




## COVID-19 VACCINATIONS Corporate Policy

<b>Title of Policy Document</b>	<b>COVID-19 VACCINATIONS</b>
<b>Issue Date and Version</b>	<b>July 2021 (Version 1)</b>
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Has Equality Impact Assessment been completed?	N/A
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Signed off by	 Chief Executive
Renewal date	July 2024
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## For New Staff joining Creative Support on or after 30<sup>th</sup> August 2021

### 1. INTRODUCTION

- 1.1 We expect all applicants for jobs with Creative Support to have had at least their first COVID-19 vaccination prior to starting employment with us and to be committed to having the second vaccination within a 3 month period.
- 1.2 This applies to all new employees (including bank workers) with start dates on or after Monday 30<sup>th</sup> August 2021.

### 2. WHY HAVE WE ADOPTED THIS POLICY?

- 2.1 We know that vaccination against COVID-19 is highly effective in reducing transmission of the virus, reducing the severity of infection, reducing the need for hospitalisation and reducing the risk of death. Ensuring that staff in social care are vaccinated is the single most important measure we can take to reduce the impact of COVID-19 and to protect our staff and vulnerable service users.
- 2.2 The government has introduced legislation to make it mandatory for staff working in care homes to be vaccinated as of 1 October 2021. We think it may be only a matter of time before the Government extends the requirement for mandatory vaccinations to all staff working in all social care settings.
- 2.3 Furthermore, there are many activities in society which in the future may require proof of vaccination, including sporting events, live performances, theatres, cinemas and night clubs, holidays and foreign travel. Our staff may be required to support service users to participate in community activities, events and holidays and will be unable to provide such support without proof of vaccination in the event that this is required.

### 3. WHAT IF I HAVE ALREADY HAD BOTH VACCINATIONS?

- 3.1 If you have had both vaccinations prior to joining Creative Support - congratulations! We simply ask that you provide proof by downloading your record of vaccination using the NHS app or providing a copy of your vaccination card.

### 4. WHAT IF I HAVE HAD THE FIRST VACCINATION ONLY?

- 4.1 If you have had your first vaccination we ask you to provide proof and to confirm that you intend to have the second vaccination as soon as it is possible to do so and in any event, to do so within the three months following your start date. When you have had your second vaccination we will offer you a taxable payment of £50 to show our appreciation to you for making all our lives safer.
- 4.2 If you have not had the second vaccination by the end of your probationary period (or your 12 week work trial if employed on a work trial) we will regretfully have no choice but to terminate your employment. The only exception to this will be where you have been prevented from having the second vaccination for medical reasons, confirmed by your GP. In some cases we may agree an extension with you to enable you to be vaccinated.

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