



Central Coast
Conservatorium
Of Music

Covid-19 Vaccination Policy

Principles

The Central Coast Conservatorium of Music Inc. (CCCM) is committed to maintaining a safe and healthy working and learning environment, and is taking reasonable steps to protect staff and students from the risk of contracting Covid-19.

This policy will work in conjunction with other Covid-safe workplace plans and policies and should be read in conjunction with the CCCM COVID 19 Safety Procedures.

Policy Statement

In order to protect the health and safety of our parents, students and community, CCCM will be following the Department of Education and ATAGI guidelines. This means that triple-dose Covid-19 vaccinations will be required for CCCM staff, contractors, Board members and volunteers who are required to work on a CCCM site or have face-to-face contact with students or customers / clients / visitors.

Staff, contractors, Board members and volunteers will be asked to provide evidence of vaccination by way of an approved Government digital certificate to the executive leadership team (ELT). Evidence of vaccination and/or a booking for a booster vaccination at the appropriate interval must be cited before resuming face-to-face delivery of music tuition, or prior to working on any CCCM site. CCCM will ensure that the privacy of individuals is maintained at all times.

Where possible, the CCCM will facilitate arrangements for staff to receive vaccinations during work hours to ensure those seeking to be vaccinated can access appropriate medical services. Staff and volunteers should speak to the Executive Leadership Team (ELT) to discuss these arrangements.

Rationale

Employers have a duty under the Work Health and Safety laws to minimise the risk of exposure to Covid-19 in the workplace. In addition, the NSW Government has mandated that all NSW school and preschool staff will be required to have received three doses of a Covid-19 vaccine.

As a music education provider, CCCM will require staff, contractors, Board members and volunteers who have regular close face-to-face contact with the general public and particularly with children, to be triple vaccinated. As the majority of our students are school children under the age of 16, mandatory vaccination for our personnel is a reasonable and necessary step in ensuring that CCCM can safely provide its services.

The CCCM Covid-19 Vaccination Policy will be informed by applicable laws and reviewed in line with directives and advice issued by the Commonwealth and NSW Government.

Exemptions

Exemptions from the above policy requirements will be considered on a case-by-case basis by the ELT, including exemptions based on medical grounds for employees who cannot receive the vaccination for health reasons. Evidence of medical exemptions will be required. Exemptions that will be considered are those that meet the ATAGI guidelines, that is, a permanent medical exemption form that is registered with the Australian Immunisation Register (medical exemption (IM011)). If an employee has a temporary exemption, the employee will need to be vaccinated once this exemption has ceased.

To mitigate risk and protect the safety of others, individuals unable to receive vaccination due to valid exceptions may have their duties altered in order to limit face-to-face contact with other staff, students and parents.

Implementation

Staff, Board members, contractors and volunteers will not be allowed to resume face-to-face contact with students and families until evidence of vaccination or valid exemption has been received by the ELT.

Date Approved: Saturday 22 January 2022

Date Effective: Monday, 24 January 2022