

Vaccination as a condition of deployment case study: Jane Caress Ltd

Jane Cocking, Managing Director of Jane Caress Ltd tells us about their experience of encouraging vaccine uptake across their team.

Jane Caress Ltd

Jane Caress Ltd is a fully independent organisation founded by Jane Cocking in 2006, after many years working with people with a disability.

The organisation is a local one based in Yorkshire and covering a selection of nearby villages, which allows Jane to build a personal connection with the people they support and all her staff – which is a team of around 40 people. Jane Caress Ltd pride themselves on having an open door policy, something which was crucial through the pandemic.

Facing COVID-19

Jane tells us that the organisation was very fortunate in that not one person who they support actually got COVID-19 during the pandemic, and they're delighted and proud that they managed to help support their clients against this.

Jane says she also hopes, and thinks, that all staff also felt supported through the pandemic and that she made sure the leadership team were always on-hand whenever staff needed someone to speak to.

Creating a WhatsApp group for the support workers during the pandemic provided a great support network for the team, especially living and working in a rural area.

In battling the pandemic, the organisation has been very strict from the get-go in ensuring safety standards are adhered to and that staff have everything they need to work safely.

A positive reaction

Discussing the initial reaction to the introduction of vaccinations, Jane says that the vast majority of the team were very keen to be vaccinated and were also happy that the process could be organised for them through work.



She explains that there was actually very little pushing required from the leadership team to encourage all staff to get the vaccine, and that her main focus was on providing guidelines, so people knew what to expect.

Open conversations

At most Jane estimates around half a dozen members of the team were unsure initially about the vaccine, but that regular and honest communication with these colleagues about the vaccine and their concerns did encourage all but one to be vaccinated.

Jane tells us that her conversations with these team members included sharing real-life examples of how some members of team had been affected by having covid, and highlighting the pros of the vaccine to them as well as outlining the risk and knock-on effect of them not being vaccinated.

She explains that she took a gentle approach, understanding their rights to make their own choice while recommending them to get the vaccine and explaining how it would benefit them.

She feels that this gentle, honest, and genuine approach was the best way to support her team and encourage uptake.

Her advice to other providers is to “take a gentle approach and ask, don’t push.”