



# Vaccination Policy

## 1. Overview

### 1.1. Purpose

Some dangerous epidemics or endemic diseases can be prevented, in whole or in part, by appropriate vaccinations. Lolly Jar Circus believes that in such circumstances, communities and, by extension, employers, have a duty to at-risk populations.

Lolly Jar Circus has a duty of care to provide a safe environment for its staff, participants, parents, carers, and all other people associated with its activities.

This policy describes the principles and approach Lolly Jar Circus will implement to support this purpose.

### 1.2. Application

This policy applies to all employees, contractors and volunteers at Lolly Jar Circus, including all trainers and the Board, and all participants, visitors and clients aged 12 and over.

In determining its policy towards parents, carers and other people associated with its activities, the Board has taken into account:

- That many of the participants and some of the parents, carers and staff have disabilities or medical conditions that make them more vulnerable to infectious diseases, including Covid-19;
- The information and directions provided by the World Health Organisation, the Australian Government, SA Health and the National Disability Insurance Agency (NDIA); and
- Consultation with the Lolly Jar Circus community through a survey and one-on-one conversations.

Lolly Jar Circus will continue to follow the guidelines issued by the health authorities listed above, including where their recommendations may necessitate a change to whom this policy applies, e.g. children aged 5 and over.

## 2. Policy Principles

### 2.1. Requirement to be Vaccinated

Lolly Jar Circus will, where appropriate, encourage, or if necessary require, its employees, contractors, volunteers, participants, and visitors to be vaccinated, where in the opinion of the Board vaccinations for the disease:



- Have been officially approved as safe and effective by the relevant agency;
- Are readily available to employees, contractors, volunteers, clients, and visitors; and
- Will offer protection to employees, contractors, volunteers, clients, and visitors involved in Lolly Jar Circus operations.

In carrying out this directive, Lolly Jar Circus will be guided by the information and directions provided by SA Health, NDIA, the Australian Government, any other applicable local health authorities and the World Health Organisation, and its occupational health and safety obligations.

The CEO has the delegation of the Lolly Jar Circus Board to determine and enact the procedures required to enforce this decision.

## **2.2. COVID-19**

Lolly Jar Circus accepts that the spread of Covid-19 can be prevented or minimised by vaccination.

### *2.2.1. Vaccination of Trainers*

As a body registered with the NDIA, all Lolly Jar Circus trainers and volunteers were required to be vaccinated against Covid-19 by 30 November 2021.

### *2.2.2. Parents and Carers*

The Lolly Jar Circus Board has determined that:

- From 1 January 2022, all parents and carers and other adult visitors who enter venues hired by Lolly Car Circus must be fully vaccinated; and
- Confirmation of vaccination will be required in line with SA Health guidelines.

### *2.2.3. Vaccine Boosters*

Lolly Jar Circus will continue to follow SA Health guidelines. This may require Lolly Jar Circus to request evidence of vaccination status on a periodic basis to confirm it is up to date and current.

## **3. Exemptions**

Lolly Jar Circus will recognise appropriate medical exemptions from these vaccine requirements (considering the requirements of any relevant direction or orders).

## **4. Policy Review**

Lolly Jar Circus will review this policy on at least an annual basis, or where a material change is required.