



Little 1 Nursery

13.2 Coronavirus Vaccine Policy

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 the employer's position on the vaccine as it affects our workforce and the related rights of our employees.

Background

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 a voluntary exercise.

Our Position

As an employer, we have a duty to ensure the safety of our employees. In addition, the Health and Safety at Work etc 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 provide for a COVID secure workplace, 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.

We will not accept any bullying or harassment, or other unwanted behaviour, against an employee because of their decision. Any employee who feels that they have been treated unfavourably should report this to their Line Manager.

Vaccinations will not change any of our risk assessments, COVID protocols or policies and procedures at this time.

Finally, you receiving the vaccine may not be popular with our parents, suppliers, or the public at large, and therefore whilst we appreciate that you may be happy to have been vaccinated we should remain sensitive that other people may not have been vaccinated and do not know when they will be.

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 may be able to book a vaccination by calling NHS 119. Normally 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. 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 attempt to secure a vaccine appointment outside of their normal working hours, or as close to the start or the end of the working day as possible. Time taken off work to attend the appointment will be paid up to 1 hour.

What happens if you have a reaction to the vaccine?

If you are unfit for work following the vaccine you must report your absence in the normal way following our absence reporting procedure. You will be asked to complete a Self-Certificate for the first 7 days of absence.