

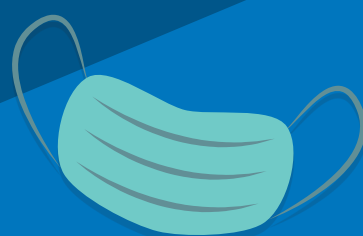
## THE VACCINE & YOUR WORKPLACE

Five essential points to consider as an employer.

Your free member advice line:

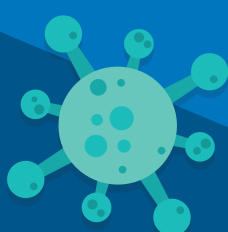
**0844 561 8133**

Quote: **83493**



### 01 Be very mindful of potential discrimination claims

- ◀ What are the different types of discrimination?
- ◀ Can you enforce or encourage all staff to accept the vaccine?
- ◀ What are the main legitimate reasons staff may refuse?



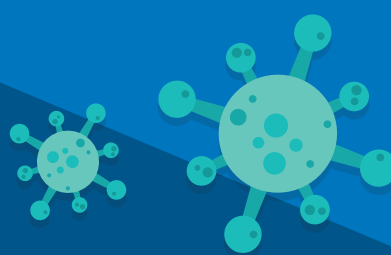
### 02 Review your environment & expectations

- ◀ Has the pandemic changed any of your practices for the better?
- ◀ How would you adopt changes permanently and communicate this with staff?
- ◀ Do you need to update or policies to reflect this?
- ◀ Steps should also be taken to listen to any concerns they have.



### 03 Know your responsibilities and rights

- ◀ Are you aware of what you can and cannot enforce as an employer?
- ◀ Should you take any action if an employee refuses the vaccine?
- ◀ How will you manage any conflict in the workplace?



### 04 Consider your industry and act accordingly

- ◀ What level of risk does your industry pose, i.e. does it involve any care work, or potential interaction with vulnerable individuals?
- ◀ What changes can or should you make to minimise this risk?



### 05 Adhere to current restrictions and regulations

- ◀ What does the latest guidance mean for your business?
- ◀ Are your business operations satisfying these real-time rules?
- ◀ What are the most common pitfalls for employers?