </ul>
Recruitment & Selection Policy and Toolkit and Job Adverts.	3	<ul style="list-style-type: none"> <li>- Inclusion of flexible working and positive equality statements in all job adverts.</li> <li>- Requirement that panel members are trained in non-discriminatory practice.</li> <li>- Requirement that selection panels are gender balanced and include representation from other protected characteristics.</li> </ul>
Guide to Employees Experiencing GBV	3	<ul style="list-style-type: none"> <li>- Information on responsibilities.</li> <li>- Clarity on reporting mechanisms.</li> <li>- Feedback opportunities on how disclosures are handled.</li> </ul>
Bullying & Harassment Policy - Sexual Harassment Section	1	<ul style="list-style-type: none"> <li>- Expanded examples of sexual harassment to reflect the diverse range of women affected.</li> </ul>
Leave Conditions of Service	1	<ul style="list-style-type: none"> <li>- Inclusion of GBV related leave as an example under Miscellaneous Leave</li> </ul>