

# Coronavirus Vaccine Policy Statement

## Introduction

The purpose of this policy is to set out the College's stance on the vaccine made available to the public to prevent serious health effects from coronavirus, as it affects our College community and the related rights of our employees and students. The College strongly encourages all eligible students, staff, Fellows and casual workers to get vaccinated, including having a booster vaccination when offered. The coronavirus vaccine gives the best protection against the virus. This is based on expert scientific advice and the guidance issued by both Public Health England and the UK Government. Taking the vaccine is voluntary and a very small number of people may be unable to have the vaccine for medical reasons. If individuals have any questions or concerns about taking the vaccine, information and support is available from the NHS website and their GP. To find out more, please read the Further Information section below.

## Wadham's stance

As an employer, we have a duty to ensure the safety of our employees and the wider College community. 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. Individual members of staff, students and visitors also have a duty to take reasonable care to ensure they do not endanger themselves or anyone else affected by their acts or omissions.

**The COVID-19 vaccine is a critical weapon in our armoury. It provides a very high level of protection against infection and serious illness and it reduces the ability of the virus to spread. We therefore strongly recommend that all members of our community take the vaccine, and any follow up booster vaccines, when it is offered, unless they have a medical reason not to. The NHS has confirmed that the COVID-19 vaccine is safe and effective. All vaccines approved for use in the UK have met strict standards of safety, quality and effectiveness.**

We expect individuals to be treated with dignity and respect by their colleagues in relation to their decision over the vaccine. The College will not accept any bullying or harassment, or other unwanted behaviour, against any employee or student because of their decision.

## Having the Vaccine

Employees: Please attempt to secure the appointment outside of your normal working hours or as close to the start or the end of the working day as possible. If your appointment is during working hours, please give as much notice as possible, and provide written evidence of the appointment date and time to your line manager. Time taken off work to attend the appointment will be paid.

Students: Please discuss with your tutors if your vaccine appointment falls during term-time and is likely to coincide with an academic engagement such as a tutorial.

Casual workers: Please attempt to secure the appointment outside of any agreed working hours where possible. If your appointment is during working hours, please give as much notice as possible to your line manager. Time taken off work to attend the appointment will be paid.

### **Vaccine Records**

The College no longer requests students, staff and Fellows to provide details of their vaccination. All vaccination details previously collected have been securely deleted.

### **If you are not vaccinated for medical or other reasons**

You are welcome to contact the HR Department or Academic Office if you are not vaccinated for any reason and have any questions or concerns. A supportive discussion will take place and any details will be kept securely in line with the College's Data Privacy Notices.

### **Further information**

*Further information about COVID-19 vaccinations can be found at: [NHS COVID-19 vaccine](#) and [Government COVID-19 vaccine guide](#)*

Wadham College takes individuals' privacy seriously. Wadham's policies in compliance with the General Data Protection Regulation (GDPR) can be found at

<https://www.wadham.ox.ac.uk/governance/wadham-college-gdpr-framework>