

BERMAGUI PRESCHOOL



4.17 Human Immunodeficiency Virus (HIV) Policy

This policy was approved by the Approved Provider in consultation with the Nominated Supervisor, staff and families.

Date Approved: July 2026

Review Date: July 2029

Aim

Bermagui Preschool is committed to providing a safe, inclusive and respectful environment for all children, families, educators, staff, students, volunteers and visitors, including individuals living with Human Immunodeficiency Virus (HIV).

The Preschool recognises that every child has the right to access education and care in an environment free from discrimination. Children and adults living with HIV will be treated with dignity, respect and confidentiality.

The Preschool always follows Standard Precautions for infection prevention and control. These precautions minimise the risk of transmission of blood-borne viruses and other infectious diseases and protect everyone regardless of whether an individual's infectious status is known.

Policy Statement

Bermagui Preschool will:

- provide an inclusive environment that supports the participation of all children regardless of their health status
- ensure no child, family member, educator or staff member is discriminated against because they are living with HIV
- maintain strict confidentiality regarding personal health information
- implement Standard Precautions whenever there is contact with blood or body fluids
- ensure educators are appropriately trained in infection prevention and first aid procedures
- maintain effective cleaning and hygiene practices throughout the Preschool
- comply with all relevant legislation, National Regulations and recognised health authority guidance.

Background

Human Immunodeficiency Virus (HIV) is a virus that affects the body's immune system, with current medical treatment, people living with HIV can live long, healthy lives. Many people receiving effective treatment achieve an undetectable viral load, meaning there is effectively no risk of sexual transmission of HIV. Within an early childhood education and care setting, HIV transmission is extremely unlikely. HIV is transmitted only when infected blood or certain body fluids enter another person's bloodstream.

HIV is not spread through:

- hugging or touching
- sharing toys or equipment
- playing together
- coughing or sneezing
- saliva, tears or sweat
- toilets or bathrooms
- food or drink
- insect bites
- normal social interaction.

The Preschool recognises that effective infection prevention and control practices protect children, families, educators and visitors from HIV, other blood-borne viruses and a wide range of infectious diseases.

Standard Precautions

Standard Precautions are the minimum infection prevention measures that apply whenever there is potential contact with blood or body fluids. Standard precautions will always be followed regardless of whether a person's infectious status is known.

These include:

- effective hand hygiene
- covering cuts and broken skin with waterproof dressings
- wearing disposable gloves when contact with blood or body fluids is anticipated
- safe cleaning and disinfection of contaminated surfaces
- safe disposal of contaminated waste
- laundering contaminated clothing and linen appropriately
- appropriate use of personal protective equipment where required
- prompt management of blood and body fluid spills.

Inclusion

Bermagui Preschool is committed to ensuring that children living with HIV are welcomed into the Preschool community.

The Preschool will:

- enrol children living with HIV in accordance with the Enrolment and Orientation Policy
- support each child's participation in all aspects of the educational program
- work collaboratively with families and health professionals where individual health support is required
- make reasonable adjustments where appropriate
- ensure children are not isolated or treated differently because of their diagnosis.

No child will be excluded solely because they are living with HIV.

If a child has specific medical needs, an individual Medical Management Plan or Risk Minimisation Plan will be developed in consultation with the child's family and relevant health professionals where required.

Confidentiality

Information regarding a person's HIV status is confidential health information.

The Preschool will:

- collect only information necessary to support the child's health, safety and wellbeing
- store health information securely
- only disclose information with the informed consent of the individual or the child's parent or guardian, unless otherwise required by law
- ensure all educators understand their obligations regarding confidentiality and privacy.

Educators, staff, students and volunteers must not discuss or disclose confidential medical information outside those who require the information to safely care for the child.

Any breach of confidentiality will be managed in accordance with the Preschool's Code of Conduct and Confidentiality Policy.

Responsibilities

Approved Provider and Board of Directors

The Approved Provider and Board of Directors will:

- ensure the Preschool maintains policies and procedures that support infection prevention and control and protect the rights of all children and adults
- ensure sufficient resources, equipment and personal protective equipment (PPE) are available
- support an inclusive environment free from discrimination
- ensure appropriate confidentiality measures are maintained
- provide opportunities for educators and staff to participate in infection prevention, first aid and Work Health and Safety training
- ensure the policy is reviewed regularly in accordance with legislative requirements and current best practice.

Nominated Supervisor

The Nominated Supervisor will:

- implement this policy throughout the Preschool
- ensure educators consistently follow Standard Precautions
- ensure first aid supplies, gloves and cleaning products are readily available
- monitor infection prevention and hygiene practices
- support educators responding to incidents involving blood or body fluids
- maintain confidential health records
- work collaboratively with families where individual health management plans are required
- notify the Approved Provider of any significant health or safety concerns.

Educators, Staff, Students and Volunteers

Educators, staff, students and volunteers will:

- consistently implement Standard Precautions
- maintain effective hand hygiene
- wear appropriate personal protective equipment whenever required
- safely manage blood and body fluid incidents
- immediately report hazards, injuries and incidents
- maintain confidentiality of all personal health information
- participate in relevant training
- follow all Preschool health, hygiene and first aid procedures.

Families

Families are encouraged to:

- provide relevant health information that may affect their child's care
- participate in the development of any required Medical Management Plan
- maintain current emergency contact information
- work collaboratively with educators to support the safe participation, health and wellbeing of their child.

Infection Prevention Procedures

Bermagui Preschool follows Standard Precautions for all children and adults regardless of whether an infectious disease is known or suspected.

Educators will:

- wash hands thoroughly using soap and running water at appropriate times
- supervise and support children to practise effective hand hygiene
- cover all cuts, abrasions and broken skin with waterproof dressings

- wear disposable gloves whenever contact with blood or body fluids is anticipated
- clean and disinfect contaminated surfaces promptly
- safely dispose of contaminated materials
- use appropriate personal protective equipment where necessary
- maintain clean learning environments and shared equipment
- follow the Preschool's Hygiene Policy at all times.

Management of Blood and Body Fluids

All blood and body substances will be treated as potentially infectious.

Where blood or body fluids are present, educators will:

- wear disposable gloves before providing assistance
- avoid direct contact with blood or body fluids wherever possible
- control bleeding using appropriate first aid procedures
- clean contaminated surfaces immediately using approved cleaning and disinfecting products in accordance with the Preschool's Hygiene Policy
- safely dispose of contaminated gloves, dressings and waste
- remove gloves safely to prevent contamination
- wash hands immediately after glove removal
- replace any contaminated first aid supplies immediately
- complete incident documentation where required.

Where blood or body fluids enter the eyes, nose or mouth, the affected area will be flushed immediately with clean running water and medical advice sought if necessary.

Open Wounds

All cuts, grazes and abrasions should be attended to promptly.

Educators will:

- clean the wound
- apply an appropriate waterproof dressing where practical
- monitor the wound for continued bleeding
- replace dressings if they become wet or contaminated.

If bleeding cannot be controlled or a wound cannot be safely covered, families may be contacted to collect their child until the wound can be appropriately managed.

Biting Incidents

Biting incidents that break the skin require immediate first aid and infection prevention measures.

Where the skin has been broken, educators will:

- wear disposable gloves
- wash the wound thoroughly with running water
- control any bleeding
- cover the wound with a clean dressing
- provide comfort and reassurance to the children involved
- clean and disinfect any contaminated surfaces or equipment
- notify the families of both children
- complete an Incident, Injury, Trauma and Illness Record.

Although HIV transmission through biting is considered extremely unlikely, Standard Precautions will always be followed whenever blood is present.

First Aid

Educators providing first aid will:

- follow current first aid procedures
- wear disposable gloves where blood or body fluids are present
- use appropriate barriers when performing resuscitation, including a resuscitation mask where available
- safely dispose of contaminated first aid materials
- clean reusable equipment in accordance with infection prevention procedures
- wash hands immediately after treatment
- record the incident in accordance with the Incident, Injury and Trauma Policy.

Cleaning and Disposal

Blood spills and contaminated materials will be cleaned promptly using approved cleaning and disinfecting products in accordance with the Preschool's Hygiene Policy and current infection prevention guidance.

Educators will ensure:

- disposable gloves are worn during cleaning
- disposable paper towel or other suitable absorbent material is used to remove visible blood
- contaminated waste is disposed of safely
- reusable equipment is cleaned and disinfected before reuse
- contaminated linen or clothing is handled carefully and laundered appropriately
- hands are washed thoroughly following completion of cleaning
- ensure cleaning equipment used for blood spills is cleaned or disposed of appropriately after use.

The Preschool will maintain adequate supplies of gloves, cleaning products, first aid equipment and personal protective equipment to support safe infection prevention practices.

Related Policies

This policy should be read in conjunction with the following Bermagui Preschool policies:

- 1.06 Social Justice, Inclusion and Diversity
- 2.06 Confidentiality
- 2.10 Code of Conduct
- 2.12 Record Keeping and Retention of Records
- 3.01 Enrolment and Orientation
- 3.02 Additional Needs and Diverse Abilities
- 4.05 Hygiene
- 4.12 Incident, Injury and Trauma
- 4.13 Illness
- 4.18 Child Protection
- 4.20 Workplace Health and Safety
- 4.31 Medical Conditions
- 4.32 First Aid
- 4.39 Tobacco, Vaping, Drugs and Alcohol Policy
- 4.41 Paramourncy in Child Safe Practice Policy

Legislative Requirements

Education and Care Services National Law Act 2010

- Section 167 – Protection from harm and hazards

Education and Care Services National Regulations 2011

- Regulation 77 – Health, hygiene and safe food practices
- Regulation 85 – Incident, injury, trauma and illness policies and procedures

- Regulation 86 – Notification to parents of incident, injury, trauma and illness
- Regulation 88 – Infectious diseases
- Regulation 103 – Premises, furniture and equipment to be safe, clean and in good repair
- Regulation 168(2)(c) – Policies and procedures relating to health and safety
- Regulation 170 – Policies and procedures to be followed
- Regulation 171 – Policies and procedures to be kept available

National Quality Standard

Quality Area 2 – Children's Health and Safety

- Standard 2.1 – Health
- Standard 2.2 – Safety

Quality Area 7 – Governance and Leadership

Resources

- Australian Commission on Safety and Quality in Health Care – Australian Guidelines for the Prevention and Control of Infection in Healthcare
- National Health and Medical Research Council (NHMRC) – Staying Healthy: Preventing Infectious Diseases in Early Childhood Education and Care Services (6th Edition)
- NSW Health – Information on Human Immunodeficiency Virus (HIV) and blood-borne viruses
- Australian Government Department of Health, Disability and Ageing – Information on HIV and blood-borne viruses

References

- Anti-Discrimination Act 1977 (NSW)
- Belonging, Being and Becoming...
- Education and Care Services National Law Act 2010
- Education and Care Services National Regulations 2011
- Health Records and Information Privacy Act 2002 (NSW)
- National Quality Standard
- NSW Public Health Act 2010
- Privacy Act 1988 (Cth)
- Work Health and Safety Act 2011 (NSW)
- Work Health and Safety Regulation 2017 (NSW)

Version History

V1.0 – First Published: Pre-October 2021

V2.0 – July 2026: Comprehensive review completed. Policy renamed to Human Immunodeficiency Virus (HIV) Policy to reflect current terminology and contemporary practice. Updated to align with current Australian legislation, the National Quality Framework and Staying Healthy: Preventing Infectious Diseases in Early Childhood Education and Care Services (6th Edition). Policy rewritten to reflect current evidence regarding HIV transmission and Standard Precautions; strengthened inclusion, confidentiality and privacy provisions; revised procedures for infection prevention, blood and body fluid management, first aid, open wounds and biting incidents; updated responsibilities, Related Policies, Legislative Requirements, Resources and References; reformatted to align with the Bermagui Preschool policy framework.