

FOI 3757

29th May 2026

FREEDOM OF INFORMATION ACT 2000 – INFORMATION REQUEST

Can you please advise if anyone has been refused employment or been otherwise penalised due to their reluctance to accept a vaccine/vaccines?

Response:

No one has been refused employment by the SHSCT over a reluctance to accept a vaccine.

The Trust follows the guidance of the UK Green Book (Chapter 12), which advises that while occupational vaccinations should be offered to staff, refusal requires documented, individualized risk assessments rather than mandatory enforcement. Guidance emphasizes voluntary consent and, for unvaccinated staff in high-risk roles, potential redeployment to ensure patient safety.

Has anyone been dismissed for the same reasons?

Response:

There have not been any dismissals for this reason.

Does the board accept liability in the event of death or injury from any vaccine required by the board?

Response:

As above, the Trust adheres to the Green Book guidance – there is no mandatory enforcement of vaccination.

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