



Avon and Somerset Police Custody Suite Officers HIV Awareness Training Report June 2019

Brigstowe and Avon and Somerset Police worked jointly to increase HIV awareness amongst the custody suite staff. Our thanks go to Michael Carter for leading on this programme. Brigstowe recognises the commitment Avon & Somerset Police have shown to prioritising the staff development time and budget required. This work will ensure an up to date and informed service is provided when supporting detainees living with HIV and when dealing with issues relating to HIV.

Brigstowe delivered 5 training sessions to Avon and Somerset Police Custody Suite Officers between November 2018 and June 2019 as part of their annual development training. This organised continual professional development training occurs once or twice per year with different guest speakers and themes to improve the knowledge and awareness of the Detention Officers and Sergeants.

- **5 sessions delivered**
- **160 officers attended the training**
- **Officers were from the Somerset, South Glos & Bristol area**

Aims and Objectives

The aim of the training was to increase awareness of HIV, reduce related stigma and empower officers with a greater working understanding of HIV.

The objectives were to: -

- Clarify the definitions and differences between HIV & AIDS.
- Explore stigma and its impact
- Explore transmission.
- Provide up-to-date information on treatment.
- Explain testing services & use of PEP.
- Promote best practice when working with a person living by HIV.
- Inform participants of support available.

The workshops were 1 hour 30 minutes long and were delivered through: -

- structured presentations in PowerPoint and flipcharts
- question and answer sessions
- deliberation
- experience sharing
- participatory learning
- trainer led learning

Sessions were delivered by Brigstowe's trainer (Positive Voices Manager, Lauren Tittle) as well as two positive people who shared their personal testimony of living with HIV. Each officer was given a workbook to use throughout the session with resources, information and red ribbons to take away.

Findings/soft outcomes/observations

Transmission – The training clarified transmission in detail. Although there was good knowledge of the actual routes of transmission from participants, there was also simultaneously a lot of misinformation which included fear of saliva and tears. A number of participants outlined concerns of transmission regarding saliva and one officer outlined having anxiety after coming into contact with tears of an HIV positive detainee as he was worried about transmission. Biting, needle stick injuries, resuscitation & blood in the eye were also discussed & explained in detail including that most of these are a theoretical risk and there are either none or a limited number of documented cases of transmission globally. Participants appreciated the slide outlining transmission in a table format. Officers requested the slide to put up at their place of work with one participant taking a photo of it to refer back to. On the feedback forms, when being asked what would they do differently in their workplace, one participant outlined they would be **“able to reassure colleagues who have been placed at risk re: needle stick injuries”** and another saying **“don't panic”** in relation to transmission. A number of others said they now have a better understanding of risk in terms of transmission.

Medication – There was an introduction to HIV medication, including how treatment prevents onward transmission. The risk of developing resistance if medication is not taken on a timely basis was also focused on with good discussion. Participants were keen to know how to access the medication when a person is remanded. One feedback form outlined **“It has given me a greater awareness of the importance of time in relation to medication”**.

Confidentiality/info sharing – After presenting routes of transmission and explaining the importance of confidentiality, participants discussed the best way to record HIV status on a detainee's record/police database. From the training sessions, it is clear that there is confusion as to when HIV should be recorded in the medical/ailments record or as a risk and this requires clarity. Some officers outlined they have a duty to record it as a risk, while others said it was to be recorded in the medical section only.

Following the training, officers felt that they had a better appreciation and understanding of confidentiality as a whole. Feedback included: **“Be more mindful of confidentiality and the impact on individual”** and **“Labelling -white board "HIV””**.

There was a further discussion regarding the dilemmas & concerns officers have in different scenarios regarding confidentiality & medication. Officers raised the situation of when a person has been on remand for over 24 hours & then goes straight to court/trial. Officers were concerned over

balancing the need to maintain confidentiality of a person's HIV status with the need to share information between officers to ensure medication is provided.

Language and understanding of needs – Overwhelmingly, a high number of officers outlined in their feedback that they felt they had a better understanding of the needs of people living with HIV. Comments included having better **“Compassion + understanding”** of the needs of a PLHIV and feeling more confident on **“how better to assist someone positive.”**

Discussion on language and terminology was useful as a number of participants said they would **“Use different language / terminology”** and **“be more aware of how to speak to anyone positive”**.

PEP – The training included information about Post-Exposure-Prophylaxis, which prevents the acquisition of HIV, following exposure. None of the participants had any previous knowledge of how to access it when at work.

Hep B & C- Brigstowe delivered HIV Awareness Training, however participants in all 5 sessions also asked questions about Hep B & C. Attendees wanted to know the key facts about both viruses such as transmission, testing and treatment.

Recommendations

Police database

Decide and agree to where a person's HIV status should be recorded on the police database system.

Training/E learning/Info Resource

- Further training to the wider police force such as First Aid Officers.
- Ensure custody officers are updated annually.
- Case Studies – officers to be provided scenarios and best practice to ensuring anyone being detained/in custody who is living with HIV and is on treatment has uninterrupted daily access to their medication.
- Support/info – a resource outlining sexual health services including information of where and how to access medication for detainees.

Occupational Health Policy to include the following

- HIV testing - Explain where to have an HIV test, how long after exposure an HIV test can reliably detect HIV infection, and how soon after being tested one can receive the result.
- Explain clearly how HIV is, and is not, transmitted.
- That universal precautions should always be followed and are sufficient to protect from almost all risk of HIV transmission in a work setting.

- PEP – information regarding PEP & how & when to access it in an occupational environment.

Hep B & C

- Officers to receive further training on blood borne viruses. (Brigstowe can accommodate a joint session on HIV & Hep C – this would require a slightly longer session of 2 hours rather than 1 hour 30mins. (* Please note although we are not experts in Hep C we would be able to provide the basic information regarding Hep C in terms transmission, treatment and stigma).

Feedback & Learning Outcomes

Feedback was obtained by officers filling in a pre & post training form which are summarised below. Although 160 officers attended the training in total, 72 filled in the feedback forms. Of the 72 feedback forms, officers reported: -

- **88% felt that they had a better understanding of HIV after the training**
- **75% felt more confident to talk about HIV**
- **82% felt they could challenge HIV related stigma**
- **96% would recommend this training to another colleague**
- **100% felt that the Positive Speaker was effective in raising their awareness of the issues**

How would you rate your understanding of HIV?

Decreased Knowledge	No Change	Change	Significant Change	Total
0	9	50	13	72

How confident do you feel to talk about HIV?

No Change	Change	Significant Change	Total
18	41	13	72

How confident do you feel in being able to challenge HIV related stigma?

No Change	Change	Significant Change	Total
13	43	16	72

Would you recommend this training to a colleague/ agency?

Yes	No	No Answer	Total
69	0	3	72

- If they needed
- Very interesting and informative and helped to hear a personal account.
- Very informative subject

How effective was the Positive Speaker in raising your awareness of the issues?

Not effective	Effective	Very Effective	Total
0	1	63	64

Why?

- Real examples
- Very impressed by the knowledge of the speakers
- Explained how treatment of HIV works
- Good update-new information
- Very interested in hearing the speaker's story and view of his treatment.
- Excellent -very informative
- Explained in depth about what HIV means and how it affects people living with HIV
- Engaging, informative, informal, knowledgeable
- Very good, nothing beats someone sharing their example
- Good communication skills, charisma + experience of relevant issues
- Change perception
- Engaging, good speakers
- Brilliant to hear his story. Thank you XXX (Positive Speaker)
- Very good, full of useful information
- Very clear and practical examples
- Very informative
- I really found this informative, really easy to listen to & understand. Thank you
- First time meeting someone positive
- They covered all basic aspects of the training from scratch and made the training interesting and easy to understand.
- Explained all fully at the right level.
- His talk was personal + enabled us to empathise + realise the impact
- Shared his personal experience
- Honest about experience
- Very well explained
- Personal experience shared
- Informative

- Clearly explained and with a friendly approach
- Clear; simple terms; described well; interesting
- I learn lots of information I didn't know before and squashed a lot of myths
- Very clear on the matter
- Informative, clear + concise
- He spoke brilliantly about his circumstances
- Good to learn from someone living with it who is also a great speaker than just the slides
- No substitute for a detailed personal disclosure in the world we operate in
- Information given was very good
- Real, actual life experiences + relevant. Personal which allows you to sympathise, empathise
- Real life stories and with understanding and feeling
- Highlighted the impact of issues if not addressed properly
- Clear, mature
- Very informative, clear speaking, easy to understand and excellent personal story
- Made us aware of issues they have to put up with to continue their life
- Very helpful input
- Gave us useful information and raised awareness
- XXXX (Positive speaker) was articulate, open, and honest. His input was excellent and really delivered the message
- It was great to contextualise with the personal experience delivery
- Very informative explanation of HIV -easy to understand
- His personal experiences were eye opening and changed my perceptions for the better
- Balanced accounts given in a non-judgemental way. Very informative

From today's training will you do anything differently in your workplace?

- Language used
- Clarify points of transmission
- Use different language / Terminology
- No
- No. Already aware/Non-judgmental
- Not really as I try to treat all with respect.
- yes
- Ensure spoken in positive language. Aware of risks
- Being aware specifically of use of language or inappropriate disclosure
- N/A
- Don't panic / More awareness
- No.

- More knowledge
- Be less worried about that area
- Understand how to better assist someone positive.
- Be more understanding
- Yes x2
- Yes. Have a greater understanding
- Appreciate confidentiality in person with HIV
- No x3
- Will be more understanding of individuals needs
- Compassion + understanding
- Yes-inform others & able to challenge
- More understanding
- Be able to show more understanding around transmission
- No, but I'm more aware of HIV
- Yes as I have the knowledge of awareness
- Greater understanding around risk
- Use better language in relation to subject
- Labelling -white board "HIV"
- I will feel confident and have a better understanding when working with someone with HIV
- Be more mindful of confidentiality and the impact on individual
- be more aware of how to speak to anyone
- Make sure aware of stigma
- No x2
- Feel more confident to challenge inappropriate language and behaviour. Better able to reassure colleagues who have been placed at risk re: needle stick injuries
- I will be more mindful when speaking about this
- I will change my choice of language when interacting with those living with HIV
- It has given me a greater awareness of the importance of time in relation to medication
- Try to arrange collection of HIV+ medication
- Be more mindful of people who have HIV
- Pass knowledge + understand medication needs
- Yes. Be more tolerant
- Ensure any detainees that come in get medication
- Be more aware re confidentiality
- Better understanding of transfusion risks
- Share my awareness. educate others

