



Covid-19 Vaccination Policy

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Plan:	Covid-19 Vaccination Policy
Reviewed By:	ESGC Board
Reviewed On:	
Next Review Date:	
Revision History:	
1.0	Creation of plan – 18/11/21

Rationale

The Delta variant of COVID-19 carries significantly higher risks of transmission than previous strains of the virus. The Government has repeatedly emphasised the importance of vaccinations – to protect individuals and to give the country more possibilities in managing the virus. Vaccination is considered critical to protecting people’s health and safety, by reducing the risk of transmission and minimising the clinical impacts of COVID-19 infection.

Under current legislative settings, all organisations can require visitors to their facilities, and/or participants in activities that they run, to be vaccinated as a condition of entry, if a risk assessment shows this is necessary to protect its employees and/or visitors. When the new COVID-19 Protection Framework comes into force, vaccination status will be a key feature in determining what is possible under different settings (green, orange, red).

This policy sets out Eastern Suburbs Gymnastics Club’s (ESGC) COVID-19 vaccination requirements as they apply to employees and contractors and to all members and volunteers*. It is designed to keep our people safe and is aligned to the Government’s objective of minimising the impacts of the COVID-19 global pandemic and protecting the communities of Aotearoa New Zealand.

* including coaches, officials, managers, athletes and parents (if under 18 years)

Statement

At ESGC, we encourage and support our members being vaccinated against COVID-19, so that we can reduce the risk of exposure and transmission of COVID-19. It is important that we provide you with a safe community, in which you can participate in gymnastics. Currently the best protection against spreading COVID-19, and ensuring a safe community, is vaccination. We recognise that COVID-19 poses a very real and serious risk to the safety of our staff, members and volunteers, and in accordance with our health and safety obligations, we are required to take reasonably practicable steps to put in place control measures to manage and minimise (or eliminate) any such risk.

ESGC Requirements

When the Covid-19 Protection framework comes into effect, only those eligible people who are fully vaccinated (i.e. have completed a NZ Government recognised course of COVID-19 vaccination) will be able to access ESGC facilities / activities.

As a result of the risk assessment undertaken by ESGC, employees and contractors who perform certain roles will be required to have completed a NZ Government recognised course of COVID-19 vaccination, as those roles have been assessed as putting the person performing it at an increased risk of contracting or transmitting COVID-19, and that risk cannot be safely managed with other control measures.

ESGC will require proof of vaccination prior to entry to ESGC's facility and activities in the form of digital COVID-19 Vaccination Certificates. For members under the age of 12 years, evidence of first dose will need to be provided within 1 month of a member turning 12. Within two months, a Vaccination Certificate will need to be provided as proof of double vaccination.

Vaccination Status

Where vaccinations are required, ESGC may ask individuals to disclose, and/or provide proof of, their vaccination status. Information regarding vaccination status is collected for the purposes of our health and safety management planning, implementing this policy, and to identify any relevant support measures (related to Covid-19). ESGC will hold this information in accordance with the Privacy Act 2020.

You are not required to give this information and if you choose not to provide proof of having received the vaccine, or do not wish to disclose your vaccination status then we will respect your personal choice and right to that privacy. In the interests of health and safety, those unable or unwilling to provide proof of vaccination when requested, will be treated as though they have not been vaccinated.

Exemptions

ESGC respects the rights of individuals to choose whether to be vaccinated and acknowledges that there may be medical or other reasons or circumstances for not being vaccinated, for which you may seek an exemption. Where a member, employee or contractor seeks an exemption from the requirement to be vaccinated, ESGC may require them to provide confirmation of this, which may include a letter from their medical practitioner or religious leader.

If, in future, a role within ESGC is required to be performed by a vaccinated person under the COVID-19 Public Health Response (Vaccinations) Order 2021 (**Order**), exemptions to the COVID-19 vaccine will be subject to that Order. Currently, exemptions under the Order require a suitably qualified medical practitioner or nurse practitioner to apply to the Ministry of Health on an employee's behalf, on the grounds that the employee meets the specified exemption criteria.

Even where an exemption from being vaccinated is obtained by an individual, ESGC may have to determine whether it still safely manages the relevant risks posed by that individual not being vaccinated, and whether any accommodations can be made.

ESGC will work with those people who are not vaccinated on a case-by-case basis, respectfully and in good faith to explore options and try and find a way forward.

- For ESGC employees this may involve steps such as working from home, providing alternative duties, or redeployment where practical, but depending on the role, this may not always be possible. Termination of employment is also an option, but this will be used as a last resort, and only after ESGC has explored and considered other alternative options first.
- For ESGC members aged 12 years and over (including athletes, parents and other visitors), this is likely to be more challenging given the nature of our settings and operations. As a result, unvaccinated members should expect to be denied entry or participation rights as a result of their non-vaccinated status, unless they have a recognised exemption.

Additional Measures

In addition to this policy, ESGC will maintain a range of appropriate and complementary measures in its facilities / activities to further minimise the risks associated with COVID-19, as well as following all guidance set out in the legislation and public health guidance.

The conditions of entry before coming to the facility or taking part in activities include:

- Stay home if unwell
- You must have produced evidence that you are fully vaccinated to gain access to our facility.
- Children over 12 must wear a mask at all times except when in the gymnasium at Red level.
- Wash or sanitise hands before entering the facility/activities and when moving through different areas
- Scan your QR code every time you enter facility or at activities
- You must abide by any distancing requirements that apply e.g. 1m at Red level

The COVID-19 health questions that will need to be answered include:

- You do not have any symptoms associated with COVID-19 (e.g. fever, cough, sore throat, shortness of breath, sneezing/runny nose or loss of sense of smell)
- You are fully vaccinated against COVID-19.
- You do not have COVID-19 nor are you awaiting the results from being tested for COVID-19
- You have not been in contact with any known or suspected cases of COVID-19 in the past 14 days.
- You have not returned, or been in contact with anyone else who has returned, from overseas in the past 14 days
- ESGC acknowledges that best practice in the minimisation and mitigation of the impacts of COVID-19 is evolving rapidly (e.g. the potential introduction of rapid antigen testing). Given this, ESGC confirms to its members its intention to work in good faith, as new information and

recommendations come to hand, and to do its utmost to introduce the latest and complementary measures to further minimise risks.

ESGC notes that this policy is based upon the information currently available from Government and is subject to change as we learn and understand more about how New Zealand manages the fight against COVID-19 in our communities and workplaces. In addition, the Government may mandate that ESGC take certain steps. This policy may be revoked, amended or replaced at ESGC's sole discretion on reasonable notice in the circumstances at that time.

Related documents

This COVID-19 Vaccination policy should be read in conjunction with the following ESGC documents:

- [WorkSafe Risk assessment](#)
- [COVID-19 FAQs](#)
- Health and Safety policy
- COVID-19 safety plan
- Privacy policy

Review

This policy will be closely monitored by Esther Fifita. A COVID-19 group, led by Esther, will take responsibility for managing the *COVID-19 safety plan* and reviewing and updating this policy and risk assessment as needed in consultation with the ESGC Board.

Policy reviewed by: