



# THORNTREE PREPARATORY SCHOOL

## HIV & AIDS Policy



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<b>Scope of Document</b>	Staff, Students, Parents
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<b>Related Policies</b>	<p>The Constitution of the Republic of South Africa (Act 108/1996.)</p> <p>The South African Schools' Act (Act 84/1996) and subsequent amendments.</p> <p>The National Education Policy Act (Act 27/1996) and any applicable policies determined in terms of this Act, including the Regulations for Admissions to Schools.</p>
<b>Addenda</b>	

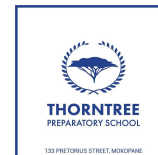
<b>Approved by:</b>	<b>Approved by:</b>
	
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## **1 TITLE: HIV & AIDS POLICY**

## **2 PREAMBLE**

Acknowledging the seriousness of the HIV/AIDS epidemic in South Africa, but accepting at the same time that there is a great deal that can be done to influence the course thereof, Thorntree Preparatory School is committed to minimising the social, economic, developmental and educational consequences of AIDS on the school, its learners and its staff.

## **3 SCHOOL POLICY REGARDING HIV/AIDS**

HIV testing is not a prerequisite for employment or enrolment in the school.

Educators living with HIV/AIDS:

Have the same rights as all other educators in areas pertaining to sick leave and compassionate leave.

Have the same responsibilities and obligations as all other educators with regards to meeting attendance, maintenance of education standards, break duties etc.

May continue employment until they are unable to meet accountability standards of work performance and attendance. Decisions made in this regard are undertaken by the Head.

Are not to be denied promotion, training or holding of senior positions.

No educator, staff member or learner is required to disclose his or her HIV status.

Learners living with HIV/AIDS should:

Attend regular classes as their health permits them to do so.

Be provided with a continuous supply of homework, worksheets and sample materials from each subject teacher in the event of their not being able to attend class.

Not be excluded from any disciplinary procedures in the event of misbehaviour.

Be protected from discrimination, harassment or victimisation regarding their HIV/AIDS status and be provided with support, empathy and compassion.

Be provided with information e.g. knowledge of nutrition by the school (in such a way that does not disclose their HIV/AIDS status if they so desire).

All staff and learners maintain total confidentiality of a staff member or learner's HIV status. HIV status may only be disclosed with written consent from the learner's parents/legal guardians and then only to serve in the best interests of the learner.

No educator or learner may refuse to work with a colleague or teach a learner, based on their HIV status

No learner may refuse the teaching of an educator or refuse to study with a fellow learner based on their HIV status.

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Universal precautions are maintained in the school to keep a safe and healthy work environment.

All educators and learners are appropriately educated regarding precautionary behaviours and measures are taken to maintain a safe and healthy working environment.

Practices and Precautions to be taken in dealing with HIV & AIDS health and safety are outlined in Health and Safety Policy.

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