*N.B. This template must be tailored to the specific circumstances of each organisation. It is intended as a framework for discussion and planning, with suggestions for your consideration. Highlighted sections require particular attention and amending. There may be other areas specific to your type of work that you should consider.*

**ANYORG: Covid-19 Vaccination Policy for Volunteers**

**Policy Statement**

The Government is currently rolling out its national COVID-19 vaccination programme. The purpose of this policy is to set out ANYORG’s stance on the vaccine as it affects our volunteers.

**COVID-19 vaccination programme**

Vaccinations are free of charge on the NHS. They are being administered according to a priority list at vaccination centres, including some hospitals, sports stadiums, conference centres and GP surgeries. It is currently administered in two doses, to be provided at separate appointments.

We encourage those who are not registered with a GP to do so. See [www.nhs.uk/nhs-services/gps/how-to-register-with-a-gp-surgery](http://www.nhs.uk/nhs-services/gps/how-to-register-with-a-gp-surgery) for information on how to do this.

**Our approach**

The Government has not made the taking of the vaccine mandatory and therefore it remains a voluntary exercise. 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. We will continue to operate safe working practices to minimise the risk of infection from Covid-19, by following [core public health guidance](https://www.gov.uk/government/collections/coronavirus-covid-19-list-of-guidance) regarding health, hygiene, and social distancing and in line with [safe workplace guidelines](https://www.gov.uk/guidance/working-safely-during-coronavirus-covid-19).

Despite measures taken to ensure that our workplace/community centre and working arrangements are, and continue to be, COVID secure (e.g. hands, face, space, fresh air), the vaccine provides a greater level of safety against serious illness. Because of this, we encourage our volunteers to take up the opportunity to have the vaccine when it is offered to them.

It is normal that some people may have concerns about having the vaccine. We encourage all of our volunteers to make an informed decision by paying attention to official information sources such as the NHS. We encourage our volunteers to carefully check the source of information about the vaccine, as we are aware uncertified information is available.

NHS information about the vaccine is available here: [www.nhs.uk/conditions/coronavirus-covid-19/coronavirus-vaccination/coronavirus-vaccine](https://www.nhs.uk/conditions/coronavirus-covid-19/coronavirus-vaccination/coronavirus-vaccine/).

Further information on what to expect after your vaccination is available in multiple languages here: [www.gov.uk/government/publications/covid-19-vaccination-what-to-expect-after-vaccination](http://www.gov.uk/government/publications/covid-19-vaccination-what-to-expect-after-vaccination)

**Treating each other with respect**

We expect our staff and volunteers 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 or volunteer because of their decision.

Anyone who is offended by, or concerned about, an ANYORG staff member or volunteer’s behaviour in this regard should raise the matter with: [name relevant person here e.g. manager, board/trustee/committee member]

You can find other relevant policies here: [refer to other relevant policies such as Complaints, Dignity at Work, Whistleblowing, etc. and where to find them]

**Scope of the policy**

This policy applies to all ANYORG volunteers.

This policy will be distributed to: e.g. all volunteers and will be included in: induction packs for all new volunteers and made available to: partners and other interested parties, on request.

**Review Log**

**Policy: Covid Vaccination Policy for Volunteers**

**Date first adopted:** April 2021

**Review Dates:**

|  |  |  |  |
| --- | --- | --- | --- |
| **Date of review** | **Amendments/ Updates made** | **Reviewed and accepted (tick)** | **Proposed next review date** |
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