

Covid-19 Protection Framework

	RED ALERT LEVEL	ORANGE ALERT LEVEL	GREEN ALERT LEVEL
ACCESS TO CAMPUSES At Red, onsite access for: vaccinated staff (1st dose 3 Dec & 2nd dose 17 Jan); students & visitors require full vaccination (from 3 Dec)	Consistent with TEC guidance, open campuses with vaccination certificates required Utilise the NZ Pass Verifier app at each campus entrance Ensure learning space capacity aligns with 1 metre distancing Use of masks is mandatory for indoor public areas and learning space. Staff who remain distanced may remove masks when presenting. Masks may be removed when eating & drinking. Require QR code scanning	Open campuses with public health measures in place: - Ensure learning space capacity aligns with 1 metre distancing - Use of masks is encouraged but not mandatory. Masks are encouraged to be worn in public areas or when mixing with others. Masks may be removed if you are alone in a well-ventilated space like an office. Masks may be removed when eating & drinking. - Require QR code scanning	Open campuses with public health measures in place: - QR code scanning encouraged
STUDENTS & STAFF Laidlaw returns to its formational and relational learning model for which we are known and respected	Students: with a vaccine pass only, attend classes in person except for medical reasons, usual attendance criteria applies. Staff: Lecturers to be onsite all day when scheduled to teach. Support and operational staff onsite on a rostered basis. This will apply to all staff unless an interim Working from Home arrangement has been agreed upon. Default to video-conference meetings	All staff and students, regardless of vaccination status, attend campus as normal	No impact
LEARNING OUTCOMES	Offsite learning available only if meaningful outcomes can be delivered and staffing capacity enables 'Meaningful' includes meeting requirements from regulatory & registration bodies, placements, and the impact of health orders	Offsite learning available only if meaningful outcomes can be delivered and staffing capacity enables	No impact
RECRUITMENT	All new staff appointments must be vaccinated Any proposed exceptions must come to SLT for review prior to offer	All new staff appointments must be vaccinated Any proposed exceptions must come to SLT for review prior to offer	No impact
EXISTING STAFF Recognising that we're moving from emergency response to new BAU	Laidlaw supports vaccination for all staff , while recognising the individual's right to choose An interim Working from Home Assessment will be carried out for staff members without a vaccine passport. Interim Working from Home plans will have a review date no later than 1 April 2022.	No impact	No impact
TRAVEL	Essential domestic travel between campuses will align with the CPF , including vaccination and/or negative testing and any other public health measures required and a robust approval mechanism via Managers/Heads of School & CFO/COO International travel will align with SafeTravel requirements, insurance coverage, and require approval from the National Principal, CFO, COO and Academic Dean	Essential domestic travel between campuses will align with the CPF , including vaccination and/or negative testing and any other public health measures required International travel will align with SafeTravel requirements, insurance coverage, and require approval from the National Principal, CFO, COO and Academic Dean	Essential domestic travel between campuses will align with the CPF , including vaccination and/or negative testing and any other public health measures required International travel will align with SafeTravel requirements, insurance coverage, and require approval from the National Principal, CFO, COO and Academic Dean
EVENTS	Follow CPF guidelines for with vaccination certificates (max 100 people subject to 1 metre distancing)	With vaccination certificates: no limits	No limits
REVIEW	SLT will review Laidlaw's settings at least monthly and adjust as required	SLT will review Laidlaw's settings at least monthly and adjust as required	SLT will review Laidlaw's settings at least monthly and adjust as required