

1.0 INTRODUCTION

The Ministry of Education, Science and Sports (MOESS) is the organ of Government with Sector responsibility for the supervision and coordination of all pre-professional educational and sports activities and programmes. This includes the formulation and review of policies, establishment of a regulatory framework for the various Agencies and Units and creation of an enabling environment to ensure an efficient and effective delivery of education services.

The Mission of the Ministry of Education, Science and Sports is to provide relevant education to all Ghanaians at all levels irrespective of gender, tribe, religious and political affiliations. In fulfillment of this goal, the Ministry provides the following:

- Basic Education for all.
- Education and Training for skills development with emphasis on Science, Technology and Creativity.
- Higher Education for the development of middle and top-level manpower requirements.
- Facilities to ensure that local citizens are functionally literate and self-reliant.

In providing these services, the Ministry is guided by the following values:

- Quality Education
- Efficient management of resources
- Accountability and transparency

1.1 Structure of the Education, Science and Sports Sector

The Education, Science and Sports Sector is made up of two main structures: one is the Ministry of Education, Science and Sports which formulates policies, supervises the entire Education, Science and Sports Sector and also provides funding for activities in the Sector. The other is the implementing Agencies. These are the following:

- Ghana Education Service (GES) for Pre-Tertiary with branches in all the 10 regions and 138 Districts
- National Council for Tertiary Education (NCTE) for Tertiary Institutions
- National Service Secretariat for National Service Personnel with branches in each of the 10 regions
- Non-Formal Education Division for Non-formal Education with branches in all 10 regions
- Funds, Procurement and Management Unit
- Ghana Education Trust Fund
- West African Examinations Council
- National Commission for UNESCO
- Ghana Book Development Council
- Ghana Library Board
- Ghana Institute of Languages

- Encyclopedia Africana
- National Accreditation Board
- National Board for Professional and Technical Examinations
- National Committee for Vocational Education and Training
- Ghana Academy of Arts and Sciences

Out of a total workforce of approximately 197,610 in the Public Education Sector, the Main Ministry accounts for 155, the GES has a total of approximately 197,455. Out of this number, 655 are at GES Headquarters. The remaining 196,800 are mainly Teachers and Supporting Staff located in the regions and the districts. Staffing for all the other Subvented Agencies/Organizations under the Ministry total up to approximately 3,380. The staffing in the Public Tertiary Institutions numbers 10,010. The staffing in the Private Institutions is approximately 31,051. Out of this number, 20,549 are in the Basic level, 8,667 are in the second cycle and the remaining 1,835 are at the tertiary level.

Another important target group under the sector is various categories of learners across the levels of education. They are made up of the following: Primary School Children (2,196,774); Junior Secondary School (JSS) pupils (773,982) and Senior Secondary School (SSS) students (333,121). Technical/Vocational Institutes students (33,000) and Teacher Training Colleges (25,116), making a total of 3,361,993. At the Tertiary level, Universities students number 63,576 while Polytechnics students number 24,353. Other Target Group include Out-of School youth, Parent Teacher Associations, School Management Committees, Boards of Governors, Polytechnic and University Councils and various Associations related to Education, Religious bodies as well as the Communities in which they operate.

Apart from the foregoing numbers in the Public Sector, there are additional numbers of pupils and students at various levels in the Private Sector of Education. The number of pupils in the private basic schools is 634,711 with approximately 5,409 in the second cycle schools.

From the foregoing, it is evident that the Education, Science and Sports Sector is the Ministry catering for the largest percentage of the population. The formal Education delivery setting covers 37% of the entire national population. This constitutes more than a third of the national population. The informal Education delivery setting also serves a large percentage of the population. This proportion is likely to increase even higher with the introduction of the capitation grant and the targets set by Jomtien and Dakar conference met, with provision of education being made for every child, youth and adult to meet their basic learning needs.

In an attempt to combat the threats posed by HIV/AIDS menace on the provision, planning and management of education in particular and Ghana's economy and security as a whole, the Government of Ghana through the Ghana AIDS Commission (GAC) drew up a strategic document, entitled "The Ghana HIV/AIDS National Strategic Framework (NSF I) 2001-2005 to respond to the pandemic.

With NSF I coming to an end, GAC has drawn up a second Strategic Framework (NSF II) 2006-2010 which was informed by achievements, challenges and lessons learnt from the NSF I. Like NSF I, NSF II is to provide guidelines by which various MDAs can mainstream their plans and activities towards the containment and prevention of the spread of the HIV/AIDS menace.

The Education, Science and Sports sector is one major and critical area in which the HIV/AIDS menace can do most harm with attendant devastating effects on the economy and the future security of the country. If teachers and educators on whom the Government spends rather scarce resources and many years to train and develop should die off prematurely in their numbers, education of children and the youth would be greatly jeopardized. In this context, the critical role Education and Sports Sector has to play in the fight against the HIV/AIDS menace cannot be overemphasized.

The Ministry of Education, Science and Sports is therefore committed to supporting the National HIV/AIDS Strategic Framework II by development and implementing realistic policies that will help prevent the further transmission of new infection and stem the spread of the pandemic. The Ministry will undertake activities to provide Counseling, Care and Support for persons living with HIV/AIDS (PLWHAs).

By implementing the activities outlined in this document, the Ministry of Education, Science and Sports will collaborate with other Government Agencies, Non-Governmental Organizations (NGOs), Religious bodies and various stakeholders in Education from the National level down through to the community and local school level, to tackle the problem of prevention of the spread of HIV/AIDS pandemic and to promote Care and Counselling for PLWHA amongst its staff and learners.

There is political and leadership commitment at the highest levels in the Ministry of Education, Science and Sports and its Subvented Agencies and Organizations for the implementation of HIV/AIDS Programmes. In this connection, the Ministry has established an HIV/AIDS secretariat at the Ministry and Desks in the Regions and Districts with focal persons to tackle the problem in a decentralized manner. In addition, the Ministry would:

- Ensure information, continuous commitment and leadership of the Minister, Directors of GES and all related agencies.
- Ensure sustainability of the Ministry's commitment in the fight against HIV/AIDS.
- Ensure that this commitment is clearly translated in percentage of Ministry's budget allocated to HIV/AIDS
- Ensure that the bold decisions required for implementation are made in a timely fashion.

In considering the high number of employees, children and youth under its care which constitute nearly 61% of the national population, the Education, Science and Sports Sector is in a position to play a central role and will significantly contribute to efforts by Ghana Government to stem the spread of the HIV/AIDS menace. The Ministry of Education, Science and Sports therefore appeals for support to enable it carry out its plans and programmes.

2.0 SITUATION ANALYSIS

There are no statistics specifically documenting the prevalence, epidemiology or determinants of the disease among Teachers, Pupils, Students and Education Workers. Statistics and observations pertaining to the education Sector have therefore been made by extrapolating from the HIV Sentinel Survey Report (2004).

According to the data, the bulk (89.2%) of the reported AIDS cases in 2003 were aged between the ages of 20 and 49 years with the 30 to 34 years age group accounting for 19.8% of the total number of cases. In 2003, an estimated 59.4% of the reported AIDS cases were females. The data suggest that the peak age for AIDS diagnosis is 25-29 for females and 30-34 for males; in this case infection is presumed to have taken place five to seven years earlier when majority of the patients would have been in the educational system as students at one level or another. It is worth noting that nearly 90% of all reported cases are among those between 15 and 49 years of age. The Ministry of Education, Science and Sports is thus concerned about people in this age bracket, as they constitute the population from which learners, teachers and workers of the Sector are drawn.

A baseline study on teacher awareness and attitudes with regard to the HIV/AIDS epidemic conducted by ERNWACA researchers in 2005 indicated that 62% of teachers were aware of the integration of HIV/AIDS issues in the school curriculum with only 20% of them reporting that the issues integrated were adequate. The study also found that majority of the teachers, their heads and Education officers interviewed expressed the need for learners to be given sex education and education on HIV/AIDS. They however pointed out that teachers did not feel sufficiently equipped to teach the issues in the classroom. Heads of schools and District Directors who were interviewed identified among others the following training needs of teachers:

- Understanding the HIV/AIDS issues integrated into the curriculum
- Communication skills
- Methodology of teaching about sensitive issues
- Guidance and counselling of PLWHAs
- Care and support for PLWHAs

Statistics on Education in the country indicate that, overall analysis of access to education demonstrated very positive trends in terms of student retention and transition, with very good progress towards the achievements of the 2004 – 05 and 2005 – 06 targets set for the various levels of education. It is worthy to note that reports from District Directorates of Education on school enrolment in Basic schools nationwide indicate an increase with the introduction of the Capitation Grant; and it

is likely to go up even more with the NEPAD school feeding programme being piloted in some primary schools in the country since the third quarter of 2005.

According to data on Ghana Education Service Staff Attrition sample survey conducted in 2000 and 2003, deaths of Teachers and Non-Teachers in-service at the pre-tertiary level of the educational system dwindled over the period. The data indicated that teachers' deaths were as a result of illness and accidents. In this case, some of these deaths might be HIV/AIDS related.

Number of Deaths of Teacher and Non-Teachers (in-service) Recorded by year (2000 – 2003)

YEAR	TEACHERS	NON-TEACHERS	TOTAL
2000	40	36	76
2001	17	9	26
2002	78	58	136
2003	51	42	93

Source: Sample Data: - District Directorates of Education, GES. 2000 - 2003

In the absence of HIV specific data on the sector, the Ministry is not in a position to estimate the impact of the disease on the supply of education in the country. Nevertheless, it is perceived that HIV/AIDS has negatively impacted on the Ghanaian education system as teachers and other key personnel are or may be dying, becoming ill and taking on added responsibilities in their homes and communities. Again, student's enrolment and achievement are perceived to be falling as children become infected and affected by HIV/AIDS or are needed to assist with care and support for people living with HIV/AIDS in their homes.

Available data from surveys on the impact of HIV/AIDS on the Education, Science and Sports Sector of Ghana suggests that the HIV prevalence and its impact on the system are presently only marginal. However, it has been made clear that the lack of data on the situation makes it difficult to estimate or project the extent and level of impact of the epidemic on the demand, supply and delivery of educational services in the country.

3.0 RESPONSE ANALYSIS

The HIV/AIDS Secretariat of the Ministry has instituted a workplace programme through which Peer educators have been trained to educate the staff on HIV/AIDS issues and also to distribute condoms at the headquarters. In addition, the Secretariat has since its establishment organized the annual World AIDS Day celebrations with a staff durbar and as part of the celebration, Voluntary Counselling and Testing services is put at the door step of the staff.

The HIV/AIDS Secretariat has also initiated the training of all teachers in the Basic and Secondary schools in HIV/AIDS as integrated in the curriculum. The objective of the programme is to provide teachers with relevant knowledge, desire and means to protect themselves from infection and from infecting others. The training is also to equip teachers with skills to teach HIV/AIDS issues in the classroom as integrated in the curriculum. The initial work on the integration of the HIV/AIDS issues into carrier subjects of Basic and Secondary education was carried out by the Curriculum Research and Development Division of the Ghana Education Service.

Under this programme, a National Training Team (NTT) of 20 resource persons had been put in place and trained to train District Training Teams (DTTs). So far DTTs from Ashanti, Central, Eastern and Greater Accra regions had been trained in July 2005. The DTTs of these four (4) regions have also trained JSS teachers in their respective districts between November and December 2005 and training of the Primary and SSS teachers would be carried out in 2006.

In addition to the above, there are a number of HIV/AIDS NGOs operating in the sector. There is a registration of NGOs working in the sector and currently there are about 120 of them. A programme has been designed to train the registered NGOs to harmonize the HIV/AIDS information they give to learners. Some of the activities undertaken by such NGOs include; the formation of HIV/AIDS clubs and HIV/AIDS peer educators clubs in schools, life skills-based HIV/AIDS training for both teachers and learners, and other co-curricula HIV/AIDS programmes.

3.1 ISSUES IDENTIFIED

In pursuance of foregoing initiatives, the following key gaps/issues have been identified within the context of the National HIV/AIDS Strategic Framework for attention in the Education and Sports Sector.

- Lack of easy access to Voluntary Counselling and Testing services by staff and learners in the sector
- Lack of care and support system for persons infected and affected by HIV/AIDS within the sector
- Inadequate systems for the documentation of HIV/AIDS activities in the sector
- Inadequate HIV/AIDS programmes and activities for the tertiary level of education

KEY INTERVENTION AREAS:

The following are key intervention areas within the National HIV/AIDS Strategic Framework

4.1 POLICY, ADVOCACY AND ENABLING ENVIRONMENT

OBJECTIVE

To promote and protect the right of Education personnel, learners and vulnerable groups who are infected and affected by HIV/AIDS within the sector.

MAIN STRATEGIES

- 1.1.0 Advocate for the revision of the conditions of Service and code of conduct of the Ministry and its agencies to make them responsive to HIV/AIDS prevention, care and mitigation intervention
- 1.2.0 Advocate for the de-stigmatization of People Living with HIV/AIDS within the sector.

STRATEGY

- 1.1.0 Advocate for the revision of the conditions of Service and code of conduct of the Ministry and its agencies to make them responsive to HIV/AIDS prevention, care and mitigation intervention

ACTIVITIES

- 1.1.1 Facilitate the review of the conditions of Service and code of conduct responsive to HIV/AIDS prevention, care and mitigation intervention
- 1.1.2 Facilitate the printing and dissemination of the reviewed document on conditions of Service and code of conduct

STRATEGY

- 1.2.0 Advocate for the de-stigmatization of People Living with HIV/AIDS within the sector.

ACTIVITIES

- 1.2.1 Sensitize staff members on the basic facts of HIV/AIDS, negative effects of stigma and discrimination against People Living with HIV/AIDS.
- 1.2.2 Organise refresher courses for peer educators at the school level incorporating issues of de-stigmatization of People Living with HIV/AIDS in schools.
- 1.2.3 Organise seminars for Education managers to advocate for the de-stigmatization of People Living with HIV/AIDS within the sector.

4.2 COORDINATION AND MANAGEMENT OF THE DECENTRALISED RESPONSE

OBJECTIVE

To strengthen the existing structures at the national, regional and district levels for the management, coordination and implementation of HIV/AIDS interventions within the Education, Science and Sports sector.

MAIN STRATEGY

2.1.0 Strengthen the institutional capacity of Education, Science and Sports sector to effectively and efficiently collaborate and manage the HIV/AIDS response at the national, regional and district levels.

ACTIVITIES

- 2.1.1 Organise refresher courses for all national, regional and district HIV/AIDS focal persons to effectively and efficiently manage the HIV/AIDS response.
- 2.1.2 Establish and sustain operations of all agencies AIDS implementation Committees at the district levels.
- 2.1.3 Facilitate the Institution of integrated planning meetings with agencies in the sector.
- 2.1.4 Facilitate the development of HIV/AIDS Education networks at the district level in collaboration with District response initiatives.
- 2.1.5 Procure equipment and logistical materials to strengthen the capacity of regional and district level HIV/AIDS focal offices to implement, monitor and evaluate HIV/AIDS interventions.
- 2.1.6 Conduct orientation workshops/seminars on the implementation modalities for HIV/AIDS interventions in the various agencies.

4.3 MITIGATING THE SOCIAL, CULTURAL, LEGAL AND ECONOMIC IMPACTS

OBJECTIVE

To institute and enhance HIV/AIDS programmes to support activities geared towards reducing the socio-cultural and economic impact of HIV/AIDS on infected and affected members of staff and learners in the sector.

MAIN STRATEGIES

- 3.1.0 Advocate for the establishment and strengthening of care and support programmes for staff and learners infected and affected by HIV/AIDS in the Education and Sports sector.
- 3.2.0 Create linkages and referral systems for care and support for the infected and affected workers and learners in the sector.

STRATEGY

- 3.1.0 Advocate for the establishment and strengthening of care and support programmes for staff and learners infected and affected by HIV/AIDS in the Education and Sports sector.

ACTIVITIES

- 3.1.1 Facilitate the provision of counselling, education and social support services for Education and Sports staff and learners infected and affected by HIV/AIDS.
- 3.1.2 Advocate for the establishment of appropriate mechanism for speedy payment of terminal benefits to the families of employees who have died of AIDS.
- 3.1.3 Advocate for the establishment of HIV/AIDS fund to provide care and support services such as provision of scholastic materials, school fees, school uniforms, health support for AIDS orphans

STRATEGY

- 3.2.0 Create linkages and referral systems for care and support for the infected and affected workers and learners in the sector.

ACTIVITY

- 3.2.1 Organize workshops in collaboration with organisations and MDAs providing care and support services to enhance mechanisms for accessing care and support by workers and learners who are infected and affected by HIV/AIDS in the sector.

4.4 PREVENTION AND BEHAVIOUR CHANGE COMMUNICATION

OBJECTIVES

To promote HIV/AIDS responsive behaviour among Education, Science and Sports sector staff, students and pupils.

To ensure that Education, Science and Sports sector personnel, students and pupils are provided with the relevant knowledge, desire and means to protect themselves from infection and from infecting others.

MAIN STRATEGIES

- 4.1.0 Organize and implement seminars and educational workshops/programmes for behaviour change among Education and Sports sector personnel, students and pupils.
- 4.2.0 Advocate for the strengthening of media activities on accurate information about HIV/AIDS among personnel, students and pupils within the sector.
- 4.3.0 Conduct advocacy and sensitization seminars on behaviour change for learners and the workforce within the Education and Sports sector.

STRATEGY

4.1.0 Organize and implement seminars and educational workshops/ programmes for behaviour change among Education and Sports sector personnel, Students and Pupils.

ACTIVITIES

4.1.1 Conduct orientation workshops/seminars for Education Managers on the implementation modalities of HIV/AIDS interventions in the education sector.

4.1.2 Develop innovative and participatory HIV/AIDS responsive programmes with Focal persons at the National, Regional and District levels.

STRATEGY

4.2.0 Advocate for the strengthening of media activities on accurate information about HIV/AIDS among personnel, students and pupils within the sector.

ACTIVITIES

4.2.1 Facilitate the development of media communication messages to promote abstinence, faithfulness and to improve the risk perception of personnel, students and pupils to the HIV menace.

4.2.2 Facilitate the Orientation of media practitioners to disseminate accurate HIV/AIDS messages.

4.2.3 Establish HIV/AIDS website for the sector as well as documentation centre.

4.2.4 Advocate for the development and dissemination of TV/Radio programmes on HIV/AIDS and Education, Science and Sports sector.

STRATEGY

4.3.0 Conduct advocacy and sensitization seminars on behaviour change for learners and the workforce within the Education and Sports sector.

ACTIVITIES

4.3.1 Organize advocacy and behaviour change communication sensitization seminars for Education and Sports personnel and learners.

4.3.2 Conduct workshops to review and develop sensitization materials such as posters, manuals etc for use in the sector.

4.3.3 Collaborate with partners to produce and distribute IEC materials to personnel, students and pupils.

4.3.4 Facilitate the Organization of Counselling sessions in schools in collaboration with partners.

4.5 TREATMENT, CARE AND SUPPORT

OBJECTIVE

To promote HIV/AIDS treatment, care and support for Pupils, Students, Teachers and other Educational, Science and Sports Sector workers infected and affected by HIV/AIDS.

MAIN STRATEGIES

- 5.1.0 Advocate for the establishment of HIV/AIDS fund for the treatment, care and support for personnel, students, pupils infected and affected by HIV/AIDS
- 5.2.0 Strengthen linkages and referral systems for treatment, care and support for students, pupils, Teachers and other Education, Science and Sports sector workers.

STRATEGY

- 5.1.0 Advocate for the establishment of HIV/AIDS fund for the treatment, care and support for personnel, students, pupils infected and affected by HIV/AIDS.

ACTIVITIES

- 5.1.1 Advocate for the establishment of Education, Science and Sports sector HIV/AIDS fund to provide treatment, care and support services such as scholastic materials, school fees, school uniforms for orphans and vulnerable children (OVC).

STRATEGY

- 5.2.0 Strengthen linkages and referral systems for treatment, care and support for students, pupil, teachers and other Education, Science and Sports sector workers.

ACTIVITIES

- 5.2.1 Organize workshops with partners to review guidelines and mechanisms for accessing treatment, care and support by the students, pupils, teachers and other Educational and Sports workers.
- 5.2.2 Develop and facilitate the dissemination of an inventory of Education, Science and Sports sector partners (including MDAs and Civil Society Organisations) active in the provision of treatment, care and support for People Living with HIV/AIDS.
- 5.2.3 Facilitate the provision of counselling services for Education, Science and Sports sector staff, students and pupils infected and affected by HIV/AIDS.

4.6 RESEARCH, SURVEILLANCE, MONITORING & EVALUATION

OBJECTIVE

To establish a database on Education sector personnel and learners deaths and sicknesses.

MAIN STRATEGIES

- 6.1.0 Create a platform for regular briefing on planned and on-going research and dissemination of research findings.
- 6.2.0 Maintain an Education, Science and Sports sector documentation system for findings from research on HIV/AIDS to enhance monitoring and evaluation.

STRATEGY

- 6.1.0 Create a platform for regular briefing on planned and on-going research and dissemination of research findings.

ACTIVITIES

- 6.1.1 Mobilize adequate resources and funding for HIV/AIDS related research.
- 6.1.2 Develop a framework for monitoring training programme for Focal Persons at National, Region and District levels.

STRATEGY

- 6.2.0 Maintain an Education, Science and Sports sector documentation system for findings from research on HIV/AIDS to enhance monitoring and evaluation.

ACTIVITIES

- 6.2.1 Document sector specific HIV/AIDS research findings undertaken in the country.
- 6.2.2 Develop sector specific monitoring and evaluation plan.
- 6.2.3 Establish linkages with NACP/MOH on updates on surveillance and research findings.

4.7 MOBILISATION OF RESOURCE AND FUNDING ARRANGEMENTS

OBJECTIVE

Mobilise Adequate Resources to Undertake HIV/AIDS Activities in the Education, Science and Sports Sector

MAIN STRATEGIES

- 7.1.0 Mainstream HIV/AIDS Activities and Budget into the plans of the various agencies under the Education, Science and Sports Sector
- 7.2.0 Ensure Full & Efficient Utilization of All Resources Allocated For HIV/AIDS Activities

STRATEGY

7.1.0 Mainstream HIV/AIDS Activities and Budget into the plans of the various agencies under the Education Sector

ACTIVITIES

- 7.1.1 Institute regular HIV/AIDS meetings with resource providers, key stakeholders, for update, review of programmes, resources availability, funding gaps, resource requirements and disbursement
- 7.1.2 Develop key indicators for measuring and evaluating resource allocation to all agencies.
- 7.1.3 Provide common platform for Pooling of Development Partners' funding for the Education, Science and Sports Sector's HIV/AIDS activities.
- 7.1.4 Establish linkages with Civil Society Organizations and private sector for resource mobilization, funding and promotion of HIV/AIDS activities in the Education, Science and Sports Sector.

STRATEGY

7.2.0 Ensure full and efficient utilization of all resources allocated for HIV/AIDS activities

ACTIVITIES

- 7.2.1 Provide Ghana AIDS Commission's guidelines to all implementing agencies involved in HIV/AIDS activities in the Education, Science and Sports Sector detailing all priority Intervention Areas in the National Response.
- 7.2.2 Review the roles and responsibilities of national, regional and district HIV/AIDS Focal Persons and re-align their responsibilities for effective allocation of resources, utilization and for Monitoring and Evaluation.

POLICY, ADVOCACY AND ENABLING ENVIRONMENT

OBJECTIVE	STRATEGIES	ACTIVITIES	PERFORMANCE INDICATORS	RESPONSIBLE AGENCY(S)	COLLABORATING AGENCY(S)
To promote and protect the right of Education personnel, learners and vulnerable groups who are infected and affected by HIV/AIDS within the sector.	1. Advocate for the revision of the conditions of Service and code of conduct of the Ministry and its agencies to make them responsive to HIV/AIDS prevention, care and mitigation intervention 2. Advocate for the de-stigmatization of People Living with HIV/AIDS within the sector.	1. Facilitate the review of the conditions of Service and code of conduct responsive to HIV/AIDS prevention, care and mitigation intervention	1. Workshops/seminars to review the conditions of Service and code of conduct organised	HIV/AIDS Secretariat, GES	GNAT, NAGRAT, TEWU
		2. Facilitate the Printing and dissemination of the reviewed document on conditions of Service and code of conduct	2. X No. of reviewed document Printed and disseminated	HIV/AIDS Secretariat, GES	GNAT, NAGRAT, TEWU
		3. Sensitize staff members on the basic facts of HIV/AIDS, negative effects of stigma and discrimination against People Living with HIV/AIDS	3. Members of staff sensitized on stigma and discrimination against People Living with HIV/AIDS	HIV/AIDS Secretariat, All Agencies	GES, GNAT, NAGRAT, TEWU
		4. Organise refresher courses for peer educators at the school level incorporating issues of de-stigmatization of People Living with HIV/AIDS in schools	4. Refresher courses for peer educators organized	GES SHEP, Guidance and Counselling	Civil Society
		5. Organ seminars for Education managers to advocate for the de-stigmatization of People Living with HIV/AIDS within the sector	5. Seminars for Education managers to advocate for de-stigmatization organized.	HIV/AIDS Secretariat	GES SHEP, Guidance and Counselling

COORDINATION AND MANAGEMENT OF THE DECENTRALISED RESPONSE

OBJECTIVE	STRATEGIES	ACTIVITIES	PERFORMANCE INDICATORS	RESPONSIBLE AGENCY(S)	COLLABORATING AGENCY(S)
To strengthen the existing structures at the national, regional and district levels for the management, coordination and implementation of HIV/AIDS interventions within the Education and Sports sector	Strengthen the institutional capacity of Education and Sports sector to effectively and efficiently collaborate and manage the HIV/AIDS response at the national, regional and district levels.	1. Organise refresher courses for all national, regional and district HIV/AIDS focal persons to effectively and efficiently manage the HIV/AIDS response.	1. Refresher courses for all national, regional and district HIV/AIDS focal persons organised	HIV/AIDS Secretariat, GES	Regional and District Directorates
		1. Establish and sustain operations of all agencies AIDS implementation Committees at the district levels	2. AIDS implementation Committees Established and sustained	HIV/AIDS Secretariat, All Agencies	District Directorates
		3. Facilitate the institution of integrated planning meetings with agencies in the sector.	3. Integrated planning meetings instituted	All Agencies	HIV/AIDS Secretariat
		4. Facilitate the development of HIV/AIDS Education networks at district level in collaboration with District response initiatives.	4. HIV/AIDS Education networks at district level developed	District Directorates HIV/AIDS Focal Persons	HIV/AIDS Secretariat
		5. Procure equipment and logistical materials to strengthen the capacity of regional and district level HIV/AIDS focal offices to implement, monitor and evaluate HIV/AIDS interventions.	5. Equipment and logistical materials Procured.	HIV/AIDS Secretariat	GAC, Development Partners
		6. Conduct orientation workshops/seminars on the implementation modalities for HIV/AIDS interventions in the various agencies.	6. Orientation workshops/seminars on the implementation modalities conducted	HIV/AIDS Secretariat, GAC	All Agencies

MITIGATING THE SOCIAL, CULTURAL, LEGAL AND ECONOMIC IMPACT

OBJECTIVE	STRATEGIES	ACTIVITIES	PERFORMANCE INDICATORS	RESPONSIBLE AGENCY(S)	COLLABORATING AGENCY(S)
To institute and enhance HIV/AIDS programmes to support activities geared towards reducing the socio-cultural and economic impact of HIV/AIDS on infected and affected members of staff and learners in the sector.	<ol style="list-style-type: none"> Advocate for the establishment and strengthening of care and support programmes for staff and learners infected and affected by HIV/AIDS in the Education and Sports sector. Create linkages and referral systems for care and support for the infected and affected workers and learners in the sector. 	<ol style="list-style-type: none"> Facilitate the provision of counselling, education and social support services for Education and Sports staff and learners infected and affected by HIV/AIDS. 	<ol style="list-style-type: none"> Counselling, education and social support services provided 	GES, Guidance and Counselling, School Social Services Unit	Civil Society
		<ol style="list-style-type: none"> Advocate for the establishment of appropriate mechanism for speedy payment of terminal benefits to the families of employees who have died of AIDS. 	<ol style="list-style-type: none"> Appropriate mechanism for speedy payment established 	School Social Services Unit	GNAT, NAGRAT, TEWU, HIV/AIDS Secretariat
		<ol style="list-style-type: none"> Advocate for the establishment of HIV/AIDS fund to provide care and support services such as provision of scholastic materials, school fees, school uniforms, health support for AIDS orphans 	<ol style="list-style-type: none"> HIV/AIDS fund established 	GES, HIV/AIDS Secretariat	Development Partners
		<ol style="list-style-type: none"> Organize workshops in collaboration with organisations and MDAs providing care and support services to enhance mechanisms for accessing care and support by workers and learners who are infected and affected by HIV/AIDS in the sector. 	<ol style="list-style-type: none"> workshops to collaboration with MDAs for the provision of care and support services organized 	HIV/AIDS Secretariat, School Social Services Unit	GAC, MOH, Civil Society

PREVENTION AND BEHAVIOUR CHANGE COMMUNICATION

OBJECTIVES	STRATEGIES	ACTIVITIES	PERFORMANCE INDICATORS	RESPONSIBLE AGENCY(S)	COLLABORATING AGENCY(S)
<p>1. To promote HIV/AIDS responsive behaviour among Education and Sports sector staff, Student and Pupils</p> <p>2. To ensure that Education and Sports sector personnel, Students and Pupils are provided with the relevant knowledge, desire and means to protect themselves from infection and from infecting others.</p>	<p>1. Organize and implement seminars and educational programmes for behaviour change among Education and Sports sector personnel, Students and Pupils.</p> <p>2. Strengthen media activities to give access to basic information about HIV/AIDS among both the internal and external targets group within the education sector.</p> <p>3. Conduct advocacy and sensitization seminars for learners and the workforce within the education sector at the National, Regional and District levels.</p>	<p>1. Conduct orientation workshops on the implementation modalities of HIV/AIDS interventions in the education sector.</p>	<p>Number of orientation workshops organized.</p>	<p>HIV/AIDS Secretariat, GES, GLB, NSS NCTE, NFED</p>	<p>GAC, Consultants, World Education</p>
		<p>2. Develop innovative and participatory HIV/AIDS responsive programmes with Focal persons at the National, Regional and District levels</p>	<p>Number of responsive programmes organized with Focal persons at the National, Regional and District levels.</p>	<p>HIV/AIDS Secretariat, GES, GLB, NSS NCTE, NFED</p>	<p>GAC, Consultants, World Education</p>
		<p>3. Facilitate the development of media communications messages to promote abstinence, faithfulness and to improve the risk perception of personnel and learners to HIV menace.</p>	<p>Quantity of behavioural change materials developed and distributed.</p>	<p>HIV/AIDS Secretariat, GES, GLB, NSS NCTE, NFED</p>	<p>PPAG, GSMF, UNICEF, Civil Society</p>
		<p>4. Facilitate the Orientation of media practitioners to disseminate accurate HIV/AIDS messages.</p>	<p>Number of HIV/AIDS activities undertaken with media practitioners.</p>	<p>HIV/AIDS Secretariat, GES, GLB, NSS NCTE, NFED</p>	<p>PPAG, GSMF, UNICEF, Civil Society</p>
		<p>5. Establish HIV/AIDS website for the sector as well as the Documentation centre.</p>	<p>Established website and documentation centre</p>	<p>HIV/AIDS Secretariat</p>	<p>GAC, HIV/AIDS Secretariat, Consultants</p>
		<p>6. Advocate for the development and dissemination of TV/Radio programmes on HIV/AIDS and Education and Sports</p>	<p>Appropriate behaviour change messages developed and disseminated.</p>	<p>HIV/AIDS Secretariat</p>	<p>GAC, Civil Society</p>

		sector.			
		7. Organize refresher courses for HIV/AIDS Resource Teachers in basic counseling including mobilizing for VCT, Peer Education programme and behaviour change communication skills.	Number of Resource Teachers received basic counseling	GES, GIL, NCTE	GAC, Civil Society
		8. Organize advocacy and behaviour change communication sensitization seminars for Education personnel and learners.	Number of sensitization meetings held at different levels	All Agencies	HIV/AIDS Secretariat, GAC, Civil Society
		9. Conduct seminars to review and develop sensitization materials such as posters, manuals etc for use in the sector.	Number of Sensitization materials designed and developed.	HIV/AIDS Secretariat, GES, NCTE	GAC, Consultants, Civil Society
		10. Collaborate with partners to produce and distribute IEC materials to Education and Sports sector personnel, students and pupils.	Quantity of IEC materials produced and distributed.	All Agencies	GAC, Civil Society
		11. Organize counseling sessions in schools in collaborations with partners.	Number of schools received counseling sessions.	GES, GIL, NCTE	World Education, Civil Society

TREATMENT, CARE AND SUPPORT

OBJECTIVE	STRATEGIES	ACTIVITIES	PERFORMANCE INDICATORS	RESPONSIBLE AGENCY(S)	COLLABORATING AGENCY(S)
<p>1. To promote HIV/AIDS treatment, care and support for Pupils, Student, Teachers and other Educational sector workers infected with and affected by HIV/AIDS.</p>	<p>1. Advocate for the establishment of HIV/AIDS fund for the treatment, care and support for personnel, Students, Pupils infected and affected by HIV/AIDS</p> <p>2. Strengthen linkages and referral systems for treatment, care and support for Students, Pupils, Teachers and other Educational sector workers.</p>	<p>1. Advocate for the establishment of Education and Sports sector HIV/AIDS fund to provide treatment, care and support services such as scholastic materials, school fees, school uniforms for orphans and vulnerable children (OVC).</p>	<p>Established Education Sports sector HIV/AIDS fund.</p>	All Agencies	HIV/AIDS Secretariat, Civil Society
		<p>2. Organize workshops with partners to review guidelines and mechanisms for accessing treatment, care and support by the students, pupils, teachers and other Education and Sports workers.</p>	<p>Guidelines and mechanisms for accessing treatment, care and support reviewed.</p>	All Agencies	Civil Society
		<p>3. Develop and facilitate the dissemination of an inventory of Education sector partners (including MDAs and Civil Society Organisations) active in responding to the treatment, care and support for People Living with HIV/AIDS.</p>	<p>Inventory of Education sector partners developed and disseminated.</p>	HIV/AIDS Secretariat	Civil Society
		<p>4. Facilitate the provision of counselling services for Education and Sports sector staff, students and pupils infected and affected by HIV/AIDS</p>	<p>Counselling services provided for staff and learners</p>	HIV/AIDS Secretariat	GAC, Civil Society

RESEARCH, SURVILLANCE, MONITORING & EVALUATION

OBJECTIVE	STRATEGIES	ACTIVITIES	PERFORMANCE INDICATORS	RESPONSIBLE AGENCY(S)	COLLABORATING AGENCY(S)
Establish a Database On Education Staff & Learners Deaths And Sicknesses	<ol style="list-style-type: none"> 1. Create a forum for regular briefing on planned and on-going research and dissemination of research findings. 2. Maintain an Education and Sports Sector Documentation System of findings from Research on HIV/AIDS to enhance monitoring and evaluation. 	1. Mobilize adequate resources and Funding for HIV/AIDS related research	1. X No. Of Research Conducted	HIV/AIDS Secretariat	GAC, Consultants, Development Partners
		2. Develop a Framework for monitoring training programme for Focal Persons at national, regional and district levels	2. Monitoring Instruments And Focal Persons Trained On The Use Of The Instruments	HIV/AIDS Secretariat	Development Partners
		3. Document sector specific HIV/AIDS research findings undertaken in the country	3. Compiled Documents On Research Findings Available	HIV/AIDS Secretariat	Regional and District Focal Persons, Development Partners
		4. Develop Sector Specific Monitoring and Evaluation Plan	4. Monitoring and Evaluation Plan available	HIV/AIDS Secretariat	Development Partners, Consultants
		5. Establish linkages with NACP/MOH on updates on surveillance and research findings	5. Update on Surveillance obtained.	HIV/AIDS Secretariat	Consultants, Development Partners, Regional and District Focal Persons

MOBILISATION OF RESOURCE AND FUNDING ARRANGEMENTS

OBJECTIVE	STRATEGIES	ACTIVITIES	PERFORMANCE INDICATORS	RESPONSIBLE AGENCY(S)	COLLABORATING AGENCY(S)
Mobilise Adequate Resources To undertake HIV/AIDS activities in the Education and Sports Sector	1. Mainstream HIV/AIDS activities and Budget into the Education and Sports Sector Strategies Plan	1. Institute regular HIV/AIDS meetings with resource providers, key stakeholders, for update, review of programmes, resources availability, funding gaps, resource requirements and disbursement	1. Minutes of meeting	1. HIV/AIDS Secretariat	Development Partners, GAC, All Agencies
	2. Ensure full and efficient utilisation of all resources allocated for HIV/AIDS activities	2. Develop key indicators for measuring and evaluating resource allocation to all agencies.	2. Indicator for resource mobilisation and Utilisation developed	2. HIV/AIDS Secretariat	All Agencies
		3. Provide common platform for pooling of Development Partners' funding for the Education and Sports Sector's HIV/AIDS activities.	3. Meetings with Development Partners organized	3. HIV/AIDS Secretariat	Development Partners
		4. Establish linkages with Civil Society Organizations and Private Sector for resource mobilization, funding and promotion of HIV/AIDS activities in the Education and Sports Sector.	4. Invitation letters and minutes of meetings	4. All Agencies/ HIV/AIDS Secretariat	Civil Society Organizations

OBJECTIVE	STRATEGIES	ACTIVITIES	PERFORMANCE INDICATORS	RESPONSIBLE AGENCY(S)	COLLABORATING AGENCY(S)
		<p>5. Provide Ghana AIDS Commission's Guidelines to all implementing agencies involved in HIV/AIDS activities in the Education, Science and Sports Sector detailing all priority intervention areas in the national response.</p> <p>6. Review the roles and responsibilities of national, regional and district HIV/AIDS Focal Persons and re-align their responsibilities for effective allocation of resources, utilization and for monitoring and evaluation.</p>	<p>5. Ghana AIDS Commission guidelines provided to all Agencies</p> <p>6. Roles and responsibilities received</p>	<p>5. HIV/AIDS Secretariat</p> <p>6. HIV/AIDS Secretariat</p>	<p>GAC</p> <p>Regional and District Education Directorate</p>