

Vaccination Policy

Introduced February 2021

In England there are vaccination programs in place and most children and adults will take up these vaccinations to protect their health and wellbeing. At Free Rangers we recommend and encourage the children and staff who attend our nursery to be vaccinated as we believe this creates a safe environment for everyone to be.

Free Rangers recognises that for a variety of reason, including but not limited to, health, religion and beliefs, some adults may choose to not be vaccinated and will also choose to not vaccinate their children.

**Children who are not vaccinated**

Free Rangers Nursery does not exclude children who have not taken part in their baby and toddler immunisation programme. We respect parents’ choices and will inform all families of any infection outbreak that could cause a child to become unwell.

For children who have not been vaccinated we would ask that families practise extreme caution in the event of an infectious outbreak at nursery, this may include keeping their child absent if advised to do so by public health England. As illness is not in the control of Free Rangers full fees would be payable during this time.

For children who are not vaccinated we would always act on the side of caution and ask that parents adhere to decisions made by nursery staff when acting to safeguard their children from illness.

**Staff who are not vaccinated**

Upon employment with Free Rangers staff are asked to complete a health declaration form. Staff must make it known to management if they are not up to date with vaccinations, this includes childhood vaccinations, boosters, and tetanus.

All staff will be informed of any illness outbreak within the nursery that could negatively impact on their health. In the event of an outbreak, unvaccinated staff will be asked to seek advice from their GP and remain absent from work until it is safe for them to return. Staff will not be paid during this time of leave.

**Covid -19 Vaccination**

At Free Rangers Nursery we understand that vaccines make for a safer workplace and environment for our children. When staff are offered a Covid-19 vaccination we recommend that this vaccine is taken. If a high percentage of staff are not vaccinated this could compromise the health and well being of the whole staff team and our children and so our advice will always be to have the vaccine.

We do however understand that some staff may not wish to have the vaccine for a variety of reasons including religion, personal beliefs, and health reasons. Staff not wishing to have the vaccine will need to make their reason known to management and to protect the staff team and individual staff members non vaccinated staff must agree and adhere to the following:

* You must follow government guidelines surrounding the Covid-19 pandemic in the strictest manner
* You must follow nursery procedures in place surrounding Covid-19
* You must be aware of any minor illness and be prepared to seek a test on the same day
* You must be prepared to be sent home to seek a test if it is felt you have symptoms of Covid-19

This policy was adopted by Free Rangers Nursery on 12.2.21

Signature: Nursery Owner

Signature: Nursery Manager