

Dawlish Federation of Special Schools

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Committee	Personal
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AIDS AND HIV POLICY STATEMENT

SERVICE PROVISION

The Governors' policy is that it will not deny a service to pupils on the grounds that they are Aids sufferers or are HIV infected.

It is in the best interests of pupils that service should be provided in as normal a manner as possible.

CONFIDENTIALITY

Those clients or employees who have Aids or are HIV positive are not required at present to notify the Governing Body. This position will be kept under review and may be affected by any change in statutory notification requirements.

Should it become known that an employee or client has the virus, confidentiality will be maintained within the limits of those who 'need to know'. Unauthorised breach of confidentiality may be regarded as a disciplinary offence.

EMPLOYMENT

The fitness for employment of applicants who are known to have Aids or HIV will be determined in individual cases in the light of advice from the Authority's medical advisers, to whom each case like those involving any other significant medical condition will be referred.

The normal sickness rules will apply to employees with Aids or HIV.

No employee or applicant will be compelled to take the test for HIV antibody.

In the event that an employee is known to be infected, the Governing Body or delegated Committee will need to monitor the situation. They must take into account all the circumstances, assessing factors such as the nature of the employment, the individual's ability to continue working satisfactorily, the possibility of a move to different duties and any medical advice received. Staff suffering from Aids should be treated no differently to

anyone else who has a life threatening, non contagious illness, when considering future employment arrangements.

COUNSELLING

The Governing Board recognises the important role of counselling in respect of those who have the virus or who are considering whether to be tested for it. Such a service should be seen to be impartial and confidential and at present will therefore involve outside agencies.

EDUCATION, TRAINING AND INFORMATION

The national programme of education, training and dissemination of information will be continued. The objectives are to give advice and information about lifestyle to appropriate client groups, to equip professional staff for their part in this programme and in their ongoing work, to inform other employees about the effect of Aids on the work situation and to provide information to parents and other similarly interested parties. Priority in training will continue to be given in areas where the need is considered to be most urgent.

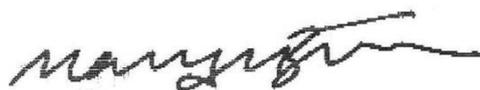
Throughout the programme the Governing Board will have close liaison with and support from the Local Health Authorities, as well as other outside organisations. Information given will reflect majority medical opinion and the emphasis may change when developments in medical knowledge occur.

The Governing Board will identify individuals in the school as points of contact on this subject.

HEALTH AND SAFETY

The Governing Board will provide suitable information, instruction and materials to promote standards of hygiene and safety that will protect the health of employees and others who have contact with the work of the school.

This Policy Statement has been reviewed and approved by the Governing Board

A handwritten signature in black ink, appearing to be 'M. J. B.', written in a cursive style.

Signed