

Title	Coronavirus Vaccine Policy
Associated Policies	

REVIEWED: March 2021

NEXT REVIEW: June 2021

1. Introduction

- 1.1 A number of vaccines have been developed and made available to the public to prevent serious health effects from coronavirus. The purpose of this policy is to set out The Trusts stance on the vaccine as it affects our workforce and the related rights of our employees.
- 1.2 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.

2. Our Stance

- 2.1 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 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.
- 2.2 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. The organisation will not accept any bullying or harassment, or other unwanted behaviour, against an employee because of their decision.

3. Making an Informed Decision

- 3.1 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. We would recommended the following as a useful source of information;
[Coronavirus \(COVID-19\) vaccine - NHS \(www.nhs.uk\)](https://www.nhs.uk)

4. Having the Vaccine

- 4.1 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. The vaccine is offered free of charge. It is currently administered in two doses, to be provided at separate appointments.
 - 4.2 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.
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- 4.3 Staff should seek to get an appointment outside of their working hours wherever possible. If this is not possible employees should notify their line managers 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.

5. Policy Review

- 5.1 This Policy statement will be reviewed in line with the Government announcements in relation to the vaccine rollout.
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