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accessed on the NHS website
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COVID-19 – Guidance Notes

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2. Can employers require a vaccination as a condition of employment?

There are risks attached to this approach for existing employees. Employers must ensure that they do not inadvertently discriminate on the grounds of protected characteristics under the Equality Act 2010.

3. Can an employer take disciplinary action against an employee for refusing to have the coronavirus vaccine?

This is a risky course of action. An employer must ensure that the individual's reason for refusing vaccination is necessary in order to be considered a reasonable adjustment.

4. What can an employer do to ensure that employees receive the coronavirus vaccine on medical grounds?

Employees should avoid the vaccine if they have had a serious allergic reaction to any of the ingredients.

Some individuals may be advised to avoid the vaccine on account of a medical condition and others may be protected under the Equality Act 2010, if they refuse the vaccine.

If an employee has a genuine medical condition, employers should take other steps in response to the COVID-19 secure working environment.

5. Can pregnant or breastfeeding women receive the coronavirus vaccine?

The previous medical advice was that pregnant women should not receive the coronavirus vaccination, but this has changed for the vaccine, such as Moderna or Pfizer.

Breastfeeding women can have the vaccine.

6. What is the position on employees refusing the coronavirus vaccine on the basis of their religion or belief?

Some employees may refuse to have the vaccine and employers should be aware that not everybody within that religion. Some individuals of a certain faith may be protected, even though others of the same faith are in favour of vaccination. Employers should consider each case on its merits and listen to the reasons for refusing vaccination and, where needed, make reasonable adjustments.

If an individual cites an anti-vaccine belief as a reason for refusing the coronavirus vaccine, it will only be considered a reasonable adjustment if the belief is considered to be worthy of respect in a democratic society and attaining a status of the basic tenets of a religion.

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certain level of cogency and coherence. It is likely that most online anti-vaccination theories will meet this threshold.

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