

COVID VACCINATION POLICY

WAVERLEY GYMNASTICS CENTRE

PURPOSE

In response to the Covid-19 pandemic, a policy requiring vaccination is required to ensure the safety of all staff, gymnasts and others attending WGC facilities. WGC is committed to the health and safety of its gymnasts and staff and to providing a safe environment for them to enjoy the sport of gymnastics. This policy outlines how vaccination requirements are applied to WGC staff, volunteers, gymnasts, parents, members and other visitors to WGC facilities and events.

The Policy protects WGC, WGC staff, volunteers, gymnasts and relations, and the community it serves by creating explicit requirements regarding vaccination status for these individuals.

The objectives of the WGC Covid Vaccination Policy are:

- To protect WGC gymnasts.
- To protect employees and volunteers.
- To protect the reputation of WGC.
- To enable WGC to continue to open and run at maximum allowable capacity and minimising shut-downs of its facilities.
- To ensure WGC meets its legal and governing requirements through application of and adherence to Club policies and guidelines.

As a new and emerging issue, and in the light of evolving government requirements, mandates and vaccine availability, this policy will be updated as required to comply with updated government directives and any overriding site requirements where WGC is located.

COVERAGE AND SCOPE

This policy applies to the following WGC members, whether they are in a paid or unpaid/voluntary position:

- Gymnasts
- Parent/Guardians of Gymnasts
- All staff, volunteers and Committee
- WGC Support personnel (e.g.: managers, physiotherapists, psychologists, masseurs, sports trainers)
- Any person 16 or over attending a WGC site for any reason
- Other contractors appointed to attend a WGC site

This policy applies to vaccination status for Covid-19 only.

This policy applies to all WGC sites and all areas of the premises managed by WGC.

VACCINATION REQUIREMENTS

The vaccination requirements outlined are based on a review of the clinical evidence regarding the impact of vaccination status on getting the virus, transmitting it to others, and the severity of illness. Government vaccination mandates are an emerging and evolving topic and this may extend vaccination requirements beyond those outlined.

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The requirements below apply from the time of WGC reopening, currently expected to be on 5 November 2021.

Staff: All WGC staff are required to be fully vaccinated (two doses) prior to returning onsite.

Gymnasts 16 or over: All gymnasts aged 16 or over are required to be fully vaccinated.

Gymnasts under 16: Vaccination is not currently required. However, all gymnasts are strongly encouraged to be vaccinated when the vaccine is available for their age group. Gymnasts should note that, should vaccination be a requirement for that age group to participate in community sport, they will be required to be fully vaccinated in order to continue attending WGC.

Any person 16 or over wanting to enter a WGC premises (indoors): Any person aged 16 or over is required to be fully vaccinated to enter inside a WGC facility. Examples include: parents /carers attending junior gym with their child, people accessing reception or the viewing area, competition and event attendees, judges, volunteers, contractors and other visitors.

Medical Exemption: a valid medical exemption is permitted if an individual is unable to be vaccinated because they:

- have a medical contraindication to COVID-19 vaccines, or
- have an acute medical illness, including COVID-19 infection for up to 6 months (or earlier if the medical practitioner specifies an earlier date)

Those individuals will not be considered 'unvaccinated' as part of WGC facility requirements. A valid medical exemption will be required to be provided to WGC. Anyone intending to provide a medical exemption is advised to refer to the government directives regarding the type of information required and to contact WGC who can provide this information to individuals. WGC will follow state government directives regarding acceptable contraindications, ATAGI clinical guidance and the type of medical practitioner able to provide an exemption. Medical exemptions will be reviewed by the WGC Director.

Resources and information: <https://www.coronavirus.vic.gov.au/about-covid-19-vaccines>
<https://www.coronavirus.vic.gov.au/information-workers-required-be-vaccinated>

APPLICATION OF POLICY

Documentation and administration systems will support the application of this policy. Vaccination status will be checked as part of attendance on site and entry into WGC indoor premises. Information on the process will be provided on site, by email and on the WGC website.

Staff will be required to provide evidence of vaccination through their immunisation certificate, this will also apply to any new appointments.

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Staff will be required to be fully vaccinated before returning to or commencing on-site work, and before the government-required date of 26 November. Any staff not fully vaccinated by the time WGC reopens (expected to be 5 November) will be supported by WGC to complete their vaccination prior to returning to work and will be offered alternative work up to 26 November. Any staff not fully vaccinated by this date, or electing not to be vaccinated without medical exemption will be required to discuss alternative work arrangements/duties with senior management. If these are not available this may result in termination of employment.

Anyone not fully vaccinated in line with this policy (i.e. where age eligible and without a medical exemption) will not be able to enter inside WGC premises.

Vaccination status of individuals is private information, and WGC will ensure records are kept safe of vaccination status in line with its other processes for storage of confidential information. Under no circumstances will vaccination status of individuals be shared by WGC with other staff, gymnasts or other adults. This particularly applies to those with a medical exemption.

APPROVAL AND REVIEW

Approved By: WGC Committee, 14 October 2021

Review Date: December 2021 (three monthly or sooner if required)

Policy Owner: Governance Sub-Committee Contact Details: compliance@wgc.org.au