



Eradicating HIV-related stigma and discrimination in Jersey

Annual Review 2006

Director's Report



Rosemary Ruddy - Executive Director

The rate of new HIV diagnoses in Jersey has doubled over the last year, and is now running at 12 new cases a year - an average of one person every month.

A life-threatening condition

HIV remains a life-threatening condition. Without treatment most people are expected to die from their infection. HIV is not an air-borne virus and can only be transmitted in four ways: unprotected sex with an infected partner; sharing contaminated injecting equipment; medical exposure to infected blood or blood products; and from mother-to-baby during pregnancy, childbirth or through breastfeeding.

Once infected, a person with HIV will remain a carrier of the virus for the rest of their lives. If their HIV infection goes undiagnosed, they may unwittingly transmit this potentially fatal condition to others.

Improved life expectancy

The good news is that, thanks to the introduction of combination treatment about ten years ago, life expectancy for people diagnosed with HIV in developed countries is now much longer. Not only has the proportion of people dying as a result of HIV infection fallen to a fifth in a decade, but also those living with HIV are generally healthier and enjoying a much better quality of life.

Any young adult diagnosed with HIV in Jersey will have access to treatment and is now likely to live for several decades as their progression towards an AIDS diagnosis is delayed. We confidently anticipate that life expectancy for HIV positive people will continue to rise as new and improved drug treatments become available.

Stigma and discrimination

Although antiretroviral treatment has begun to address the physical effects of this disease, there is still much work to do in tackling society's response to those affected by HIV/AIDS. Misinformation and lack of understanding about how HIV is transmitted leads to many HIV positive people and their families experiencing stigma and discrimination. Discrimination can take the form of malicious gossip, isolation, or even job-loss following the disclosure of someone's HIV status. The effects can be deeply damaging, both for the individuals concerned and the organisations they work for.

Despite the fact that there is no danger in working with someone who is HIV positive or who has developed AIDS, many people still have fears because of widespread misunderstandings.

Left unchallenged, such confusion can lead to an anxious and divided workforce, workplace disruption, unlawful discrimination and a reinforcement of existing irrational fears and prejudices.

Workplace discrimination against people living with HIV matters because it is unfair; it wastes the talents and abilities that people living with HIV can bring to their profession, and it can make preventing HIV transmission more difficult.

Eradicating HIV-related prejudice

HIV infection is preventable, but successful prevention is dependent upon all sectors of the community working together to challenge stigma and discrimination. This is why ACET has been working in partnership with Standard Chartered Bank, a member of the Global Business Coalition on HIV/AIDS. Together we hope to encourage employers in Jersey to play their part in helping to eradicate HIV-related prejudice and discrimination in the workplace and to help minimise the spread of HIV in the local community.

In November 2006 we were encouraged by the attendance of the Chief Minister and his Council at Standard Chartered's Symposium entitled HIV in the Workplace, which was the first event of its kind in Jersey. Delegates heard how Standard Chartered provides relevant education, training and counselling about HIV/AIDS to ensure that all its employees around the world are able to support those already affected by HIV and play their part in preventing spread of the disease in their own communities.

HIV in the Workplace

Education and training are key elements in challenging and eradicating HIV-related prejudice and discrimination and ensuring the workplace is a safe, happy and productive environment for all employees. In 2007, ACET and Standard Chartered are launching a new programme of HIV/AIDS diversity and prevention training in Jersey.

HIV in the Workplace is designed to help local employers fulfil their ethical and legal obligations to manage people living with HIV fairly and to play an important part in minimising the spread of HIV in Jersey. A comprehensive programme of HIV/AIDS education and training is now available which ACET's trainers can tailor to meet the needs of the business, government and voluntary sectors in Jersey.

Courses include HIV/AIDS awareness education; creating an HIV workplace policy; de-stigmatisation and non-discrimination; reducing the risk of infections; health and safety in the workplace; and improving the quality of lives for infected and affected employees and their families. Courses can also be delivered in Portuguese.

Major employers have already shown an interest and we hope that in the coming year many more will recognise the considerable benefits of providing workplace training which will ensure that HIV-related prejudice and discrimination becomes a thing of the past in Jersey.

Rosemary Ruddy

Executive Director

Chairman's Message



Bruce Willing CBE - Chairman

ACET Jersey is a small Christian HIV/AIDS agency working to affect major change in our island. This year I would like to offer you a glimpse of ACET's varied and excellent work by sharing some of the highlights of the last twelve months.

The ACET family

As any organisation with limited resources will know, good planning is critical if you are to achieve your goals. The early part of each year is therefore an important time for ACET when progress is reviewed, targets set and new opportunities identified. The staff were able to meet with their colleagues from ACET in the UK and Ireland for a Western European Conference; such opportunities to share experience and best practice continue to strengthen every area of our work.

Newcomers factsheets

One of our first projects was to produce a series of fact sheets in English and Portuguese. These offer newcomers to the island information on HIV prevention; sources of advice and support; Jersey's health care services; and local doctors.

In demand

The value of ACET's work with parents was once again recognised when we were awarded substantial funding from Lions Club to reprint our award-winning publication, A Parent's Toolkit. Such was the demand from local primary schools that ACET needed to secure additional funds, this time from Education, Sport & Culture and Health & Social Services, for a second 2006 reprint.

Equal access to health care

One of ACET Jersey's fundamental goals is to ensure that every member of our community has equal access to health information and care. During the summer we recruited a local Social Anthropology student to conduct a research project into the Polish community's experience of using Jersey's health care services. The project's findings reinforced our understanding of the vulnerability of migrant workers who come to the island speaking little or no English.

Educational Film

One of ACET's most important tasks is finding new ways to make islanders aware of the very real risk of HIV infection and the ways in which it can be avoided. To this end we commissioned Novantus Cinematic Pictures to produce a short challenging film for us which we were able to screen at La Cala nightclub, thanks to sponsorship from the Royal Bank of Canada.

Political engagement

As an organisation with a mandate to lobby government and influence policy-makers, we cannot underestimate the value of political engagement with the complex issues surrounding HIV/AIDS. We were therefore very pleased that the Chief Minister accepted our invitation to visit ACET and learn about the range and scope of our programmes. It was also encouraging to personally welcome the Council of Ministers to the Symposium on HIV in the Workplace which was hosted by our partners, Standard Chartered Bank on the eve of World AIDS Day.

2006 World AIDS Day campaign

During our annual street collection for World AIDS Day we distributed thousands of red ribbons to remind islanders about the importance of preventing the spread of HIV in Jersey. Globally, our thoughts turned to the 40 million men, women and children already living with this preventable disease.

On World AIDS Day we ran an exhibition and HIV-themed competition for students at Le Rocquier School. This followed a series of Enrichment sessions, examining how HIV/AIDS affects young people, which every Key Stage 3 student participated in. During 2006, ACET's Educator reached 1,500 local secondary students with life-saving HIV education. Here, as elsewhere in the world, young people are the group most at risk of HIV infection; our work with teenagers and young adults is consequently of the highest priority.

Our 2006 World AIDS Day campaign drew to a spectacular close as 4 Poofs and a Piano and The Cosmopolitan Show Team performed at Jersey Opera House in support of ACET and Jersey Hospice Care.

Special visit

Finally, on the last day of term at our Community Development Project, we were honoured to receive a visit from the Lieutenant Governor, Lieutenant-General Andrew Ridgway and his wife Valerie. After an opportunity to meet ACET's team of specialist tutors and their classes, His Excellency presented several students with certificates for their recent exam successes.

Passion and commitment

Our island community is most fortunate to have ACET working in its midst; not only do the staff have an inextinguishable passion for their work, but they also represent very considerable value for money. Everything you will read about in this Annual Review has been achieved with a team of just three full-time employees and a small number of part-time specialist staff.

Worryingly, there is still no cure for HIV/AIDS and we are at least 10 years away from a vaccine. At ACET we recognise that AIDS is not just a current crisis but also a long-term threat, which requires an ongoing response from the whole community.

With your support we will continue to strive to ensure that everyone is equipped to play their part in minimising the spread of HIV and improving the lives of those already affected in Jersey.

Bruce Willing CBE
Chairman

9 ways ACET is responding to HIV/AIDS in Jersey.

With your support we are >

Honorary Treasurer's Report

The Cosmopolitan

Although 2006 was our first full year without States funding, I am pleased to report that it has been a very positive one. We have been particularly encouraged by the very considerable support ACET has received from The Cosmopolitan, who hosted both a charity cabaret night and the Christmas Spectacular, starring 4 Poofs and a Piano, at Jersey Opera House. Altogether, these hugely successful events raised £9,000 towards our running costs.

Anonymous charitable trust

A substantial portion of ACET's current funding is drawn from an anonymous charitable trust, which is in full agreement with ACET's aims and objectives. 2006 was the second of the Trust's four-year commitment to support the work of ACET Jersey.

Major donors

ACET continues to receive support from a number of major donors. The Association of Jersey Charities awarded us £20,000 for our ongoing work with minority communities. This area of our work also attracted a recurring grant from the Sir James Knott Trust. We remain grateful to Children in Need for their long-standing support of ACET's Saturday Kids Club, which forms an integral part of our Community Development Project. Generous support has also been forthcoming from the Elizabeth V A Rouse Settlement, Standard Chartered (Jersey) Ltd, Royal Bank of Canada, BBC Jersey, Romerils, Novantus Cinematic Pictures, and IT Consult Ltd.

Undergraduate Internship

Thanks to the Economic Development Department's Undergraduate Internship Programme, we were able to employ a student over the summer period to undertake a research project for us. Without the grant available as part of this programme, ACET would have been unable to gather this valuable information.

Churches

ACET is a faith-based charity founded on Christian principles, so we are especially thankful to the congregations of St Paul's Church and the Parish Church of St Ouen for their significant contributions and prayerful support.

Lions Club

We are delighted that there continues to be great enthusiasm for our award-winning resource, A Parent's Toolkit, which supports parents in discussing sex and relationships with their children. During 2006 two reprints of this publication were needed to meet the huge demand from local primary schools and health visitors. We are grateful to Lions Club; Education Sport and Culture; and Health and Social Services for stepping in to fully cover the printing costs for this project.

Companies and schools

Gaining the support of the wider community is important to every charity, so we have been heartened to discover that staff from various companies have been nominating ACET to receive the proceeds of workplace fundraising activities. This approach has also been in evidence at local schools where students have selected ACET as one of their chosen charities.

Value for money

ACET has maintained a minimum level of staffing in an effort to keep running costs down. Our small professional team are tremendously resourceful and offer excellent value for money. Despite the invaluable backing that ACET receives from its many supporters, our finances remain tight. We are currently in the process of increasing the charity's membership base and are pursuing every opportunity to promote ACET to potential new funders.

Prejudice and disapproval

HIV/AIDS remains a topic fraught with issues of prejudice and disapproval. Regardless of these obstacles, ACET will continue to persevere in its efforts to speak out on behalf of those affected by HIV/AIDS; to eradicate HIV-related stigma and discrimination; and to equip our community to prevent the spread of this life-threatening disease.

Malcolm Lewis FCA

Honorary Treasurer

Key Achievements in 2006



Raised awareness about HIV/AIDS in Jersey through publications, education and training, the media and events.



Participated in the development and drafting of a new Sexual Health Strategy for Jersey.



Secured government confirmation that an Unlinked Anonymous Testing programme to provide more reliable evidence of HIV infection would be implemented in Jersey in 2007.

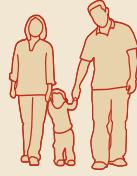


Participated in the following States of Jersey consultations: Sexual Offences (Jersey) Law; Discrimination (Jersey) Law 200-; Discrimination (Race) (Jersey) Regulations 200-; Health Improvement Strategy; Income Support and GST Consultation; and Emergency Planning.



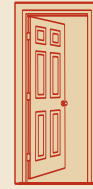
Educating young people

about the risks and teaching them how to avoid HIV infection.



Supporting parents

by providing parenting courses and practical resources to use as their children grow up and ask difficult questions.

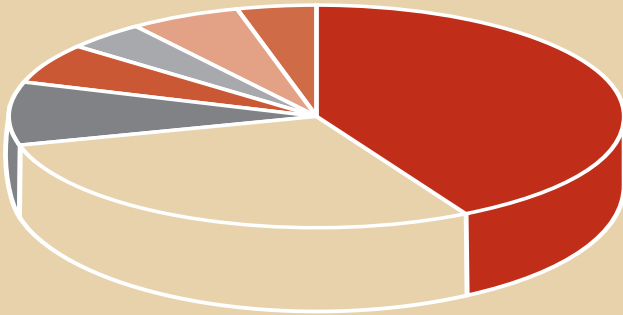


Reaching minority groups

with life-saving education about HIV/AIDS, drugs and sexual health.

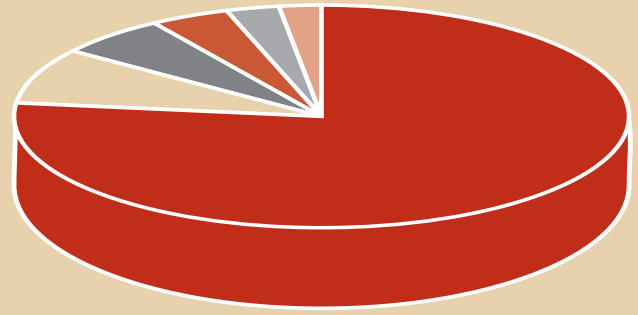
Statement of Financial Activities for the year ended 31 December 2006

Expenditure £197,804



Minority Communities	£82,100
Children and Young People	£56,105
Parents	£18,243
HIV Training	£12,417
Consultancy	£7,621
Fundraising	£12,791
Central Administration	£8,527

Income £207,814



Trusts and Foundations	£159,976
Private Donations	£16,443
States of Jersey	£10,201
Tax Recovered, Bank Interest and Course Fees	£8,856
Churches	£7,213
Companies	£5,125

Balance Sheet at 31 December 2006

ASSETS	£	FUNDS	£
Fixed Assets		Reserve Funds	
Equipment	1,589	Brought forward	2,317
Current Assets		Surplus for the year	8,326
Cash at bank and in hand	7,231	TOTAL	10,643
Net current assets/(liabilities)	1,823		
TOTAL	10,643		

The figures on this page have been extracted from the audited financial statements. Full accounts are available on request from ACET Jersey.



Our Outreach Worker provided one-to-one information, help and advice about HIV and sexual health for an average of 28 migrant workers every week throughout the year.



Published a series of new Fact Sheets to help newly arrived immigrants access health and medical services in Jersey.



Conducted research into the health needs of the Polish community in Jersey and facilitated a series of focus groups for Polish workers.



Provided a bespoke programme of 108 Skilled for Health classes and 437 assisted e-learning sessions to help economic migrants with very low levels of literacy safeguard and improve their own health.



Offering befriending networks

together with practical and emotional support to those affected by HIV/AIDS in Jersey.



Helping employers

understand the needs of workers affected by HIV and support people living with HIV in the workplace.



Providing HIV equality and diversity training

to meet the needs of the business, government and voluntary sectors in Jersey.

About ACET Jersey

Who we are

ACET (AIDS Care Education and Training) Jersey is a member of the rapidly growing ACET International Alliance. The Alliance is an independent group of organisations around the world working to reduce the rates of new HIV infection, care for those affected by HIV/AIDS and support AIDS orphans.

Alliance members provide care, education and training to all those affected by HIV/AIDS and related issues, regardless of ethnicity, religious affiliation or any other factor.

ACET Jersey is an association incorporated before the Royal Court of Jersey in December 1994.

ACET Jersey's members are Christians who are committed to expressing in their life and work something of the practical and unconditional love of God as shown to us in Jesus Christ.

What we do

- We influence attitudes, behaviour and decisions at all levels that have an impact on the lives of people affected by, and at risk of, HIV and AIDS in Jersey.
- We provide practical and emotional **care** and support for all who are affected by HIV, regardless of how they come to be so, fighting stigma and discrimination and encouraging acceptance of those with HIV.
- We deliver life-saving **education**, encouraging long-term healthy lifestyle choices, giving young people the skills and confidence to resist peer pressure and to find their own way, using messages that are clear and adapted to each audience.
- We provide **training** for employers, professionals and workers on all the issues, including stigma and discrimination, associated with HIV/AIDS in the workplace and the wider community.

Why we are needed

HIV is increasing in every country of the world including the UK. 40 million people are currently estimated to be living with HIV worldwide, 65,000 in the UK.

There is no cure and a vaccine is still more than ten years away.

The pandemic continues to grow and change. Worldwide there are now more women than men living with HIV. The fastest rate of growth is currently in Central Asian countries where HIV is sweeping through the injecting drug user population.

The situation in Jersey

One of the challenges for HIV prevention is the numbers who are undiagnosed and could unknowingly be putting their sexual partners at risk.

The annual rate of new diagnoses of HIV recently doubled in Jersey.

Last year 12 people were diagnosed, an average of 1 person every month.

Those most at risk of infection in Jersey are young people and marginalised groups, which include gay and bi-sexual men, injecting drug users who share needles, and people whose first language is not English.

Many people living with HIV hide their status because they fear they or their families will suffer as a result of widespread HIV-related prejudice and discrimination.

Ignorance about HIV not only costs lives, it contributes to prejudice and discrimination.

How we work

- We challenge complacency about the disease at a political and personal level.
- We provide practical and emotional support for people affected by HIV and act as advocates on their behalf.
- We educate young people about HIV/AIDS and teach them how to avoid infection.
- We provide parents with resources and support to help them teach their own children about the issues associated with HIV/AIDS.
- We educate economic migrants and other minority groups about HIV/AIDS and ensure they know how to avoid infection.
- We help employers understand the needs of workers affected by HIV, and support people living with HIV in the workplace.
- We provide training and seminars for employers, professionals and workers in all the issues associated with HIV/AIDS.
- We provide education and training that dispels the fears that give rise to prejudice, stigma and discrimination.



Secured funding to provide 3,000 parents and carers with a free copy of A Parent's Toolkit to help them talk to their children about HIV, sex and relationships and provided workplace training for parents.



Provided HIV/AIDS education for 1,500 students in island secondary schools.



Provided Children's Clubs with opportunities for personal and social development for 95 vulnerable children at risk of drug misuse and early sexual activity.



Ran the 2006 World AIDS Day Campaign in Jersey including a Student Leadership Programme coupled with exhibitions and events in schools, Street Collections, Dress Down Days and the Red Ribbons in the Window Campaign.



Running AIDS campaigns

to challenge complacency and educate all sectors of the community.



Influencing policy-makers

about the need to minimise the spread of HIV and support those affected.



Eradicating HIV-related stigma and discrimination

wherever it appears in the community, in schools and in the workplace.

ACET Jersey

Patrons

Jersey

Sir Philip Bailhache, Bailiff of Jersey
The Very Reverend Canon Bob Key, Dean of Jersey
The Very Reverend Canon Nicholas France, RC Dean of Jersey
The Reverend David Coote, Superintendent Methodist Church Jersey
Clive Barton FCA FIM, Moore Stephens

UK

Gerald Coates, Team Leader, Pioneer Churches
Sir Cliff Richard OBE

Trustees

Brigadier Bruce Willing CBE, Chairman
Malcolm S Lewis FCA, Honorary Treasurer
Lou Scott-Joynt
The Reverend Ray Speck
Philip Slater
Norris Syvret

Executive Director

Rosemary Ruddy BA FCMI MInstF (Cert)

Sponsors

We would like to thank all those who have supported ACET Jersey's work in 2006 with gifts and sponsorship, especially those who have given regularly to our work.

Churches

Georgetown Methodist Church
Methodist Church Multi-Racial Projects Fund
Parish Church of St Ouen
St Paul's Church

Companies

B G Romeril & Co Ltd
Body Shop
Bosom Buddies
Café Dodo
Club Hotel & Spa
Coopers & Co
Cosmopolitan
De Gruchy
Designs on You
Dolcis
Fest
Hotel Revere
I T Consult Ltd
Jersey Arts Centre
Jersey Goldsmiths
Jersey's Living Legend
Jersey Oyster Company
Jersey Telecom
La Cala
Le Riche
Lucas Brothers
Mark Howe Flowers
Molton Brown
Nautilus
Novantus Cinematic Pictures
Redvers
Rock Island
Royal Bank of Canada
Standard Chartered Bank (Jersey) Limited
Steve Wellum
St Helier Food and Wine Company
Thorntons
Victor Hugo Wines

Schools

Beaulieu Convent School
De La Salle College
Grainville School
Haute Vallee School
Hautlieu School
Jersey College for Girls
Le Rocquier School
Victoria College

States of Jersey

Parish of St Saviour
Economic Development
Education Sport and Culture
Health and Social Services

Staff at

Barclays Bank
Cosmopolitan
Deloitte and Touche
Employment and Social Security
Jersey Opera House

Trusts and Foundations

Association of Jersey Charities
BBC Children in Need
Elizabeth V A Rouse Settlement
James Roberts Memorial Trust
Jersey Evangelical Trust
Robert Hall Foundation
Sir James Knott Trust

Others

BBC Jersey
Jersey Field Squadron
Lions Club of Jersey
David Morgan,
Royal Jersey Golf Club



Worked with Novantus Cinematic Pictures to produce Transmission, a short challenging film about HIV.



Provided the keynote address on Tackling HIV Stigma and Discrimination in the Workplace at a Symposium hosted by Standard Chartered Bank for government ministers and business leaders in Jersey.



Lobbied and campaigned for legal protection from discrimination for people living with HIV in Jersey from the point of diagnosis.



Worked with the Cosmopolitan and Jersey Opera House to stage a Fundraising Spectacular starring 4 Poofs and a Piano.

“ **Accountability** applies not only to **those who hold positions of power**. It also applies to all of us. It requires **business leaders** to work for HIV prevention in the workplace and in the wider community, and to care for affected workers and their families. It requires **health workers, community leaders** and **faith-based groups** to listen and care, without passing judgment. It requires **fathers, husbands, sons** and **brothers** to support and affirm the rights of women. It requires **teachers** to nurture the dreams and aspirations of girls. It requires **men** to help ensure that other men assume their responsibility - and understand that real manhood means protecting others from risk. It requires **every one of us** to help bring AIDS out of the shadows, and spread the message that silence is death ”

UN Secretary General, Kofi Annan speaking about 'Accountability', the theme of World AIDS Day 2006.



AIDS Care Education and Training Jersey (ACET)

is an association incorporated before the Royal Court of Jersey in December 1994. The charity is a member of the ACET International Alliance.

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