

# HIV CONFIDENT

*Building a world that welcomes and respects people living with HIV*

All of us should be able to access healthcare equitably and, if we work in healthcare, we should be able to thrive in our jobs. But many people living with HIV still encounter discrimination and stigma in these settings.

By committing to become an HIV Confident NHS Trust you can ensure that everyone is treated with respect, regardless of their HIV status, by:

- **increasing** your employees' knowledge about HIV.
- **improving** your employees' attitudes towards people living with HIV.
- **providing** anyone living with HIV a way to let you know if they experience stigma.
- **responding** to any unintended stigma and discrimination that might occur.

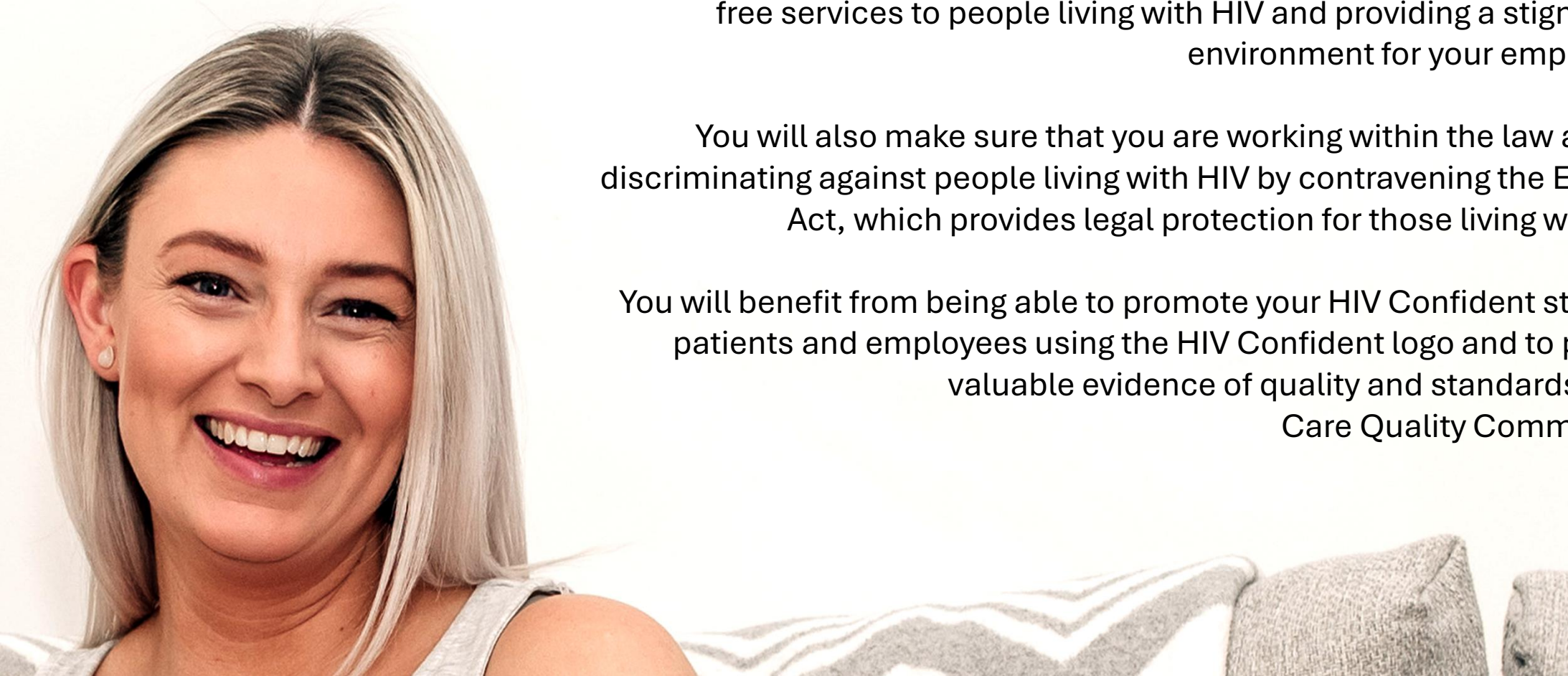


# *The benefits of becoming* **HIV CONFIDENT**

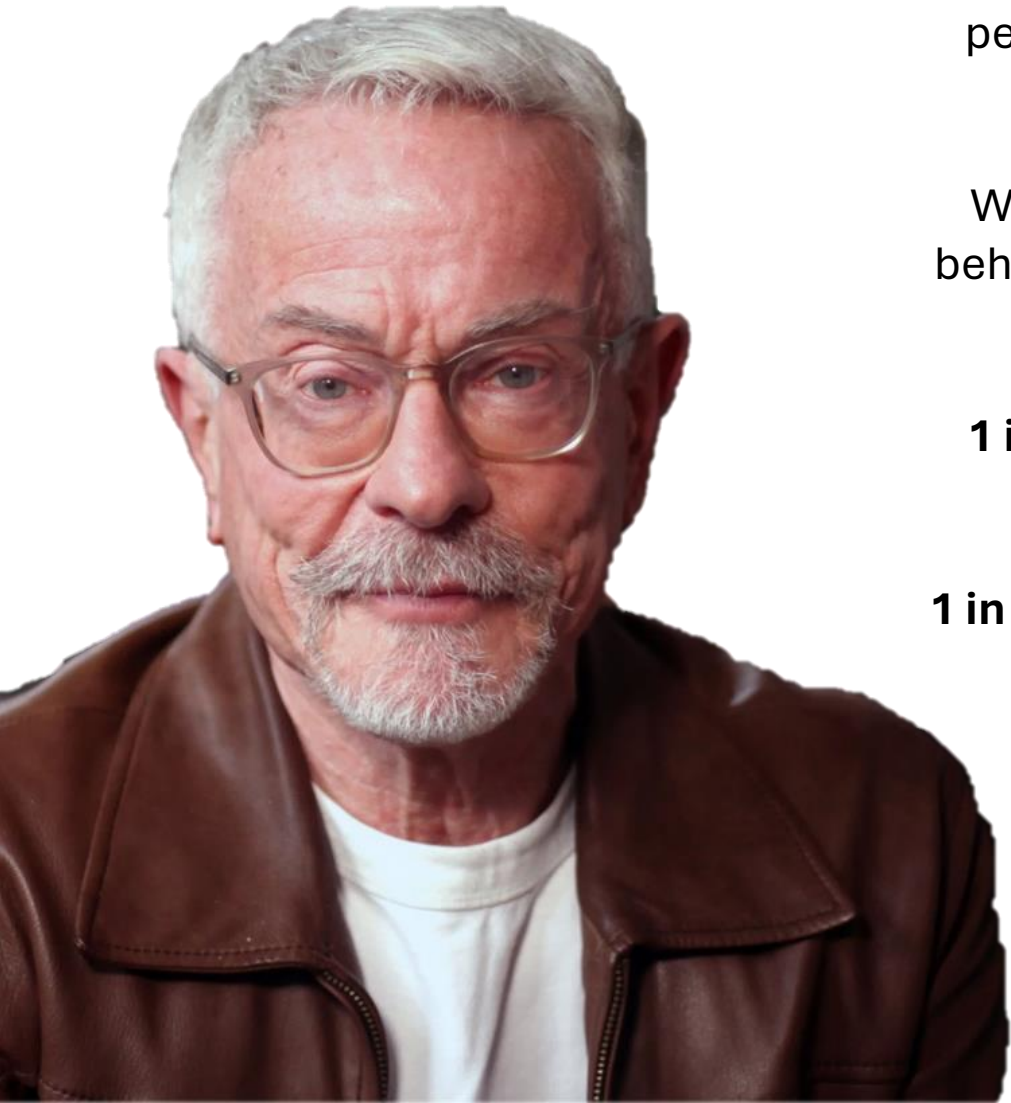
By becoming HIV Confident, you will ensure that you are delivering stigma-free services to people living with HIV and providing a stigma-free environment for your employees.

You will also make sure that you are working within the law and not discriminating against people living with HIV by contravening the Equality Act, which provides legal protection for those living with HIV.

You will benefit from being able to promote your HIV Confident status to patients and employees using the HIV Confident logo and to provide valuable evidence of quality and standards to the Care Quality Commission.



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The legacy of past media coverage of HIV can affect our attitudes and behaviours in ways we don't realise. This can lead to unintentional stigma, which not only negatively impacts the health and wellbeing of people living with HIV but is also the number one barrier to reaching the UK's goal of **zero new HIV transmissions by 2030**.

Within the NHS, outdated fears of transmission can add to stigmatising behaviour and lead to illegal discrimination, seriously impacting the lives of people living with HIV:

**1 in 10** have said that they are afraid to attend healthcare services, with **1 in 7** avoiding using services, even when they needed to.

**1 in 20** report that they were not treated well by health care services, with **1 in 10** reporting that they were refused health care or delayed a treatment or procedure at some point because of their HIV status.\*

By becoming HIV Confident we can work together to **end HIV stigma and discrimination in the NHS**.

\*Positive Voices survey data 2022



# Steps to becoming **HIV CONFIDENT**

- **Commit:** A senior leader, such as your Chief Medical Officer, signs a commitment to become HIV Confident. We will provide you with a dedicated point of contact and provide regular opportunities to meet with other NHS Trusts to share your experiences and learn from each other.
- **Survey:** Our staff survey tool and accompanying communication resources will provide you with valuable insights into training needs within your Trust and any gaps between your policies and their implementation.
- **Review:** Our policy toolkit will help you to check that you are complying with legislation in relation to HIV and help you to avoid any unintentional discrimination.
- **Build Knowledge:** Our short eLearning module will enable your staff to update their knowledge about HIV and build their confidence to create a stigma free environment.
- **Recognise and Sustain:** Once you let us know about your successes, we will recognise you as being HIV Confident. You can then update us annually to tell us how you are sustaining your commitment.

