



REPUBLIC OF TRINIDAD AND TOBAGO

**EDUCATION SECTOR
POLICY ON HIV AND
AIDS OF THE MINISTRY
OF EDUCATION**

POLICY PREAMBLE

HIV and AIDS is a global, social, health and economic problem affecting all societies. After approximately three decades of this pandemic, there has been an unprecedented increase in the incidence among key populations vulnerable to HIV; including adolescents and children, as well as, individuals in their productive years. In Trinidad and Tobago, there is an estimated 17,749 persons living with HIV; with the highest incidence occurring among persons in the 15-44 years age group. This situation has serious implications for the country's economic and social developmental goal as reflected in Vision 2020: our country's target for developed country status.

The Government of Trinidad and Tobago has developed a National Strategic Plan (NSP) which aims to reduce the incidence of HIV infections in Trinidad and Tobago and to mitigate the negative impact of HIV and AIDS on persons infected and affected in Trinidad and Tobago. Crucial to this process is the development of appropriate HIV and AIDS policies. The Ministry of Education is mindful of the economic and social impact of this epidemic and has therefore embarked upon a comprehensive policy and programme strategy in an attempt to achieve the goals of the NSP in the Ministry of Education schools and workplaces.

The Ministry of Education focuses on two key segments of its population; the workforce comprising of persons over eighteen years of age and the student population who represents our replacement population and future workforce. It is noteworthy that the workforce of the Ministry of Education comprises members of the teaching as well as non-teaching staff.

The increasingly complex and dynamic nature of effective responses must necessitate actions that are developmental and holistic in their management and intervention strategies. One of the key internationally accepted strategies for achieving the goals of the NSP is mainstreaming HIV and AIDS in all sectors. Within the context of the Ministry of Education, mainstreaming is considered as a deliberate and strategic approach to addressing the issues of HIV and AIDS in the Ministry of Education's schools and workplaces, providing there is ongoing leadership from specialized support staff. It will necessitate policy change as well as strategic programming with collaboration among all Ministries.

This policy therefore is predicated on the International Labour Organisation's (ILO) Code of Practice on HIV and AIDS and the world of work and other supporting legislative and policy documents including The Education Act, Occupational Safety and Health Act, School Health Policy and the Ministry of Education's School Policy on Drug Abuse and Prevention. It also ensures full participation, collaboration and involvement of its internal and external stakeholders including the employee representatives, Community-Based Organisations (CBOs), Non-Governmental Organisations (NGOs), other Government Ministries and professional organizations as well as international partners.

POLICY STATEMENT

The Ministry recognizes that the child is central to its programming efforts and takes all measures to ensure that the best quality education is provided in the safest and least threatening environment. The Ministry of Education shall actively use education as a strategy for prevention and reduction of HIV infection among its population through peer education and through its National curriculum. The Ministry also recognizes that the child comes from a family and by extension communities and as such they are therefore crucial to HIV and AIDS programming initiatives and must be fully engaged.

This policy supports the preparation, delivery and evaluation of comprehensive, evidence-based, needs-oriented, age specific and gender sensitive educational programmes which will bridge the gap between knowledge and behaviour change so as to reduce the spread of Human Immunodeficiency Virus (HIV) and Acquired Immune Deficiency Syndrome (AIDS) and minimize the impact of the disease.

POLICY PURPOSE AND OBJECTIVE

This policy aims to promote an awareness among its student and employee population about the causes, modes of transmission, consequences, means of prevention and control of HIV and AIDS through comprehensive, needs oriented, gender sensitive, nationwide educational programmes. The policy will also address the provision of support to persons who are infected or affected by HIV. Such programmes shall be carried out in all institutions under the purview of the Ministry of Education.

This policy provides guidelines to all employees of the Ministry of Education, students and parents in addressing the issue of HIV and AIDS in the schools and Ministry offices. It shall be used as the basis for departmental policies within the Ministry of Education. It also provides a framework for the development of procedure manuals and for programme planning in the Ministry's education and training institutions at all levels: early childhood, primary and secondary levels, special education (both public and private) and all other Ministry of Education's workplaces.

SCOPE OF THE POLICY

This policy will be the basis for action by administrators, managers, principals and other Heads of Department in the planning, development and implementation of policies, procedure manuals and programmes for all students and employees. It should be used by all employees, students, their parents and stakeholders in the Ministry of Education as a reference for resolving disputes and clarifying issues related to HIV and AIDS.

PRINCIPLES

This policy is guided by internationally accepted norms governing HIV and AIDS in the workplace such as the principles underlying the Port of Spain Declaration 2006 and the

ILO/UNESCO HIV/AIDS Workplace Policy for the Education Sector in the Caribbean (2006) that include the following:

Respect for Human Rights

The rights and responsibilities of employees and students must be respected. Employees, students and key stakeholders must be protected from all forms of stigma and discrimination, including discrimination based on actual or perceived HIV status.

Respect for Rights to Education and Employment

HIV and AIDS should not be a cause for termination, suspension, involuntary transfer or denial of employment opportunities or career advancement of an employee or educational advancement of a student within the Ministry of Education. Persons living with HIV have the right to work or attend school for as long as they are able to do so.

Access to Education and Employment

No student shall be denied access to education on the basis of his or her actual or perceived HIV status. The Ministry also believes that all persons of working age have a right to work as long as he/she is capable of doing so and should not be debarred, dismissed, prohibited or denied access to employment on the basis of actual or perceived HIV status.

Access to Information

All employees, students and key stakeholders have the right to relevant and factual HIV and AIDS information that is necessary for behaviour change. This information shall be dispensed to students in a manner that is appropriate to their age and level of development. Consideration shall also be given to the role of gender, culture and language in the context of the Ministry of Education.

Access to Treatment, Care and Support

All infected and affected employees and students have the right to access care, treatment and support in conformity with national standards and according to their needs. The Ministry of Education shall work in partnership with agencies offering support and care including institutions, community NGO's and private and public health care systems to ensure that they receive optimum levels of care.

Supportive and Caring Environment

The Ministry of Education believes in providing a supportive and caring school and work environment for all persons including persons living with or affected by HIV and AIDS.

Privacy and Confidentiality

All personal medical information obtained from an individual or third party, whether oral, written or in electronic format, should be treated with complete confidentiality. No Ministry of Education employee, student or key stakeholder should be compelled to disclose their HIV status to any persons, including administrators at their workplace or institution of learning.

Disclosure

Employees and students are not obliged to disclose their HIV status. Access to personal information relating to a worker's or student's HIV status should be bound by the rules of confidentiality consistent with the ILO code of practice. HIV and AIDS status of employees shall not be disclosed without the informed and written consent of the employee.

Safe and Healthy Work Environment

The school and work environment is critical to the prevention of the transmission of HIV. This must include the implementation and maintenance of Universal Precautions¹ as well as the recognition of schools and workplaces as being "sex-free zones"² meaning that sexual activities on the premises of the Ministry of Education or within the Education Sector will not be tolerated.

Gender

HIV and AIDS affect and impact women and men differently due to their biological, socio-cultural and economic circumstances. Application of all aspects of this policy should be responsive to the different needs of men, women, boys and girls.

Screening and Testing

HIV and AIDS screening or testing should not be used as a criterion for employment or enrolment in the Ministry of Education.

Involvement of persons living with HIV

The Ministry of Education will continue to work with people living with HIV to educate and inform people in the Ministry about HIV and AIDS. This will be encouraged and promoted at all levels of the Ministry of Education.

POLICY IMPLEMENTATION

The procedures and guidelines for the implementation of this policy shall be outlined in the Ministry of Education – Procedural Manual for the HIV and AIDS policy (see Appendix I). The Procedural Manual shall comprise the following sections:

Prevention

The prevention strategies of the Ministry of Education are focussed on the two key segments of its population:

- Ministry of Education employees comprising of persons over eighteen years of age and including members of the teaching as well as non-teaching staff.
- The student population.

As such, the prevention strategies outlined in the Procedural Manual shall be tailored to the specific needs of these two groups in partnership with their families.

¹ Universal Precautions – see Appendix I

² A Phrase coined by Professor Plummer of the Faculty of Humanities and Education, UWI St Augustine

HIV and AIDS and the Learners

This goal of the Ministry of Education is to ensure the prevention of new infection especially among the younger population. As such, HIV prevention at the school level shall be obtained through curriculum approaches, Health Promoting Schools, through peer education and support and through referrals to the Student Support Services of the Ministry of Education where additional support is needed.

Care and Support

Care and support shall be provided to all persons living with and affected by HIV and AIDS at all levels of the Ministry of Education through the following means:

- Access to health services
- Access to psychological support
- Access to Employee Assistance Programmes (EAP)
- Ensuring that the rights and dignity of all persons living with and affected by HIV in the Ministry of Education are respected.
- Ensuring that all persons in the Ministry of Education are committed to the development and implementation of systems that address the psychological, physical, emotional, educational and spiritual needs of HIV and AIDS infected and affected persons.

The Ministry Of Education Response

The Procedural Manual shall outline:

- The establishment of an HIV and AIDS Coordinating Unit in the Ministry of Education.
- Steps to be taken with regard to advocacy.
- District level coordination and accountability.
- Planning
- Human resource training and development.
- Partnerships.
- The monitoring and evaluation of this policy.

FURTHER POLICY DEVELOPMENT AND REVIEW

This policy shall be reviewed every three years to ensure that it remains relevant to the needs of the Ministry.



REPUBLIC OF TRINIDAD AND TOBAGO

PROCEDURAL MANUAL

FOR THE

EDUCATION SECTOR

POLICY ON HIV AND AIDS

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1. PREVENTION

Prevention of new HIV Infection

The Ministry of Education shall actively use prevention as a strategy to reduce the incidence of HIV infection among its population:

- Through education via the promotion of behaviour change strategies, healthy life style choices and health seeking behaviours using the HFLE curriculum supported by a comprehensive sexuality education programme including abstinence and other peer education, life skills development and other programmes that promote behaviour change among students, employees and parents.

- By ensuring the use of universal precautions.

1.1 Curriculum Approaches

1.1.1 The Ministry of Education shall provide accurate information on HIV and AIDS that is evidenced-based, gender appropriate, sensitive to religious and cultural diversity, age and *developmentally appropriate*, relevant and delivered using **user**-friendly approaches.

1.1.2 The Health and Family Life Education (HFLE) curriculum will be the major vehicle for the delivery of HIV education supported by other education programmes. The delivery of these curricula should be facilitated with other key stakeholders e.g. Health professionals, NGOs, FBOs and CBOs as well as social workers and guidance officers.

1.2 Health Promoting Schools

The Ministry of Education shall promote and facilitate an approach to HIV prevention that is inclusive and which involves participation of all members of the school community. This is to be done through a focus on general health promotion, wellness and a safe institutional environment. Health promoting schools should provide an environment that will allow for full integration and non-discrimination against students and/or employees who are living with HIV/AIDS. This should also include collaboration with the School Nurse in training of staff in first aid for effective intervention in emergencies as well as in universal precautions to minimize risk of infection.

1.3 Access to Condoms

The Ministry of Education shall not support access to condoms among its student population on the school compound. However, students requiring support shall be referred to the Student Support Services of the Ministry of Education for the necessary counselling and intervention.

1.4 Peer Education and Support

Peer education and support shall be used as a non curriculum approach to education for both students and employees with respect to reducing the risk of HIV transmission. Through abstinence and other comprehensive sexuality programming students and employees in the Ministry of Education would be taught skills to assist them to successfully manage sex and their sexuality. This will be facilitated through behaviour change communication strategies utilizing peer to peer support for students and employees of the MoE to address critical issues related to HIV transmission in the workplace.

2. CARE AND SUPPORT

- All persons living with infected and affected by HIV and AIDS at all levels of the MoE are entitled to care and support.
- All managers, educators, employers, parents and stakeholders in the Ministry of Education have a duty to ensure that the rights and dignity of all HIV and AIDS infected and affected persons are respected and they are not discriminated against or stigmatized.
- All MoE personnel have the responsibility to develop and implement systems that address the psychosocial, physical, emotional, educational and spiritual needs of HIV and AIDS infected and affected persons.

2.1 Access to health services

- 2.1.1 The HIV and AIDS Unit of the Student Support Services Division in the Ministry of Education shall provide lists of referrals for HIV and AIDS voluntary testing and treatment according to educational districts, to Administrators of educational institutions, as well as provide basic literature on HIV and AIDS and guidelines for responding to employees or students who disclose their HIV and AIDS status.
- 2.1.2 Administrators of educational institutions in collaboration with other Ministries and service providers shall facilitate access to health services for every HIV and AIDS infected and affected person so that appropriate treatment will be received.
- 2.1.3 The HIV and AIDS District Level Coordinating Committee in collaboration with the HIV and AIDS Coordinating Committee of the Ministry of Education shall continue to liaise with the Ministry of Health

and other HIV and AIDS service providers to facilitate access to health services for infected and affected employees and students.

2.2 Psychological support

- 2.2.1. All Administrators of educational institutions shall facilitate access to psychosocial support services that specifically meets the psychosocial needs of employees and students who are infected and affected with HIV. Psychosocial support shall augment treatment and healthy living.
- 2.2.2. Psychosocial support shall be provided for students by Student Support Services Division and for employees by the Employee Assistance Programme. Both students and employees shall also have access to Peer Educators and Counsellors and shall however, be afforded the opportunity to access other service providers in the community. Psychosocial support that is provided by the Ministry of Education shall be done in a secure and confidential environment that encourages openness, acceptance and support for those employees and students who disclose their HIV status.
- 2.2.3. Administrators of educational institutions under the ambit of the Ministry of Education shall ensure that employees and students who are HIV infected and affected are provided with reasonable time-off for counselling. Reasonable time off shall be provided for employees in conformity with the Ministry of Education's requirements for time-off for both Permanent and Contract employees.

2.3 Employee Assistance Programmes (EAP)

- 2.3.1. The Employee Assistance Programme shall extend its services appropriately to include a range of services for HIV infected and affected employees. Services shall also be extended to family members and/or caregivers.
- 2.3.2. Administrators of such a programme shall extend invitations for family members and/or caregivers to participate in information and educational programmes which specifically focuses on HIV & AIDS, managing financial issues relating to this pandemic, preparation of wills and succession plans.
- 2.3.3. EAP Administrators shall provide families and/or caregivers with referrals to support groups, direct them to relevant legal and health authorities and assist them where necessary to obtain compassionate leave and alternative employment for the employees or family members.
- 2.3.4. EAP Administrators shall coordinate with relevant stakeholders including the school attended by the employees' children.

2.4 Orphans and other children who are vulnerable to HIV

- 2.4.1 Administrators of educational institutions shall have the responsibility of identifying vulnerable students with special needs, the resources that can support them and systems that have to be developed to address those needs.
- 2.4.2 Administrators of educational institutions shall assist orphans, students who are ill, vulnerable to HIV and have special needs to ensure that no child is left behind with respect to their educational development.
- 2.4.3 Administrators of educational institutions should incorporate into their school plans Programmes that will support the needs of orphans, children who are infected or affected as well as special needs children who are vulnerable to HIV.
- 2.4.4 Administrators of educational institutions shall create supportive networks with stakeholders and institutions involved in the care and support of orphans and other children who are vulnerable to HIV, with special emphasis on children who are infected or affected.

2.5 Financial support

- 2.5.1 All eligible students and employees who are HIV positive should NOT be prevented from accessing Bursary and other financial schemes available to them as a result of their HIV status.
- 2.5.2 Compulsory HIV testing should not be used as a criterion for students and employees applying for bursaries and other financial schemes through the Ministry of Education.

2.6 Community mobilization

- 2.6.1 Administrators of educational institutions shall network with communities for holistic support in sustaining effective responses to mitigate the negative social-economic and health impact of HIV on the school and the wider community.

3. HIV and AIDS IN THE WORKPLACE

There must be recognition that HIV and AIDS is a workplace issue and is an issue that affects all stakeholders in the Ministry of Education.

3.1 Non-discrimination

- 3.1.1 No individual infected or affected by HIV and AIDS or perceived to be infected or affected by HIV and AIDS shall be discriminated against in terms of access to or continued employment, training, promotion or benefits or enrolment on the basis of their HIV status.
- 3.1.2 All students and employees in the Ministry of Education shall receive instruction on the fundamental Human Rights and Freedoms as contained in the Constitution of the Republic of Trinidad & Tobago and all other relevant UN conventions ratified by the Government. Due care shall be taken to protect the rights of students and employees at all times
- 3.1.3 Any individual who experiences discrimination or perceived discrimination shall be entitled to redress

3.2 HIV testing and confidentiality

- 3.2.1 No individual should be required to undergo compulsory testing for HIV for the purposes of employment, promotion, training and/or admission. Failure to comply with the provision with respect to confidentiality will result in investigation and appropriate action in keeping with the principles of sound Industrial Relations Practice.
- 3.2.2 The medical examination that Ministry of Education employee is required to undergo in order to be confirmed shall not include HIV testing.
- 3.2.3 HIV testing may be carried out at the request of a student or staff member in a safe and healthy environment in accordance with the prevailing legislation.
- 3.2.4 Disclosure shall be voluntary and any Ministry of Education employee to whom such information is disclosed shall be bound to keep that information confidential.

3.3 HIV & AIDS information, prevention and support programmes for employees

- 3.3.1 A sustainable HIV and AIDS education programme shall be developed within the Ministry of Education for implementation throughout the Ministry. This programme shall be designed and implemented in consultation with all levels and categories of employees, stakeholders including worker associations as well as persons infected and affected by HIV and AIDS and shall be sensitive to cultural, developmental and socio-economic factors.
- 3.3.2 The HIV and AIDS programme shall include promotion of non-discrimination on about HIV and AIDS; promotion of non-discrimination, supportive and sensitive attitudes towards PLHIV and those affected by HIV and AIDS; information on sexuality and safer sexual practices including abstinence, faithfulness and the correct and consistent use of a condom; information about rights and services available to PLHIV within the Ministry of Education; referrals to relevant personnel, agencies and networks that provide support and services to PLHIV and affected by HIV and AIDS

- 3.3.3 All Heads of Department shall be responsible for ensuring that programmes are implemented in their respective districts and divisions and shall further ensure that persons affected are able to concerns grievances and access support.

3.4 Ill-health

- 3.4.1 PLHIV shall be to continue to work or attend institutions of learning for as long as they are deemed medically fit by a competent authority.
- 3.4.2 Measures shall be taken to reasonably accommodate PLHIV where possible to enable them to continue working as long as possible. Reasonable accommodation shall include re-arrangement of working/learning hours; modified tasks or jobs; provision of rest periods; flexible work arrangements, leave provisions and other reasonable provision consistent with the ILO Code of Practice.

3.5 Exposure at the workplace

- 3.5.1 The Ministry of Education shall ensure that adequate provision is made at all Ministry of Education workplaces for the implementation of Universal Precautions.
- 3.5.2 There shall be provisions for access to Post-Exposure Prophylaxis (PEP) in the event of sexual abuse or in cases of accidental exposure to HIV while attending an educational institution or while on duty on the part of any employee in the Ministry of Education.

3.6 Responsibility and accountability

- 3.6.1 All employees and members of staff in the Ministry of Education are bound by all the provisions of this policy.
- 3.6.2 It shall be the responsibility of all Heads of Ministry of Education workplaces to ensure that the provisions contained in this policy are implemented.
- 3.6.3 All workers associations and organisations shall be given every opportunity to be involved in planning for the implementation of this policy.

3.7 Sanctions

- 3.7.1 No individual of the Ministry of Education shall refuse to work with, teach or engage in learning or extra curricula activities with PLHIV or those affected by HIV and AIDS solely because of their status. Should this

occur the individual shall be offered counselling or education. If after counselling the individual still refuses to work with, teach or engage in learning activities with PLHIV or affected by HIV and AIDS the Heads of Institutions or divisions shall entertain a request for disciplinary action to be initiated and shall take appropriate in keeping with action and sound Industrial Relations Practices.

- 3.7.2 Should a Head of any Ministry of Education workplace refuse to reasonably accommodate PLHIV and AIDS related illness, to enable him/her to continue working, the appropriate disciplinary procedures shall be initiated in keeping with sound Industrial Relation Practices.

4. MANAGING THE MINISTRY OF EDUCATION RESPONSE

4.1 The Establishment of an HIV and AIDS Coordinating Unit in the Ministry of Education

- 4.1.1. The Ministry of Education recognises that HIV and AIDS is a serious issue with potential negative implications for its key population in the Ministry of Education as well as the wider society and has resolved to establish an HIV and AIDS Coordinating Unit (HACU)
- 4.1.2 The HIV and AIDS Coordinating Unit shall be managed by an HIV Coordinator who will be responsible for providing technical and advisory support to the Ministry of Education as well as its stakeholders in Education.
- 4.1.3 The unit will be guided by an advisory committee comprising Heads of the Divisions of the Ministry Education, representation from the District School Supervisors, Director of Human Resources, Director of Curriculum Development, Co-ordinator of the Decentralization Committee, Student Support Services Division, Employee Assistance Manager, Director of Human Resource, NACC, TTUTA, NPTA, PSA, School Board Heads, Ministry of Health, Regional Health Authority, Associations of School Principals and student representation.
- 4.1.4 The Unit shall have an administrative body to carry out the mandate of the Unit.
- 4.1.5 The unit shall be situated with the Division of Student Support Services or School Supervisors and shall report using the appropriate channels.
- 4.1.6 The unit shall be responsible for developing and promoting a plan for the implementation of policy at the Ministry as well as the monitoring, evaluation and review of the plan.

- 4.1.7 The unit advise the Minister, Permanent Secretary, Chief Education Officer and other personnel in the Ministry of Education on matters with respect to HIV and AIDS.
- 4.1.8 The unit shall also be responsible for directing the delivery of the policy agenda to ensure that principals, administrators, other leadership, employee, teachers, parents, and students are knowledgeable and informed of the content of the policy and committed to its dissemination.
- 4.1.9 The unit shall be responsible for forging partnerships with key stakeholders such as the Ministries of Health, Sport and Youth Affairs, Social Development, Community Development Culture and Gender Affairs, Child Welfare League, FPA, Cyril Ross, YMCA, YWCA, and other NGOs.
- 4.1.10 The unit shall work in close collaboration with the NACC and the HIV Units of other Ministries.

4.2 District Level Coordination and Accountability

- 4.2.1 Each Education District should work with the leadership of schools, educational institutions to assist in the implementation of the plan.
- 4.2.2 The leadership of schools/educational institutions are responsible for the implementation of HIV/AIDS plans in their schools/ educational institutions and should report on their progress to their Education District.
- 4.2.3 Education Districts shall develop specific advocacy strategies to support the implementation of the HIV and AIDS policy.
- 4.2.4 Education Districts shall be required to provide the necessary data, including key indicators of impact for the development of a consolidated and accessible information system.

4.3 Planning

- 4.3.1 The Ministry of Education shall plan for and mobilize resources to support the implementation of this policy.
- 4.3.2 The HIV and AIDS Coordinating Unit shall coordinate resource planning and budgeting and liaise with other Ministry of Education partners to develop a shared strategy aimed at preventing the further infections and at mitigating the impacts on the Ministry of Education.

4.4 Human resource training and development

- 4.4.1 As part of the response to HIV and AIDS, the Ministry of Education shall liaise with other ministries and agencies involved in human resource planning and development, in particular the teacher training institutions, in order to sustain education delivery.
- 4.4.2 The Ministry shall ensure adequate monitoring and planning so that there is an efficient and adequate supply of appropriately skilled teachers and other staff to meet our educational needs.
- 4.4.3 Pre-service and in-service training of teachers and other staff shall be required to ensure that they have the skills to protect themselves from infection, to implement the appropriate life skills curriculum, and to deal with the effects of HIV and AIDS in the Ministry of Education.

4.5 Partnerships

- 4.5.1 The Ministry of Education shall make deliberate and systematic efforts to form, manage, and sustain partnerships for the benefit of the Ministry of Education with agencies and institutions from inside and outside the Ministry.

4.6 Research

- 4.6.1 Special attention shall be given to research on levels of HIV prevalence affecting the Ministry of Education, levels of orphan-hood and vulnerability, access to education, the effectiveness of prevention programmes, impacts of HIV and AIDS on the workplace, and the differential impacts on gender. Examples of good practices shall be highlighted and replicated across the Ministry of Education. The University of the West Indies, UTT, CAREC and other research institutions in the Ministry of Education shall be encouraged and supported to play a leading role in this regard.

4.7 Monitoring and Evaluation

- 4.7.1 Managers at all levels of the education system shall be expected to integrate strategies and mechanisms for monitoring and evaluating the quality of programmes, the responses to interventions and the efficiency of resource utilisation in the Ministry of Education, as well as using this information for planning and management purposes. The HIV and AIDS Coordinating Unit (HACU), in conjunction with the Planning Division in the Ministry shall be expected to play a leading and facilitating role in particular with the development of baseline and developing suitable indicators for monitoring and evaluation.

5. ADVOCACY

- 5.1 The Ministry of Education shall ensure that all managers and stakeholders in the Ministry of Education are knowledgeable and informed of the content of this policy, and committed to its dissemination.

6. FURTHER POLICY DEVELOPMENT AND REVIEW

- 6.1 This policy shall be reviewed from time to time to ensure that it remains relevant to the needs of the Ministry.
- 6.2 Where appropriate, education sub-sectors or institutions are encouraged to develop their own specific policies on HIV and AIDS that are consistent with this policy.

7. ANNEXURES

- 7.1 Universal precautions
- 7.2 Proposed minimum content of a school safety kit
- 7.3 List of HIV/AIDS facts