



COVID-19 VACCINATION POLICY

1. Introduction

Governors place a very high priority on maintaining a healthy and safe working environment for all the staff at the school. In particular, they wish to do all that is reasonably practicable to maintain protection from COVID-19 for staff, students and the wider school community.

The issue is especially significant at Manor Green School because in DfE data found here <https://explore-education-statistics.service.gov.uk/find-statistics/attendance-in-education-and-early-years-settings-during-the-coronavirus-covid-19-outbreak> the NEU (Union) has estimated that staff working in SEN schools, where all students are classified as vulnerable, are seven times more likely to contract COVID-19.

This policy is based on current Government and scientific guidance at the time it was approved by Governors and will be updated as this changes or more information becomes available. Its purpose is to promote protection from COVID-19, which Government documents explain is to some degree a vaccine-preventable disease. Vaccination is likely to be the most reliable route out of the global pandemic along with the most effective way to manage the spread of the virus and ensure protection within the school.

Robust risk assessments and operating protocols are already in place in relation to COVID-19. All staff are required to familiarise themselves with these documents which are available on the School Bus system.

2. COVID-19 Vaccination Expectation

Governors strongly encourage all staff to take up the offer of the COVID-19 vaccination as soon as it is offered, unless medically exempt. An offer may come from RBWM or as part of the national vaccination rollout. It is expected that most individuals joining the staff team will have evidence of a UK Government approved vaccination once national rollout to all adults is completed.

Staff are expected to educate themselves about the COVID-19 vaccination from evidence-based information provided by the school in this policy, Government, NHS, and other proven reputable and impartial sources. Staff are strongly discouraged from basing any decision about vaccination on social media and comment from untrained, untested, and unscientific information sources.

Staff are expected to exercise caution in sharing their views on the COVID-19 vaccination along with matters connected with the management and control of the virus within the school environment. All staff have a responsibility not to share unverified information which potentially misinforms others.

Some staff may be worried about having the vaccine. The World Health Organisation refers to this as 'vaccine hesitancy' and said in 2019 this is one of the top ten threats to global health. See: <https://www.who.int/news-room/spotlight/ten-threats-to-global-health-in-2019>.

Further information about the COVID-19 vaccination is in Section 7 below.

3. Post vaccination

Vaccinated staff must continue to observe the health and safety measures in place in accordance with the school's COVID-19 risk assessment and operating protocol. Staff are also expected to maintain the guidelines and restrictions applied by Government which may change from time to time. After you have been vaccinated, it is still possible that you may have caught COVID-19 beforehand and not realise until symptoms appear after the vaccination appointment. If this occurs the established testing procedure will be followed.

Staff are expected to continue to undergo rapid flow testing (currently twice weekly) when working at school for as long as the Government advises schools to continue the testing regime.

Staff who are clinically extremely vulnerable, clinically vulnerable or shielding family members and working from home may be expected to be available to work onsite at the school as required from three weeks after their first vaccine dose, depending on individual risk assessments.

4. Exemptions

There are a small number of exemptions for which vaccination is not recommended. See the NHS website provided in Section 7 below or seek medical advice if you believe this may apply to you. More information on allergies for all the vaccinations currently available can be found in this link:

<https://www.anaphylaxis.org.uk/covid-19-advice/pfizer-covid-19-vaccine-and-allergies/>

The vaccines have now been approved for pregnant women, so this is no longer an exemption.

Women of childbearing age, those who are pregnant or breastfeeding, should read the [detailed information available on GOV.UK](#)

Staff who are medically exempt from having the COVID-19 vaccination must provide evidence of their exemption to HR. They will be expected onsite for duty, depending upon individual risk assessments, and may be required to have additional COVID-19 lateral flow testing as they may be more at risk of contracting and transmitting COVID-19.

5. Vaccine records

The NHS will issue a vaccination record card after the first appointment. This should be retained and taken to the second appointment for the follow up vaccination dose. Once they have received both doses, staff are required to provide a copy of their vaccination card to HR who will retain the copy on staff members' files. Alternatively staff can provide a copy of their NHS Covid Pass available from the NHS app

The school will maintain records of which staff have received the vaccination. This information may be shared with management and RBWM on a need-to-know basis and in accordance with GDPR.

6. Unvaccinated staff

All school staff are strongly recommended to have the COVID-19 vaccination unless medically exempt. However, the Governors recognise that staff cannot be compelled to have the vaccine.

Staff who are reluctant to have the vaccine for a reason other than medical exemption are encouraged to discuss their concerns and reasons with medical professionals and the Headteacher. The Headteacher can help staff obtain impartial information to help inform their choice.

Staff who choose not to have the vaccine must acknowledge the implications of their decision on their own health and that of others at risk. All these staff are required to complete the waiver in the appendix to this policy.

All staff who have not been vaccinated, whatever their reason, will be required to undergo more frequent lateral flow testing at school for as long as testing is advised by the Government. This will be done at a frequency set by the school. They must also follow any other additional safety requirements for unvaccinated staff that the school requires in their Covid19 Operational Protocol or Risk Assessment.

Staff who refuse to do so will render themselves unavailable for work, for which unpaid leave will be granted for a maximum period of two weeks, during which time staff may reconsider their options. Staff who then continue to refuse to participate in frequent lateral flow testing may be subject to disciplinary action based on refusal of a reasonable management instruction.

7. Further information

Government guidance for healthcare workers is relevant to Manor Green school staff due to the healthcare element of some roles. There is advice here:

<https://www.gov.uk/government/publications/covid-19-vaccination-guide-for-healthcare-workers/covid-19-vaccination-guide-for-healthcare-workers>

Further advice and information can be found here:

<https://www.nhs.uk/conditions/coronavirus-covid-19/people-at-higher-risk/whos-at-higher-risk-from-coronavirus/>

<https://www.gov.uk/government/collections/covid-19-vaccination-programme>

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

<https://www.nhs.uk/conditions/vaccinations/why-vaccination-is-safe-and-important/>

6. Review of Policy

This policy shall be subject to periodic review and may be changed from time to time in light of the changing situation and more information and guidance becoming available in relation to COVID-19

The Governing Board approved this policy on date: 7th October 2021

Signed: Richard Pelly, Chair of Governors

Signed: Joolz Scarlett, Headteacher

Appendix: COVID-19 Vaccination Waiver



COVID-19 VACCINATION WAIVER

NAME.....

Please complete either Box A or Box B, whichever one is applicable to your circumstances.

Box A

I am unable to have the vaccination due to exemption on the following grounds:

.....

Box B

I confirm that I have read and understood the school's Covid19 Vaccination Policy and I have decided to decline the offer of a Covid-19 vaccination for the following personal reasons (optional):

.....
.....
.....
.....

I understand that by choosing not to have the Covid-19 vaccination I may be putting myself and others at risk of infection.

I understand that I may change my mind and accept the Covid19 vaccination at a future date and in this event, I will provide evidence to the school that I have been vaccinated.

Signed:.....Date:.....