

Policy

1 HIV/A.I.D.S./ Hepatitis infections

- 1.1. Sanctuary Trust recognises the seriousness of the HIV/AIDS epidemic and its impact on the workplace. The Company supports national efforts to reduce the spread of infection and minimize the impact of the disease.
- 1.2. This policy looks at the action to be taken (or not) when working with someone with HIV or A.I.D.S. This will affect many existing policies, including the Admission Policy; Confidentiality and Safety, when handling body fluid such as blood.
- 1.3. The purpose of this policy is to ensure a consistent and equitable approach to the prevention of HIV/AIDS among employees, service users and their families, and to the management of the consequences of HIV/AIDS, including the care and support of employees living with HIV/AIDS. The policy has been developed and will be implemented in consultation with employees at all levels. It is in compliance with existing laws regarding HIV/AIDS.
- 1.4. The aim of Sanctuary Trust is to promote and encourage a health conscious lifestyle for everyone, thus reducing the risk of infection. The promotion of health care education will ensure that staff and service users have a clear understanding of HIV/AIDS - the cause, ways of contracting and situations, what does or does not result in risk.
- 1.5. Sanctuary Trust does not tolerate discrimination, victimisation or any debasing behaviour, attitude or manner against employees, service users or applicants on any grounds, including HIV status (see Anti Discriminatory and Prevention of Harassment policy).
- 1.6. All information with regard to employees, service users or applicants including diseases will be treated with confidence in line with the Confidentiality Policy.
- 1.7. While the Company recognises that there are circumstances unique to HIV infection, this policy rests on the principle that HIV infection and AIDS should be treated like any other serious condition or illness that may affect employees or service users. It takes into account the fact that employees or service users with HIV may live full and active lives for a number of years.
- 1.8. The Company's commitment to maintaining a safe and healthy work environment for all employees and service users is based on the recognition that HIV is not transmitted by casual contact.
- 1.9. The rights and opportunities of employees and service users are not affected by having any blood born disease or infection (see Equality and Diversity policy).

2 *Assessment of risks.*

- 2.1. General health and safety code of practice should always apply to housing management and personal hygiene applies to everyone.
- 2.2. Standard infection control guidelines should exist and be followed in first-aid and other situations where there is risk of human blood contact and other bodily fluids, if the possibility of blood is present.
- 2.3. Overall attitude is to treat everyone as if they had A.I.D.S.; using suitable safeguards:
 - (a) Wear protective clothing: rubber gloves and apron.
 - (b) Disinfection in situation of suspected blood contamination.
 - (c) Use of protective devices e.g. forceps, for picking up needles or blood-stained objects etc.
- 2.4. **Physical cleaning:**
 - (a) Soak up blood spills with paper or cloth and then dispose of these in a plastic bag.
 - (b) Wash area well with hot water and disinfectant.
 - (c) Wash over with household bleach and leave as long as possible.
 - (d) Sharps and blood-stained objects put into a sharp box and yellow bags for collection and safe disposal.
 - (e) Laundry, in washing machine, 60 degrees centigrade programme, plus biological enzyme-containing detergent.
- 2.5. **Needles, syringes, tooth brushes:**
 - (a) Forbid sharing.
 - (b) Exchange supply should be available.
 - (c) Any needle stick injuries should be taken to A&E immediately