HIV Confident Charter Mark

Annie Howard – Senior Programme Manager
National AIDS Trust

Building a world that welcomes and respects people living with HIV

HIV CONFIDENT

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.

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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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Securing rights Stopping HIV

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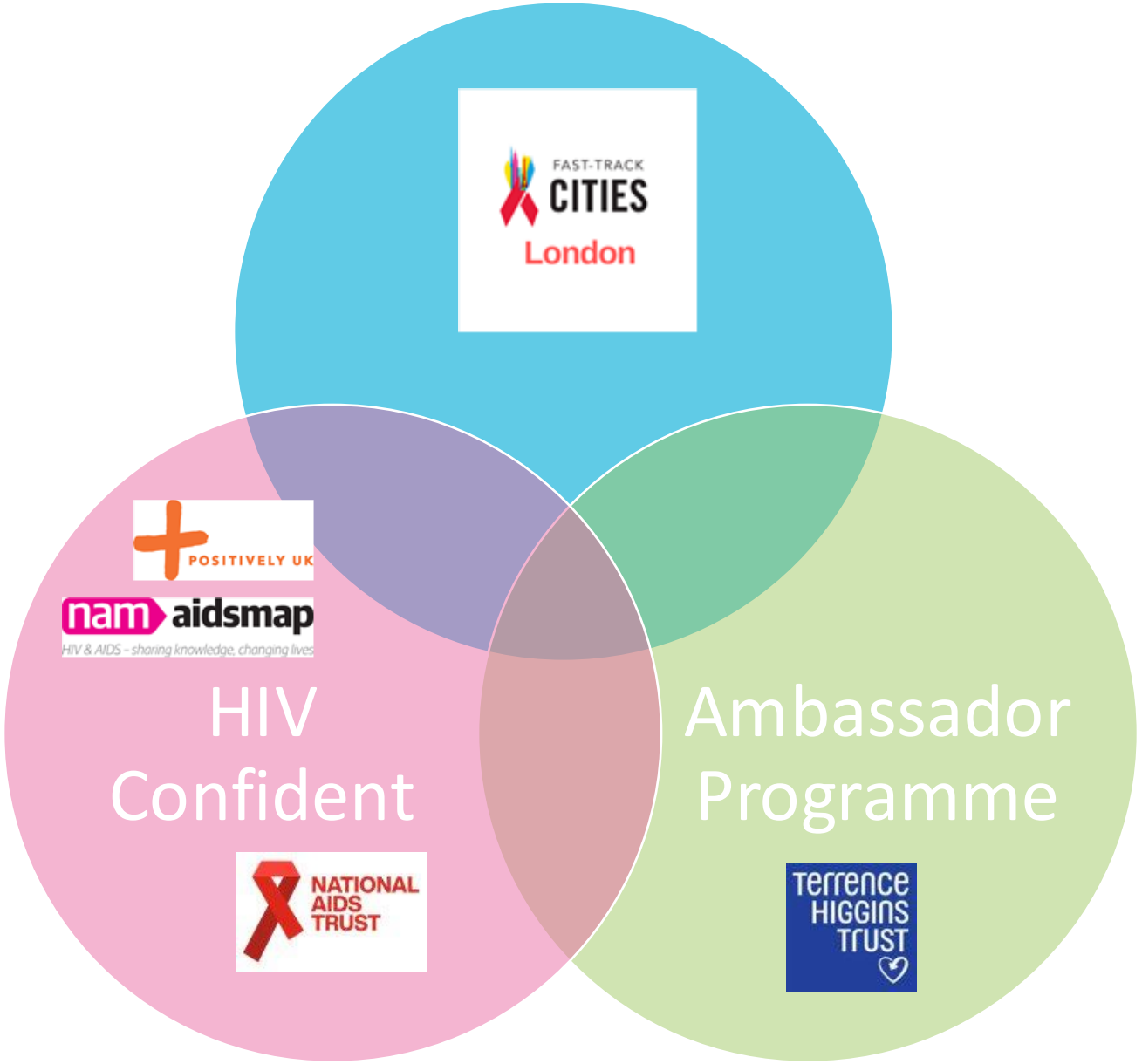

BUILDING A WORLD THAT RESPECTS AND WELCOMES PEOPLE LIVING WITH HIV.

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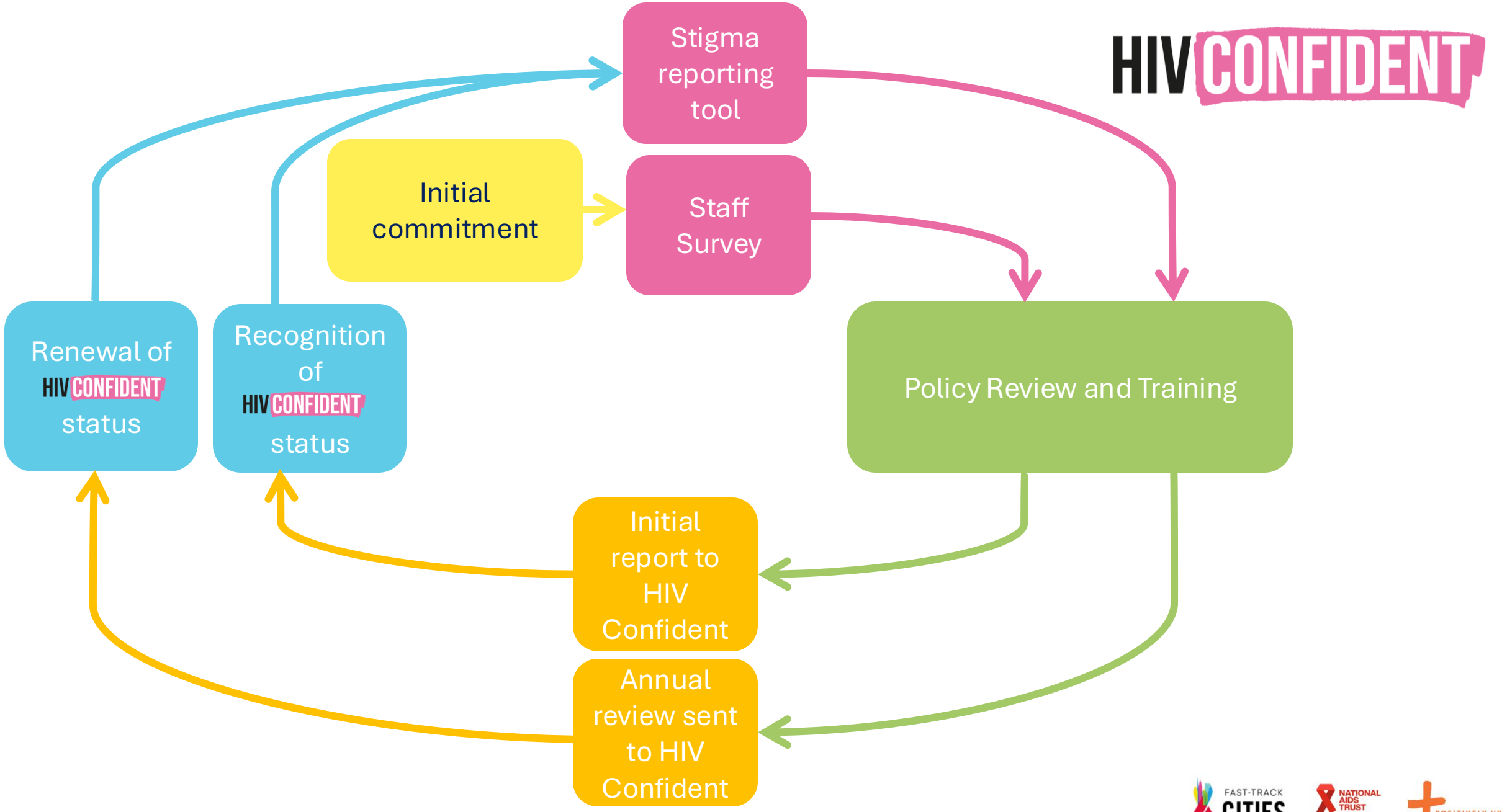
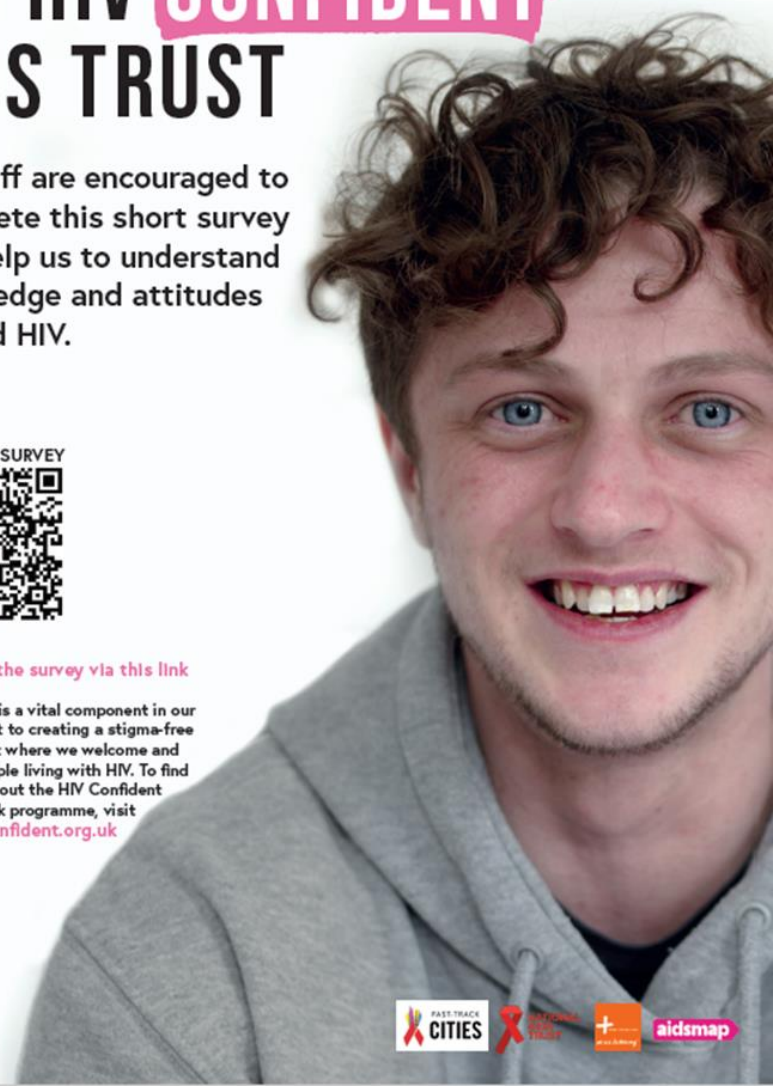

Stigma reporting tool
Initial commitment
Staff Survey
Renewal of HIV CONFIDENT status
Recognition of HIV CONFIDENT status
Policy Review and Training
Initial report to HIV Confident
Annual review sent to HIV Confident

Membership

- Pilot – 2 GP practices, 2 NHS trusts, 2 corporates, 2 LAs, GLA
- GP practices to date – 48 signed up, 3 have achieved recognition
- NHS trusts – 14 signed up, 1 has achieved recognition
- Local authority pilot – ongoing with Lambeth and Newcastle City, currently signing up first fee-paying LAs
- Corporates – 1 signed up, in discussions with a handful of others

SUPPORT US TO BECOME AN HIV CONFIDENT NHS TRUST

All staff are encouraged to complete this short survey and help us to understand knowledge and attitudes around HIV.



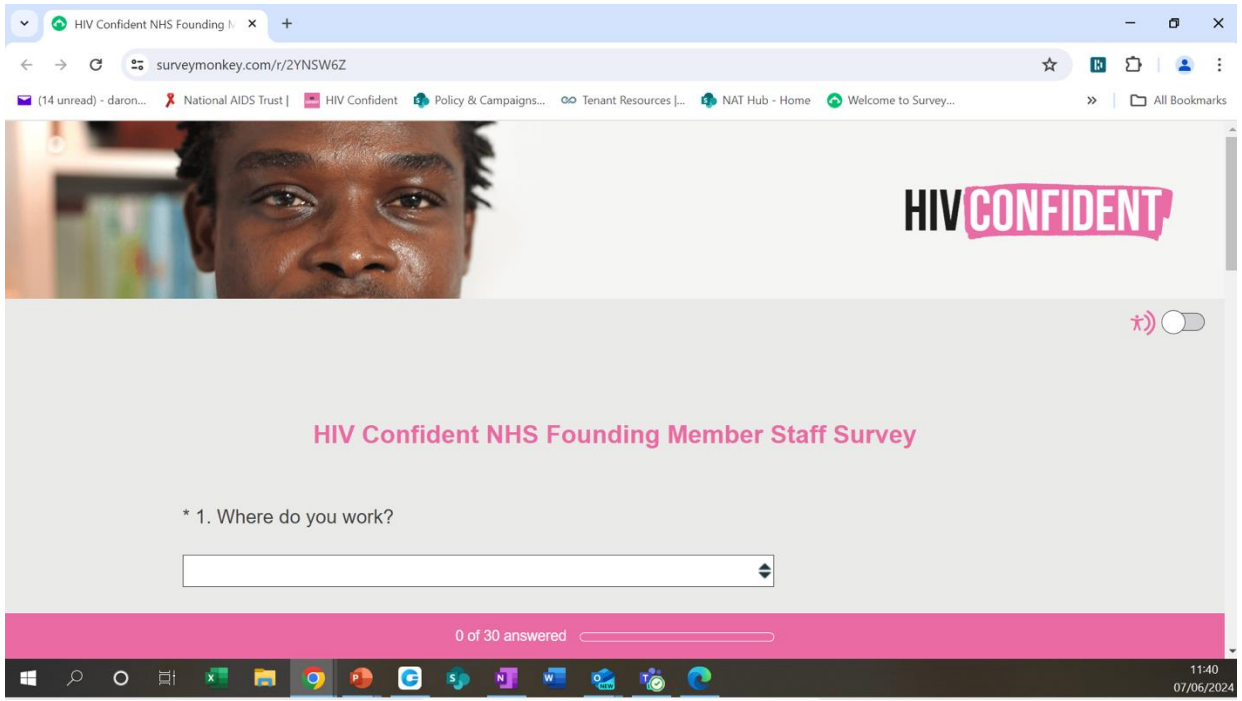
SCAN FOR SURVEY

OR

Complete the survey via this link

This survey is a vital component in our commitment to creating a stigma-free environment where we welcome and respect people living with HIV. To find out more about the HIV Confident charter mark programme, visit www.hivconfident.org.uk

HIV CONFIDENT



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NHS Staff Surveys

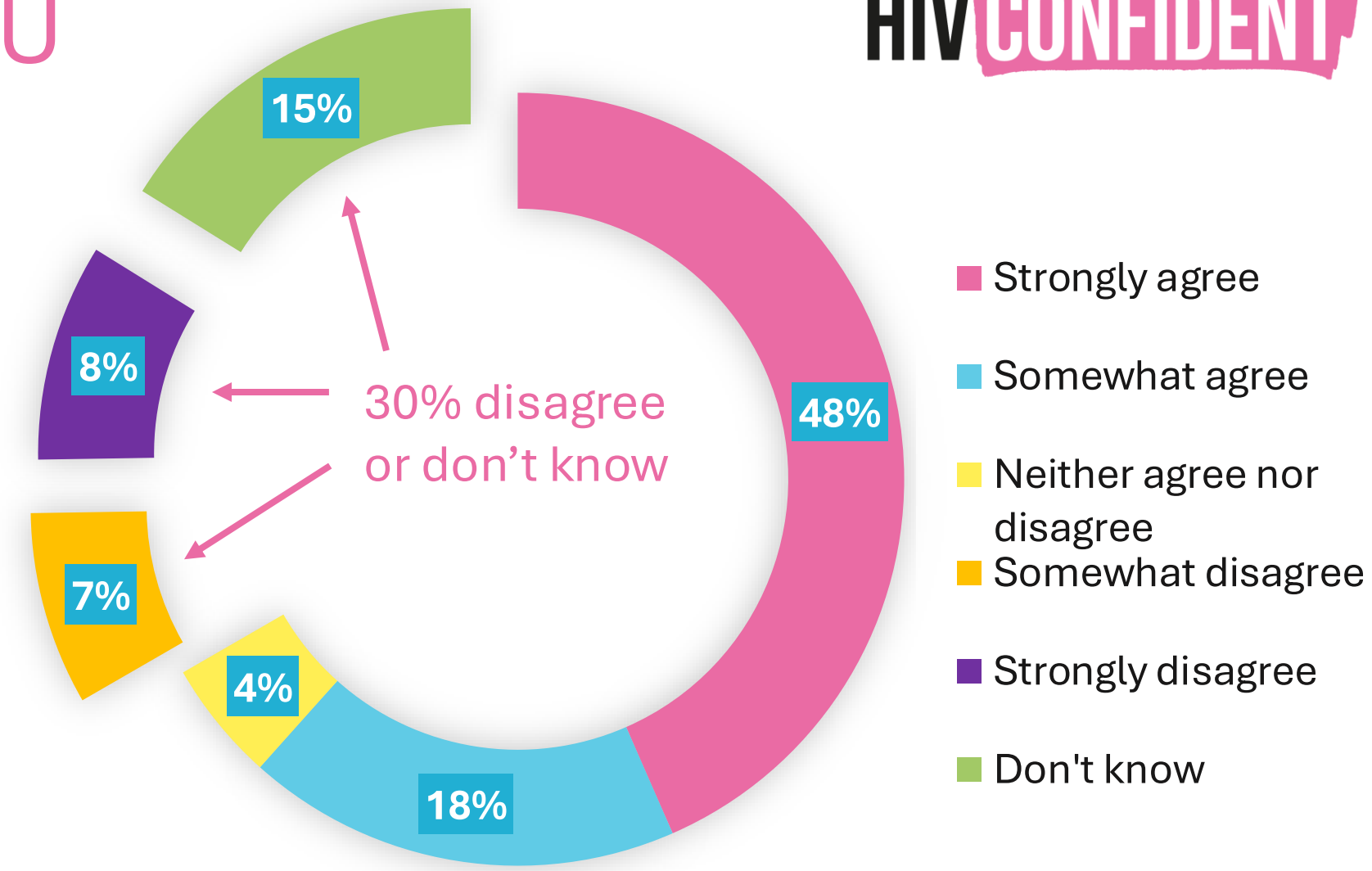
- Primary care:
  - 480 responses across 28 practices (Waves 1 and 2)
  - 49% clinical roles, 51% non-clinical roles
- Secondary care:
  - 3167 responses across 11 trusts (Waves 1 and 2)
  - 70% clinical roles, 30% non-clinical roles
- Limitation of self-selecting survey

Data as at 09/07/2025

Secondary care survey results

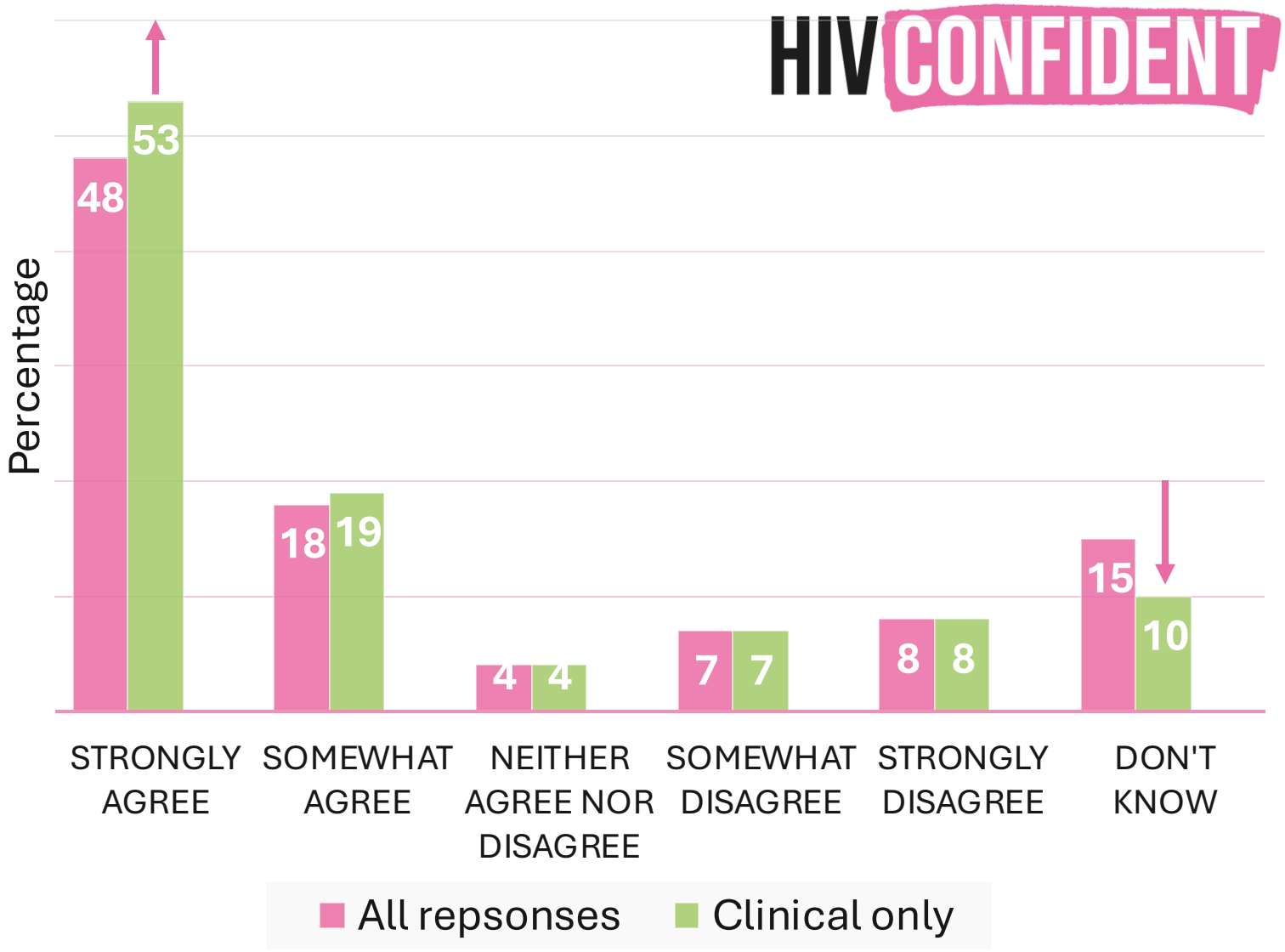
Knowledge U=U

There is zero risk of someone passing on HIV through sex when they are taking HIV medication and the level of virus in their blood is undetectable (n=2844)



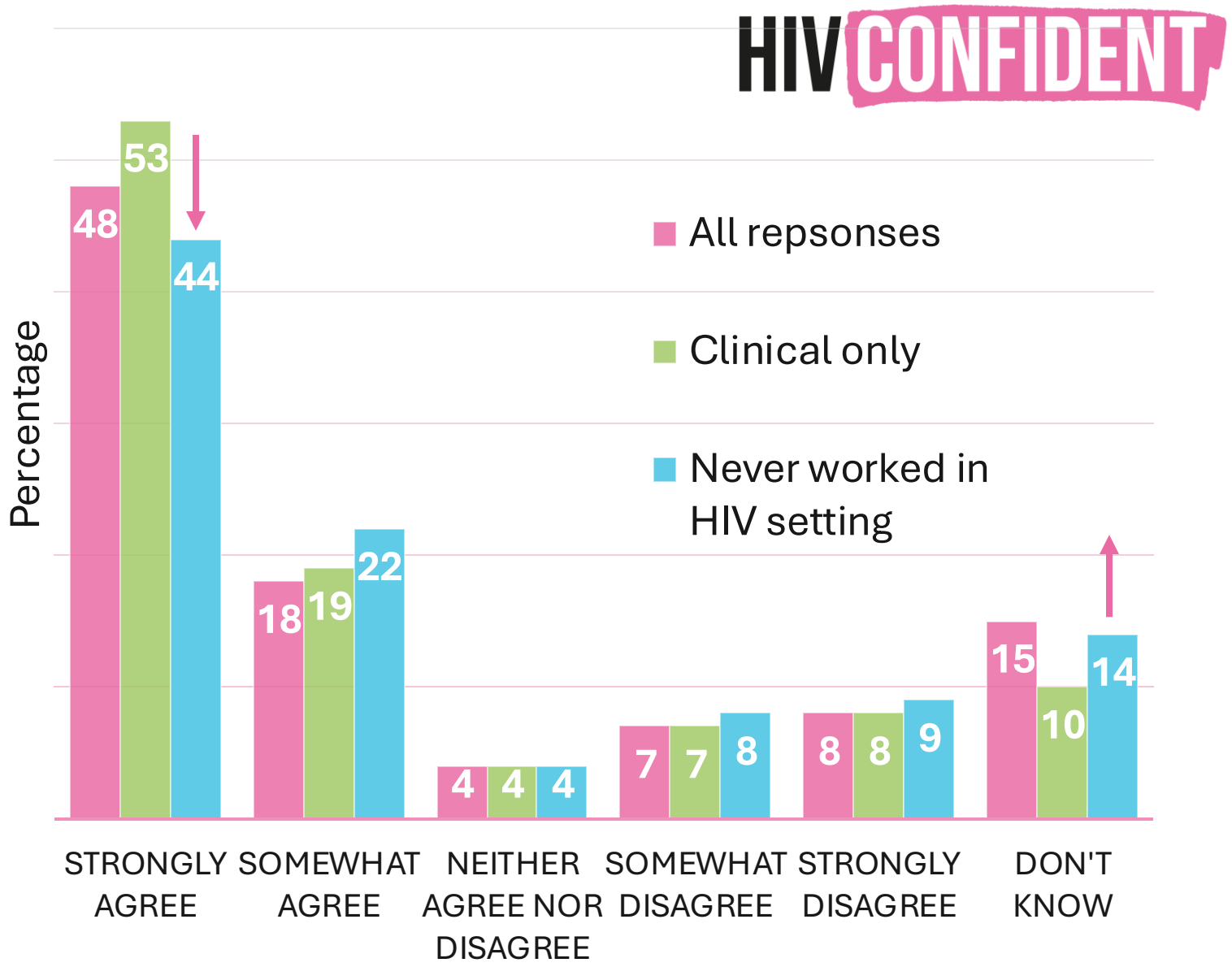
Knowledge U=U

There is zero risk of someone passing on HIV through sex when they are taking HIV medication and the level of virus in their blood is undetectable (n=2844, n=1950)



Knowledge U=U

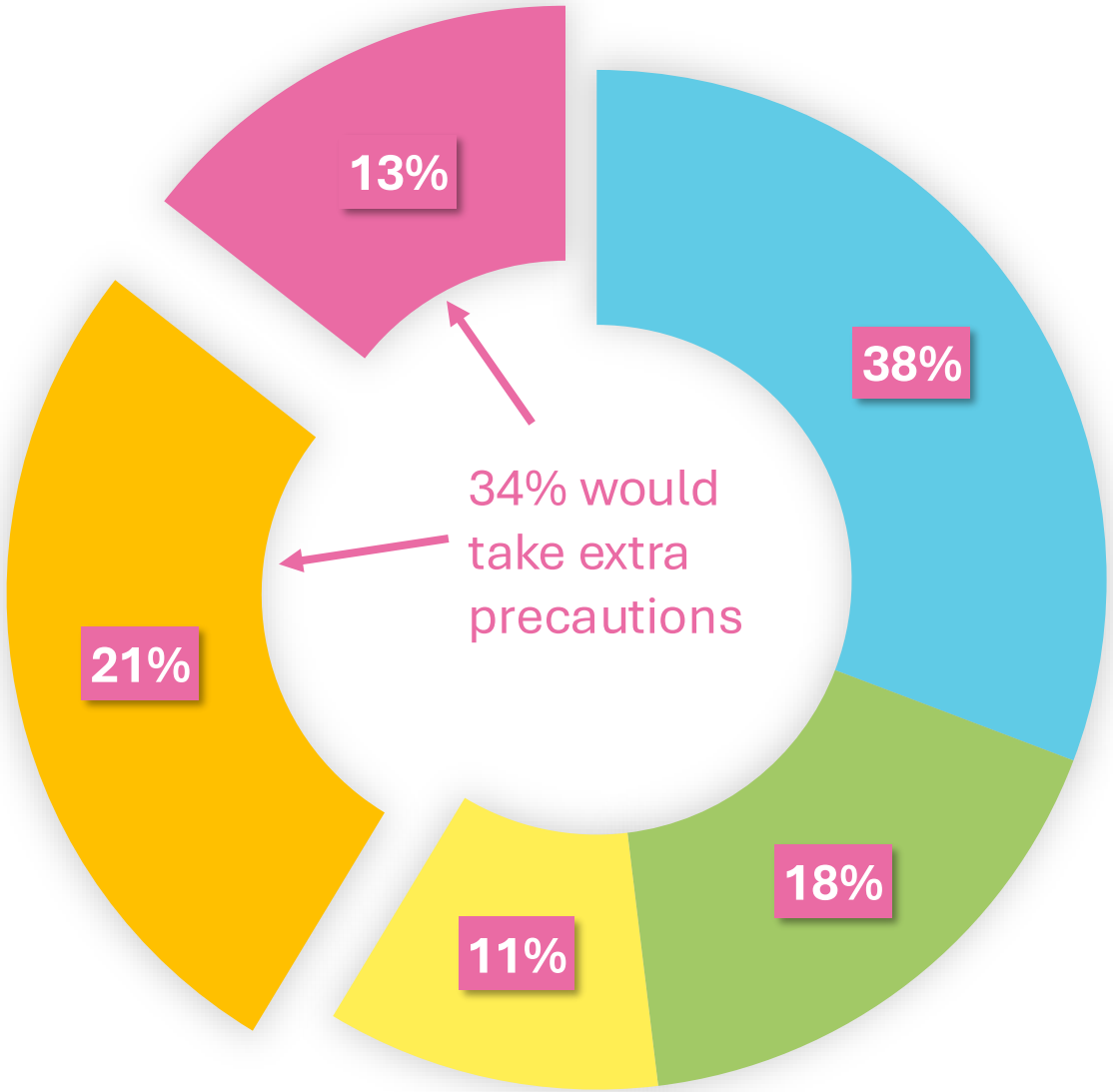
There is zero risk of someone passing on HIV through sex when they are taking HIV medication and the level of virus in their blood is undetectable (n=2844, n=1950 n=1386)



Attitudes and behaviours

I do NOT need to take extra precautions when caring for a patient who is living with HIV

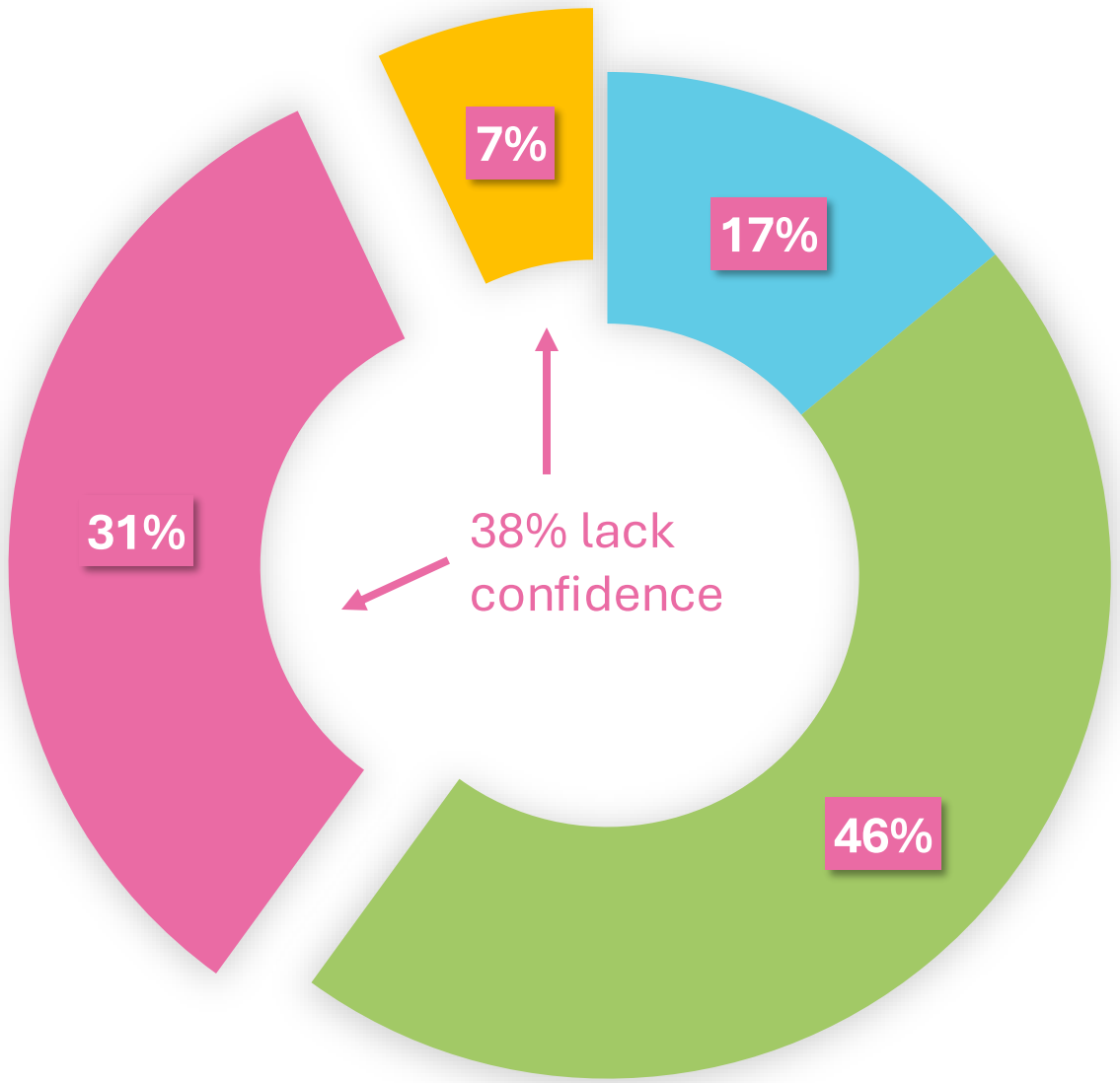
(n=1813, clinical staff only)



Confidence

How confident do you feel about your current knowledge and awareness of HIV?

(n=2567)



Confidence

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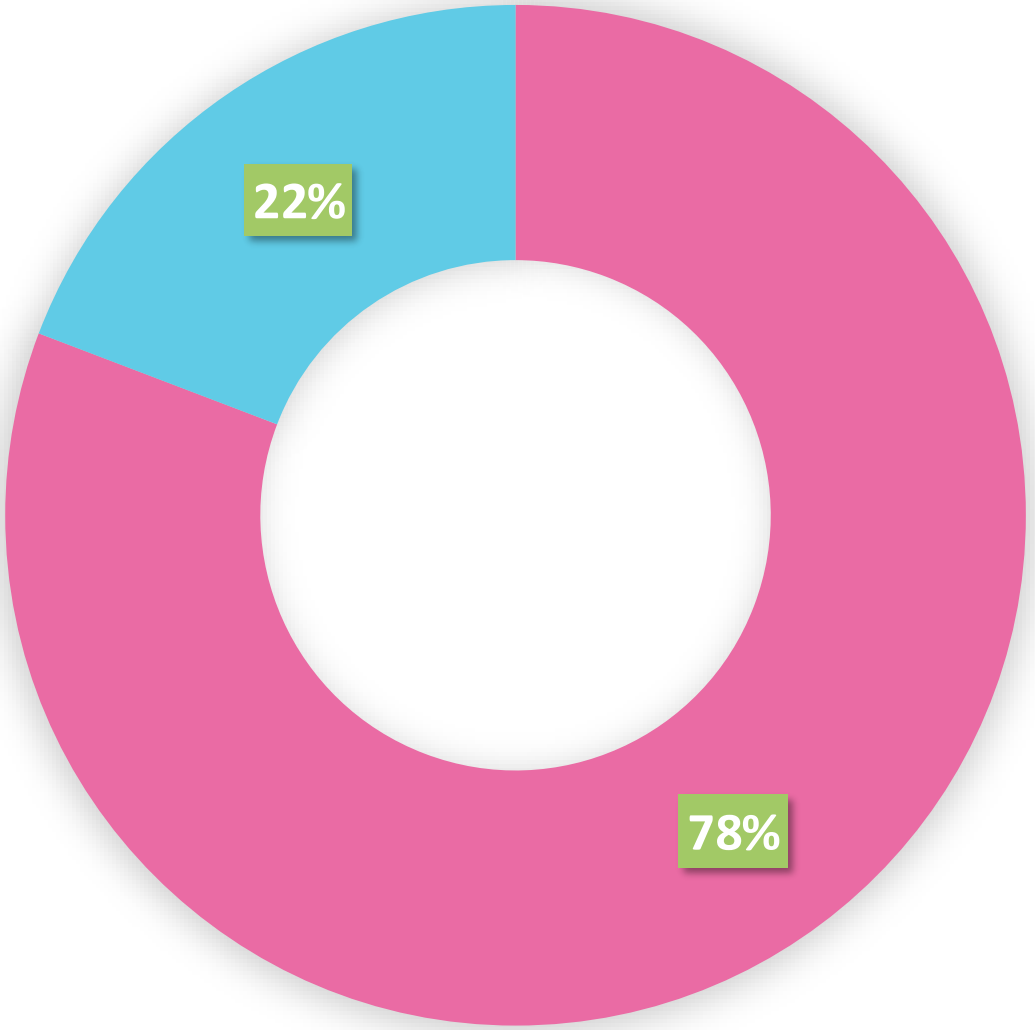
I would like to receive some training around HIV

(n=2482)



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Confidence

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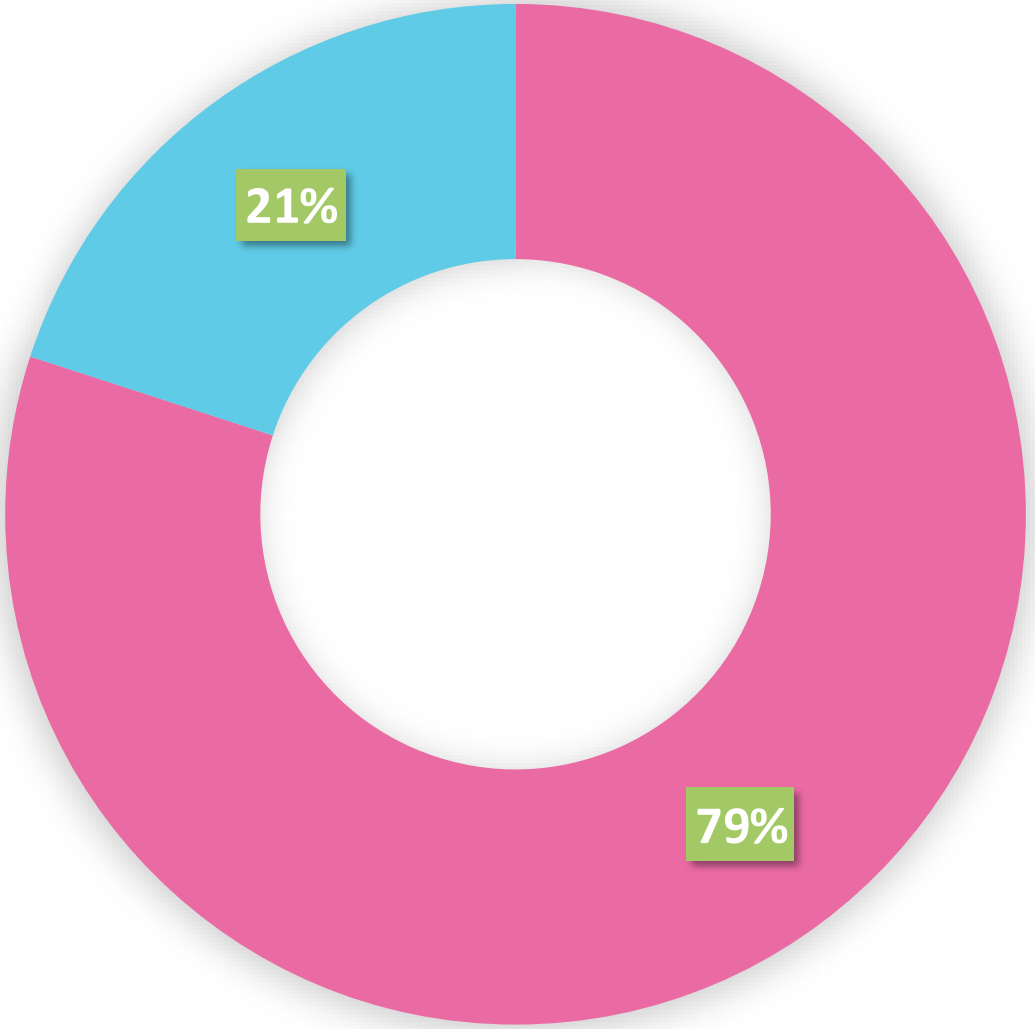
Any HIV training that is delivered should be mandatory

(n=2479)



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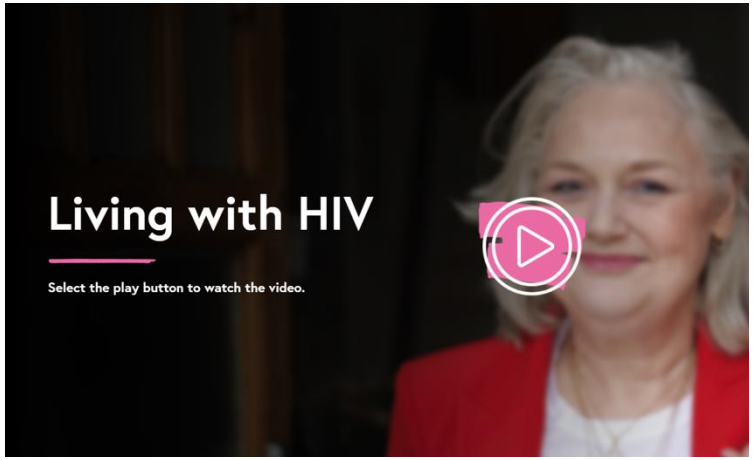

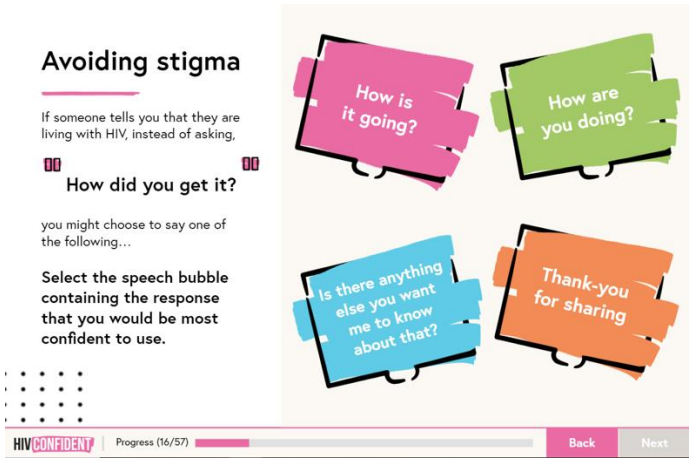

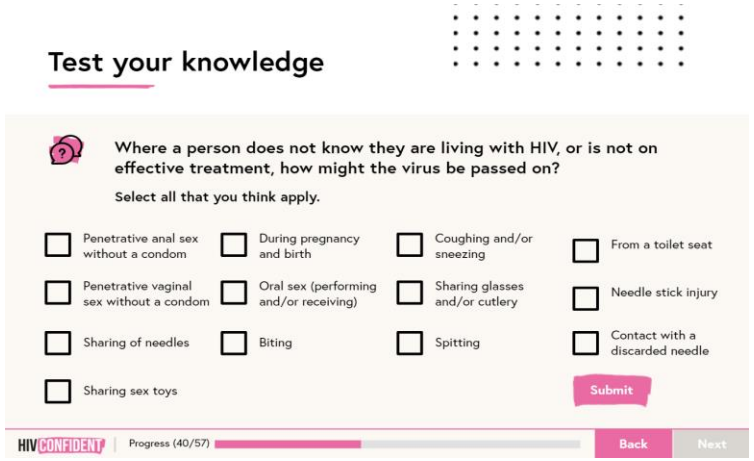

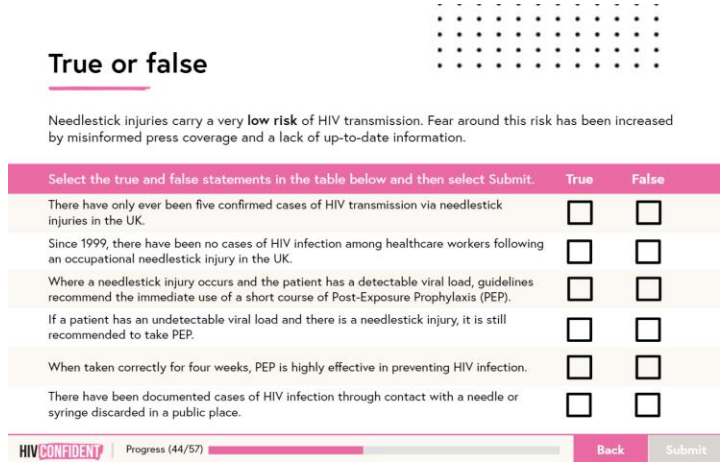

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eLearning monitoring data

- There is zero risk of someone passing on HIV through sex when they are taking medication and the level of virus in their blood is undetectable (n=608) - **6.11** at start of module to **8.00** at end of module
- There is no need for extra precautions or different behaviour when caring for patients who are living with HIV (n=608) - increases from an average of **5.47** at start of module to an average of **7.91** at end of module
- How confident are you that you can contribute to an HIV inclusive culture, where people living with HIV do not need to fear stigma or discrimination? (n=608) - increases from an average of **7.42** at start of module to an average of **8.50** at end of module

Data as at 10/07/2025

HIV Confident Employment Policy Review Form

Please see the policy review guidance for help with completing this form.

Legislation in recruitment

We do not ask applicants about their health or HIV status before a job is offered.

Yes ☐ Please detail the policies, procedures, training or guidance you have in place to ensure that this criterion is applied consistently across your organisation.

Click or tap here to enter text.

We collect the answers to equal opportunities monitoring questions separately and anonymously.

Yes ☐ Please detail the policies, procedures, training or guidance you have in place to ensure that this criterion is applied consistently across your organisation.

Click or tap here to enter text.

If we know an applicant is living with HIV, we do not ask questions about treatment or medications during an interview.

Yes ☐ Please detail the policies, procedures, training or guidance you have in place to ensure that this criterion is applied consistently across your organisation.

Click or tap here to enter text.

Where a candidate has had a gap in employment, we do not ask specific questions about health and/or disability during an interview.

Yes ☐ Please detail the policies, procedures, training or guidance you have in place to ensure that this criterion is applied consistently across your organisation.

Click or tap here to enter text.

We only ask about reasonable adjustments in the workplace after making a job offer.

Yes ☐ Please detail the policies, procedures, training or guidance you have in place to ensure that this criterion is applied consistently across your organisation.

Click or tap here to enter text.

When requesting references, we do not ask specific questions about health or disability.

Yes ☐ Please detail the policies, procedures, training or guidance you have in place to ensure that this criterion is applied consistently across your organisation.

Click or tap here to enter text.

We only ask about past sickness absences after the offer of a job and make clear that we are not asking for information related to a disability.

Yes ☐ Please detail the policies, procedures, training or guidance you have in place to ensure that this criterion is applied consistently across your organisation.

Click or tap here to enter text.

If an applicant chooses to share that they are living with HIV:

We store the applicant's health data in a secure location accessible only to those dealing with the recruitment process.

Yes ☐ Please detail the policies, procedures, training or guidance you have in place to ensure that this criterion is applied consistently across your organisation.

Click or tap here to enter text.

We do not share the applicant's HIV status with anyone outside of the recruitment process.

Yes ☐ Please detail the policies, procedures, training or guidance you have in place to ensure that this criterion is applied consistently across your organisation.

Click or tap here to enter text.

We do not request a viral load test unless we are employing a healthcare worker who will be carrying out Exposure Prone Procedures.

Yes ☐ Please detail the policies, procedures, training or guidance you have in place to ensure that this criterion is applied consistently across your organisation.

Click or tap here to enter text.

For healthcare workers who will be carrying out Exposure Prone Procedures we carry out viral load testing in line with Government guidance and in strict confidence.

Yes ☐ Not Applicable ☐ Please detail the policies, procedures, training or guidance you have in place to ensure that the criteria are applied consistently across your organisation.

Click or tap here to enter text.

Best practice in recruitment.

We signpost (and then act on) a commitment to employing disabled people.

Yes ☐ Please detail the policies, procedures, training or guidance you have in place to ensure that this criterion is applied consistently across your organisation.

Click or tap here to enter text.

We ask applicants whether they need reasonable adjustments for the interview process after short-listing.

Yes ☐ Please detail the policies, procedures, training or guidance you have in place to ensure that this criterion is applied consistently across your organisation.

Click or tap here to enter text.

We only ask successful applicants to complete a medical questionnaire when it is essential for the role.

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HIV Confident Recognition

- Stigma reporting
- HIV Confident champion
- Recognition application
- Annual review

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Sign up for updates:

www.hivconfident.org.uk

Email:

HIVConfident@nat.org.uk

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