

# HIV CONFIDENT

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

All of us should be able to thrive at work. But many people living with HIV can still encounter discrimination and stigma in the workplace. By committing to become an HIV Confident organisation 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 be able to demonstrate an enhanced commitment to equality, diversity and inclusion. The charter mark will help you to amplify the work you are already doing to tackle social inequalities and to support the health and wellbeing of your staff.

You will also make sure that you are working within the law and not unintentionally discriminating against people living with HIV by contravening the Equality or Data Protection Acts.

You will benefit from being able to promote your HIV Confident status to service users by using the HIV Confident logo, demonstrating that you are committed to delivering stigma-free services, and you will be able to provide valuable evidence of quality and standards to funders and any regulators.



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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 negatively impacts the health and wellbeing of people living with HIV.

- 28%** of people living with HIV report symptoms of mental ill health, compared to 19% in the general population.
- 21%** needed help dealing with loneliness and isolation in the past year, but in three-quarters of cases this need was unmet.
- 23%** needed housing support and **20%** needed help claiming benefits, around half of this need was unmet.

Fears of stigma and discrimination also discourage people from accepting HIV testing, and engaging with HIV care and adherence, which makes HIV stigma the number one barrier to reaching the UK's goal of **zero new HIV transmissions by 2030.**

By becoming HIV Confident we can work together to **end HIV stigma and new transmissions of HIV.**

[\\*Positive Voices survey data 2022](#)



# Steps to becoming **HIV CONFIDENT**

- **Commit:** Your organisation signs a commitment to become HIV Confident. We will provide you with a dedicated point of contact and there will be regular opportunities to meet with other organisations to share your experiences and learn from each other.
- **Survey:** Our staff survey tool and accompanying communication resources are recommended to enhance engagement and give you additional insights.
- **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.

