 WYNBERG GIRLS' JUNIOR SCHOOL	DOC REF	SOCIAL WORK POLICIES
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WYNBERG GIRLS' JUNIOR SCHOOL

HIV POLICY

1. INTRODUCTION

Wynberg Girls' Junior School (the school) strives to develop an environment of tolerance, understanding and compassion upholding the Constitution of South Africa, which guarantees the right to basic education, the right not to be unfairly discriminated against, the right to life and bodily integrity, the right to privacy and not to have the privacy of their communication infringed, the right to a safe environment and the right to dignity.

2. DEFINITIONS

AIDS - acquired immune deficiency syndrome i.e., the final phase of HIV infection.

HIV - human immunodeficiency virus.

Bodily Fluids – refers to tears, saliva, mucus, phlegm, urine, vomit, faeces, blood and pus. These fluids must be handled with caution.

Open Wounds – refers to any open sore, break in the skin, graze or open skin lesion.

The School Community – refers to all students, staff and visitors to the school.

Unfair discrimination - direct or indirect unfair discrimination against anyone on one or more grounds in terms of the Constitution of the Republic of South Africa 1996 (Act no.108 of 1996).

Universal precautions - refers to the concept used worldwide in the context of HIV/AIDS to indicate standard infection control procedures or precautionary measures aimed at the prevention of HIV transmission from one person to another and includes procedures concerning basic hygiene and the wearing of protective clothing such as latex or rubber gloves when there is a risk of exposure to blood, bloodborne pathogens or bloodstained body fluids.

3. SCOPE AND PURPOSE

3.1 This policy applies to all members of the school Community. The school recognises that HIV/AIDS is a serious epidemic affecting South Africa and as such is committed to:

- Taking active steps in the prevention of the spread of HIV.
- Effectively managing and supporting staff living with HIV/AIDS.
- Educating the school community on the facts of HIV/AIDS to:
 - Prevent the spread of HIV infection.
 - Allay excessive fears of the epidemic.
 - Reduce the stigma attached to it.
 - Ensure that students acquire age and content-appropriate knowledge and skills so that they may adopt and maintain behaviour that will protect them from HIV infection.

3.2 The school acknowledges the following scientific facts:

- HIV is a blood-borne virus and is spread only through intimate contact with blood, semen, vaginal fluid and breast milk.
- The Human Immunodeficiency Virus (HIV) is not transmitted through casual contact. Therefore, there is no reason to treat individuals with HIV differently from other members of the school community.

4. GENERAL PRINCIPLES¹

4.1 HIV testing will not be a prerequisite for employment or school admission (2.4)(4.3).

¹ This policy must be read in conjunction with the Department of Education's National Policy on HIV/AIDS as published in Government Gazette No 20372 dated 10 August 1999. All numbers indicated in brackets refer to the paragraph in the National Policy.

- 4.2 HIV status will not constitute a reason to preclude a person from employment or school admission (3.1)(4.1).
- 4.3 It will not be mandatory for staff, students or applicants to disclose their HIV status (6.1).
- 4.4 Staff members living with HIV/AIDS will:
 - 4.4.1 Have the same rights as all staff including sick leave, compassionate leave and benefit entitlement.
 - 4.4.2 Have the same responsibilities and obligations as all staff.
 - 4.4.3 Continue to be employed until they are no longer able to meet the acceptable standards of work performance and attendance.
Management will make reasonable accommodations to enable these staff members to continue working at the school for as long as possible.
 - 4.4.4 Not be denied promotion/ training because of their positive HIV status.
 - 4.4.5 Be protected from discrimination, harassment and victimisation.
- 4.5 Learners living with HIV/AIDS will attend regular classes as their health permits. If the learner is unable to attend school/lectures (as with any other illness or injury which prevents attendance) alternative arrangements will be made to provide continuous education through home study.
- 4.6 Learners of compulsory school-going age, who are unable to benefit from attendance or home study, may be granted exemption from attendance in terms of section 4(1) of the South African Schools Act, 1996, by the Head of Department, after consultation with the principal, the parents and the medical practitioner where possible.
- 4.7 All staff will maintain absolute confidentiality of a staff member's HIV status. A staff member's HIV status will only be disclosed with written permission from

him/her. Unauthorised disclosure of HIV/AIDS-related information could give rise to legal liability (6.5).

- 4.8 No staff member may refuse to work with a colleague based on his or her actual or perceived HIV-positive status.
- 4.9 No learner may refuse to be taught by a staff member or study with a learner based on his or her actual or perceived HIV-positive status.
- 4.10 Staff will be counselled, and their concerns and fears will be addressed. However, refusal to work with someone who is HIV positive will be considered a breach of the school's Code of Conduct.

5. PREVENTION PROGRAMME

The school recognises that prevention remains the only cure for HIV/AIDs and as such places focus on a Prevention Programme that will be driven by peer staff members and will include:

- Risk identification and Prevention Strategies.
- Awareness raising.
- Education.

6. PROCEDURES

6.1 The school is committed to ensuring that a safe and healthy work environment will be maintained. Personal protective equipment such as disposable gloves will be made available. All staff will be trained in the appropriate Universal Precautions (as described below) which will be distributed annually and updated as and when necessary.

6.2 First Aid Procedures:

Safe Operating Procedures – Open Wounds.

- All cuts, sores, open wounds, breaks in skin, grazes or lesions will be covered with a waterproof dressing.
- Latex gloves will be worn when handling blood or blood-contaminated items and when cleaning up blood spills. When finished the gloves will be discarded into a sealed plastic bag. Hands are to be washed immediately after removing the gloves.
- Blood spills will be treated with caution. The activity should be stopped until the spill has been cleaned. Gloves are to be worn. The area will be cordoned off. Paper towels are to be placed over the blood spill and deposited into a plastic bag. The area is then to be cleaned with household bleach (dilution 1:10) using paper towels. These are also to be discarded into a plastic bag, sealed with tape and incinerated. Hands are to be washed immediately after removing gloves.
- Any staff member, who comes into contact via their non-intact skin with another person's blood, will inform the Operations Manager immediately.

6.3 Universal precautions for prevention of transmission of blood-borne infections

6.3.1 The purpose of these precautions is to prevent staff from exposing themselves to any infection, which may be caused by pathogens carried in the blood.

6.3.2 All blood is to be considered as potentially infected with blood-borne pathogens.

6.3.3 Universal precautions apply when:

- Touching blood or body fluids as well as mucus membranes or non-intact skin.
- Handling items soiled with blood or body fluids.

- When cleaning surfaces contaminated with blood.

6.3.4 Universal precautions apply to all blood and any body fluid obviously contaminated with blood. This does not normally include tears, sweat or saliva.

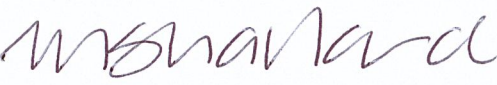
7. REFERENCES

1. South African National Policy On Aids.
2. Occupational Health And Safety Act 85 Of 1993.
3. Basic Conditions Of Employment Act Of 1997.



Governing Body Chairperson

27/11/23
Date



Principal

29/11/23
Date