

COVID-19 Vaccination Policy

South Australian Emergency Management Direction

The Hazard	<p>Coronavirus disease (COVID-19) is an infectious disease caused by the SARS-CoV-2 virus that results in respiratory illness. Older people and those with underlying medical conditions such as cardiovascular disease, diabetes, chronic respiratory disease, or cancer are more likely to develop serious illness after contracting COVID-19. Anyone can get sick with COVID-19 and become seriously ill or die at any age.</p> <p>COVID-19 can spread from an infected person's mouth or nose in small liquid particles when they cough, sneeze, speak, sing or breathe. These particles range from larger respiratory droplets to smaller aerosols.</p>
Immanuel School Gawler School's Policy	<p>To comply with the Emergency Management (Education and Early Childhood Settings Vaccination) (COVID-19) Direction 2021 (Emergency Management Direction), Immanuel School Gawler will take the following measures to minimise the risk of harm from COVID-19 to students, staff, and those affected by our activities, including parents, carers, siblings and other members of the school community:</p> <ul style="list-style-type: none">• sight evidence regarding each employee's COVID-19 vaccination status• ensure that from 11 December 2021 any full-time, part-time, casual or contract employee or peripatetic staff attending work in the school setting will have received all requisite doses of a Therapeutic Goods Administration (TGA)-approved COVID-19 vaccine.• consult with staff regularly to ensure that issues and concerns relating to COVID-19 control measures are identified, considered and addressed where reasonably practicable• develop strategies to minimise the risk to all employees and students• require all volunteers (including board/council members) and contractors working on school premises (whether engaged by the Immanuel School Gawler or not) to provide evidence of COVID-19 vaccination• require all new staff to be fully vaccinated with a TGA-approved COVID-19 vaccine before commencing their employment• monitor the effectiveness of control measures.
Vaccination Not Required	<p>The Emergency Management Direction requiring COVID-19 vaccination or medical exemption does not apply to the following categories of people entering Immanuel School Gawler's premises:</p> <ul style="list-style-type: none">• delivery drivers or rubbish removalists• parents and families attending education or care settings to pick-up or drop-off children or students• parents and families attending an Immanuel School Gawler setting to attend events where they are not working or volunteering• people attending to respond to an emergency or urgent maintenance task such as a fire or lift breakdown.
Consultation	<p>Employees, and any Health and Safety Representatives (HSRs), will be given opportunities to provide input and feedback on potential control measures, the</p>

	<p>effectiveness of existing control measures and policy changes relating to COVID-19 management.</p> <p>These views will be taken into account when the Immanuel School Gawler makes decisions, and employees and HSRs will be advised of the outcomes. Employees and HSRs will be regularly updated on the effectiveness of the control measures and the application, if any, of any necessary risk controls.</p>
Request for Vaccination Status	<p>In order to comply with the Emergency Management Direction and to plan for minimising the risks of contracting and spreading COVID-19 in the Immanuel School Gawler community, the Principal and Front Office Staff are sighting evidence of COVID-19 vaccination of anyone who enters any Immanuel School Gawler setting for work purposes. This information will be used to develop the most effective measures to minimise those risks to staff, students, and the Immanuel School Gawler community.</p> <p>The school will be sighting this information on an ongoing basis, to capture any future requirements for vaccination boosters.</p> <p>In order for the school to comply with the Emergency Management Direction, the school will require evidence of: Both the first and second doses of the COVID-19 vaccination. Where an individual does not provide their vaccination status information, the school will assume that the individual has not been vaccinated. Those individuals will not be able to attend work at a school setting after 11 December 2021.</p> <p>The school acknowledges that an individual's COVID-19 vaccination status is sensitive health information. Any information sighted or collected will be kept securely, and access will be restricted on a need-to-know basis.</p> <p>An individual's reasons for choosing not to have the COVID-19 vaccination and medical evidence related to this decision is also considered to be sensitive health information under the Privacy Act 1988 (Cth).</p>
Sighting Evidence of Vaccination	<p>Individuals will be asked to provide the following proof of vaccination for sighting:</p> <ul style="list-style-type: none"> • an online immunisation history statement • a COVID-19 digital or paper certificate from the Australian Immunisation Register or through Medicare • a paper immunisation certificate provided at the vaccination appointment • an immunisation history statement from their vaccination provider
Unvaccinated Staff - Medical Exemption	<p>Employees, volunteers and contractors who advise that they are unable to be vaccinated on medical grounds, whether temporary or permanent, will be required to provide a signed exemption letter from the South Australian Chief Public Health Officer (CPHO).</p> <p>In order to obtain the exemption letter from the CPHO, an individual will need to do the following:</p>

	<ol style="list-style-type: none"> 1. obtain a medical certificate from a legally qualified medical practitioner that states that they have a temporary or permanent medical reason for a vaccination exemption in accordance with the Guidance published by ATAGI. Any such medical certificate will need to specify the nature of the exemption and the basis on which it applies. 2. Submit a completed SA Health Chief Public Health Officer Immunisation Exemption Application Form and their medical certificate to Health.NJNPExemptions@sa.gov.au. 3. The application for exemption will be considered by the Chief Public Health Officer, and if the application is approved, the CPHO will provide a signed exemption letter that must be provided to the Immanuel School Gawler. <p>Medical exemptions will only be accepted and endorsed by the CPHO if they are in accordance with the ATAGI published Guidance.</p> <p>Unless the individual has a medical exemption endorsed by the CPHO, they will be required to be vaccinated in order to attend school settings.</p> <p>Employees who provide acceptable evidence of a medical exemption from vaccination may be asked to provide further advice from a medical practitioner regarding the additional measures that the school may need to take to protect the employee and members of the school community from the risk of exposure to COVID-19.</p> <p>The school will make an assessment of the feasibility of any additional control measures for each staff member who has not been vaccinated on a case-by-case basis and following consultation with the staff member.</p>
Unvaccinated Staff - No Medical Exemption	<p>Where an employee does not provide the required evidence of COVID-19 vaccination for sighting, the school will assume that the employee is not vaccinated.</p> <p>An employee who has not provided the required evidence of COVID-19 vaccination for sighting will not be able to attend school after 11 December 2021.</p>
Casual Staff, Contractors, and Volunteers	<p>All casual staff, contractors and volunteers who will attend school premises (whether engaged by the school or not) must provide the required evidence for sighting as set out below.</p> <p>They must be fully vaccinated with a TGA-approved vaccine or evidence of a medical exemption in the required form.</p> <p>Failure to provide this evidence will lead to the individual being excluded from the school premises.</p> <p>This requirement does not apply to persons entering school premises who are:</p> <ul style="list-style-type: none"> • delivery drivers or rubbish removalists • people attending to respond to an emergency or urgent maintenance task such as a fire or lift breakdown.

	<p>Where an individual provides, or will be providing, evidence of a medical exemption, they should notify the school before their scheduled attendance to enable the school time to determine and implement any appropriate measures to minimise the risk to the individual, students and staff.</p> <p>This information will be used and disclosed on a need-to-know basis and is subject to the school's Privacy Policy, which contains further information regarding access to, and collection of, the individual's personal information.</p>
<p>Privacy and Disclosure to Third Parties</p>	<p>The school acknowledges that information regarding:</p> <ul style="list-style-type: none"> • vaccination status • reasons for choosing not to have the COVID-19 vaccination • medical evidence related to this decision <p>is considered to be sensitive health information under the Privacy Act 1988 (Cth).</p> <p>Any information collected will be used and disclosed for the purposes of minimising the risk to health and safety from COVID-19 to workers, students and the school community and maintaining the operations of the School.</p> <p>There may be some very limited circumstances where an individual's vaccination status may be disclosed to third parties, but this will be with the consent of the individual or where required by law.</p> <p>All information will be kept securely and with access restricted on a need-to-know basis in accordance with the school's Privacy Policy.</p>
<p>Further Information, Questions and Concerns</p>	<p>Staff with questions and concerns are encouraged to discuss these with the Principal.</p> <p>The following government sources also provide information that may assist employees in making an informed decision regarding vaccinations:</p> <ul style="list-style-type: none"> • SA Department of Education COVID-19 vaccination requirements for education and early childhood settings • SA Government Emergency Management (Education and Early Childhood Settings Vaccination) (COVID-19) Direction 2021 • Commonwealth Dept of Health Learn about COVID-19 vaccines • Australian Technical Advisory Group on Immunisation (ATAGI) clinical guidance on COVID-19 vaccine in Australia in 2021 https://www.health.gov.au/sites/default/files/documents/2021/08/covid-19-vaccination-atagi-clinical-guidance-on-covid-19-vaccine-in-australia-in-2021.pdf • ATAGI COVID-19 vaccination – COVID-19 vaccination decision guide for women who are pregnant, breastfeeding or planning pregnancy • ATAGI COVID-19 vaccination decision guide for people with immunocompromise <p>Fair Work Ombudsman https://coronavirus.fairwork.gov.au/coronavirus-and-australian-workplace-laws/covid-19-vaccinations-and-the-workplace/covid-19-vaccinations-workplace-rights-and-obligations</p>

