

HOW IS HIV RELEVANT TO YOU?



SCHOOL LEADERS AND PSHE/RSE COORDINATORS

Under the law, HIV is classified as a disability from the point of diagnosis. This means that people living with HIV are protected from discrimination under the Equality Act 2010. Schools have additional duties under the Public Sector Equality Duty to have due regard to:

- Eliminate unlawful discrimination
- Advance equality of opportunity between people who share a protected characteristic and those who don't
- Foster or encourage good relations between people who share a protected characteristic and those who don't.

BECOMING AN HIV-FRIENDLY SCHOOL

Despite these protections, cases are still reported of children living with HIV being excluded from their school and teachers living with HIV feeling forced to leave their jobs. To tackle this, schools can exercise their Public Sector Equality Duty by teaching students to challenge HIV stigma and discrimination and be supportive towards people living with HIV.

For further guidance on becoming an 'HIV-Friendly' school, including developing policies and procedures on disclosure of HIV, confidentiality



Crucially, HIV education should be treated as one element of a comprehensive sex and relationships education. The DO... programme can offer valuable support to school leaders, including:

- Efficient ways to incorporate quality RSE into the school timetable
- Practical guidance on how to build a

great RSE programme

- Advice on how to update your RSE policy and further your safeguarding policy
- How to collaborate with stakeholders, including parents and governors
- How to build or expand your whole-school approach to ensure that RSE is able to support everyone.

To access the DO... programme for school leaders, [click here](#).

and supporting students living with HIV, please read the CHIVA (Children's HIV Association) guidance on '[HIV in Schools](#)'. A summary of the guidance is available [here](#).

TEACHERS

In the UK, around 97% of HIV acquisition is through sexual activity. Schools can play an important role in preventing sexual acquisition of HIV by providing young people with accurate, relevant information about HIV. Since 2018, relationships and sex education has statutory status within the curriculum in England & Wales. [Government guidance](#) states that schools should cover HIV within this subject, including:

- The different routes of HIV transmission
- How risk can be reduced through safer sex (including through condom use)
- The importance of and facts about testing
- Key information about treatment
- The impact of HIV on those living with it
- How to get further advice, including how and where to access confidential sexual and reproductive health advice and treatment.

Teaching about HIV also provides opportunities for discussion around sexuality, sexual orientation, gender identity, healthy and unhealthy relationships, prejudice and discrimination, equality, and a range of other topics that could be touched upon in Science, PSHE and Citizenship lessons. This pack gives you some suggestions on how you can cover these topics, and provides links to additional resources.

DO... also coordinates '[RSE for Schools](#)' – a private Facebook group created exclusively for UK teachers that allows teachers to:

- Access peer-to-peer advice on statutory RSE
- Share ideas and experiences on teaching great RSE in schools
- Learn how colleagues have approached their objectives
- Access links, resources and useful tools
- Access free expert support
- Participate in member only discussion threads on key topics.

REQUEST TO JOIN [HERE](#).



Of course, teaching about HIV shouldn't be done in isolation – it's really important that it is embedded within a comprehensive RSE programme. DO... can help teachers provide this through:

- Guidance on Ofsted requirements
- Opportunities for self-reflective preparation prior to teaching
- Inspiring lesson plans and valuable guidance on dealing with challenging topics
- Advice and useful links for young people to further information on sex and relationships
- Sources of further training and support.