

Fledglings Day Nursery

Coronavirus vaccine policy

Aim

To ensure employees understand what the setting's stance is in relation to the vaccine and that they are clear on how the setting will support them if they choose to have the vaccine.

Policy

A vaccine to prevent serious health effects from coronavirus has been developed and made available to the public. The purpose of this policy is to set out our organisation's stance on the vaccine as it affects our workforce and the related rights of our employees.

Vaccine status

Individual opinions on vaccines can vary greatly and we appreciate that having a vaccine is generally a personal choice, sometimes dictated by personal circumstances such as health or religion. The Government has not made the taking of the vaccine mandatory and therefore it remains voluntary.

Our stance

As an employer, we have a duty to ensure the safety of our employees. In addition, the Health and Safety at Work Act 1974 requires employers to take all reasonably practicable steps to ensure the health, safety and welfare at work of all their workers. Despite the extensive measures we have taken to ensure that our workplace and our working arrangements are, and continue to be, COVID secure, the vaccine provides a greater level of personal safety against serious illness.

Because of this, we encourage our employees to take up the opportunity to have the vaccine when it is offered to them.

We expect our employees to be treated with dignity and respect by their colleagues in relation to their decision over the vaccine. This setting will not accept any bullying or harassment, or other unwanted behaviour, against an employee because of their decision.

Making an informed decision

It is normal that some of our employees may have concerns about having the vaccine. We encourage all of our workforce to make an informed decision by paying attention to official information sources such as the NHS. We would ask our employees to check the source of any information they read about the vaccine as we are aware that there is a certain amount of uncertified information available.

Having the vaccine

Current Government strategy for vaccinating the UK population is formulated on a priority basis according to age, industry sector and vulnerable status. Employees will receive notification of their vaccine appointment which may be at their normal GP surgery or at one of the vaccination centres set up specifically for this purpose; or employees are able to book an appointment themselves, if eligible, through the NHS website:

<https://www.nhs.uk/conditions/coronavirus-covid-19/coronavirus-vaccination/book-coronavirus-vaccination/>

The vaccine is offered free of charge. It is currently administered in two doses, to be provided at separate appointments.

We encourage employees to verify a notification purporting to provide vaccine appointment details if this appears suspicious, due to a number of scams attempting to gain bank details.

Employees should notify their line manager of their appointment time on each occasion, giving as much notice as possible if time off work is needed. Employees must provide written evidence of the appointment date and time to their manager.

Vaccine appointments are to be treated in the same way as other medical appointments so, where possible, employees should attempt to secure an appointment outside of their normal working hours, or as close to the start or the end of the working day as possible. Where time is taken off work to attend the appointment, this will be unpaid.

Sickness related to side effects from the Coronavirus vaccine

The vaccine can cause side effects for some people, for around 1 – 2 days after being vaccinated. If a staff member is unable to work due to side effects from the vaccine, then they should follow the setting's Staff Sickness Policy as normal.

Useful Links:

NHS Coronavirus Vaccine info: <https://www.nhs.uk/conditions/coronavirus-covid-19/coronavirus-vaccination/coronavirus-vaccine/>

ACAS Getting the Coronavirus Vaccine for Work: <https://www.acas.org.uk/working-safely-coronavirus/getting-the-coronavirus-vaccine-for-work>

Gov Uk Covid vaccination; A guide for all women of child bearing age, pregnant or breast feeding: <https://www.gov.uk/government/publications/covid-19-vaccination-women-of-childbearing-age-currently-pregnant-planning-a-pregnancy-or-breastfeeding/covid-19-vaccination-a-guide-for-women-of-childbearing-age-pregnant-planning-a-pregnancy-or-breastfeeding>

ICO information on data collection : <https://ico.org.uk/global/data-protection-and-coronavirus-information-hub/coronavirus-recovery-data-protection-advice-for-organisations/vaccinations/>

CIPD Guide for Employers: <https://www.cipd.co.uk/knowledge/fundamentals/emp-law/health-safety/preparing-for-covid-19-vaccination#gref>

Author

John Malyckyj

Fledglings Day Nursery

8th February 2022