D-21 HIV/AIDS/Hep B and C

NQS

QA. 2.1	Health.
QA. 2.1.1	Wellbeing and comfort.
QA. 2.2	Safety.
QA. 2.2.1	Supervision.
QA.4.2.2	Professional standards.
QA. 5.1	Relationships between educators and children.
QA. 5.1.1	Positive educator to child interactions.
QA. 7.1.2	Management systems.

National Regulations

Reg. 90	Medical conditions policy
Reg. 91	Medical conditions policy to be provided to parents
Reg. 136	First aid qualifications
Reg. 145	Staff record
Reg. 162	Health information to be kept in enrolment record
Reg. 168	Education and care service must have policies and procedures

My Time, Our Place

LO. 1	Children and a young people have a strong sense of identity
	Children and young people feel safe, secure and supported
LO. 3	Children and young people have a strong sense of wellbeing
	Children and young people become strong in their social, emotional and mental wellbeing

Policy Statement

We believe all children have a right to be cared for and we aim to provide a safe and secure environment for all children in our care. We will not discriminate against any child or families' right to attain care. We believe that HIV/AIDS and Hepatitis B and C are best dealt with by preventative measures and aim to eliminate the risk of spreading disease to ensure the safety of all children and staff. Strict confidentiality procedures will be maintained at all times.

Related Policies

- Sylvania Heights BASC Policy A-4: Enrolment
- Sylvania Heights BASC Policy A-17: Privacy and Confidentiality
- Sylvania Heights BASC Policy C-3: Staff Orientation and Induction
- Sylvania Heights BASC Policy C-8: Disciplinary Action
- Sylvania Heights BASC Policy C-13: Interactions with Children
- Sylvania Heights BASC Policy D-1: Dealing with Medical Conditions

- Sylvania Heights BASC Policy D-2: Hygiene
- Sylvania Heights BASC Policy D-10: First Aid
- Sylvania Heights BASC Policy D-13: Illness and Infectious Diseases
- Sylvania Heights BASC Policy D-20: Medication

Procedure

Under the Federal Disability Act and the Equal Opportunity Act, no discrimination will take place based on a child's/parent's/staff member's HIV/AIDS/Hep B or C status.

Discrimination relating to access to the Centre is against the law. A child with HIV/AIDS/Hep B or C has the right to obtain a position in the Centre should a position be available, just as a staff member has the right to equal opportunity of employment.

A child with HIV/AIDS/Hep B or C shall be treated the same as any other child, as HIV/AIDS/Hep B or C is not transmitted through casual contact.

Where staff are informed of a child, parent or other staff member who has HIV/AIDS/Hep B or C:

- This information will remain confidential at all times (see A-17: Privacy and Confidentiality Policy). Breach of this confidentiality will be appropriately addressed under the Disciplinary Action Policy.
- Staff will ensure proper care of all children is maintained.
- No conversation is to be undertaken in the hearing of any unauthorised adults, or around the children.
- Proper, safe, and hygienic practices will be followed at all times (see D-2: Hygiene policy).
- No person will ever be denied the right to First Aid treatment.

All children will be considered as infectious when administering first aid. All staff dealing with open sores, cuts and bodily fluids with any child or adult shall wear disposable gloves and maintain appropriate hygiene. Staff with cuts, open wounds, or skin disease such as dermatitis will cover their wounds and wear disposable gloves. Gloves will be properly and safely discarded, and staff will wash their hands after use.

If a child has an open wound, it will be covered with a waterproof dressing and securely attached. If bodily fluids or blood gets on the skin but there is no cut or puncture, wash away with warm soapy water.

Any blood or bodily fluid spills will be cleaned up immediately using gloves and the area further cleaned with warm water and detergent. Large blood spills should be further wiped with a diluted bleach solution, made up immediately prior to use. Staff must utilise gloves when using the bleach solution. After the clean-up of all spills, staff must remove gloves, and place in a sealed plastic bag along with any cloths used in the cleaning process, and dispose. Following the disposal of such items, staff should thoroughly wash their hands immediately.

Any soiled clothing shall be handled using disposable gloves. Clothing will be placed and sealed in a plastic bag for parents to take home.

If CPR is to be performed disposable sterile mouth masks will be used. If unavailable, Staff will perform CPR using compressions only. The person in charge of the First Aid Kit will ensure that a child sized mouth mask is available at all times.

Any exposure should be reported to the Centre Coordinator and Management to ensure proper follow up procedures occur.

Staff must report any new cases of HIV/AIDS/Hep B and C to the NSW Public Health Unit.

Staff and parents will be encouraged to participate in HIV/AIDS/Hep B or C education. This can take the form of staff training, educational seminars, brochures, etc. Funds will be allocated for this in the staff training budget.

Sources

- Education and Care Services National Regulations 2011
- National Quality Standard
- United Nations Rights of the Child
- NSW Department of Health - http://www.health.nsw.gov.au/
- Federal Disability Discrimination Act 1992
- Equal Opportunity Act 2010
- Workplace, Health and Safety Act 2000
- Children (Education and Care Services National Law Application) Act 2010

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