



# At a glance: Accreditation principles and standards

## A

### Governance and sustainability

#### Principle 1 Our organisation is well governed

- |                   |   |
|-------------------|---|
| <b>Standard 1</b> | Our organisation has an independent governing body (e.g. board of directors/trustees) with an appropriate mix of skills, knowledge and experience, and with representation from relevant groups |
| <b>Standard 2</b> | Our board operates in a transparent, accountable and compliant way in accordance with its governing documents   |
| <b>Standard 3</b> | Our board directs the strategy and policy framework of the organisation   |
| <b>Standard 4</b> | Our board has clear roles and responsibilities, and delegates authority clearly and effectively   |
| <b>Standard 5</b> | Our organisation identifies and manages risk in a systematic way  |

#### Principle 2 Our organisation and our programming are strategic and relevant

- |                    |   |
|--------------------|---|
| <b>Standard 6</b>  | Our organisation has a strategic plan developed with key stakeholder involvement and linked to the relevant national strategy   |
| <b>Standard 7</b>  | Our organisation has a strategic plan that demonstrates a strong commitment to the Alliance's strategy and vision, mission and values   |
| <b>Standard 8</b>  | Our organisation's strategic plan is operationalised and is regularly reviewed with key stakeholders  |
| <b>Standard 9</b>  | Our organisation has strategic links to key stakeholders and mechanisms through which to engage with the national response to HIV   |
| <b>Standard 10</b> | Our organisation has a clearly defined strategy and operational plans for policy engagement and advocacy, based on the national policy context and the needs of civil society |

#### Principle 3 Our organisation takes steps to ensure financial sustainability in support of its programmes

- |                    |   |
|--------------------|---|
| <b>Standard 11</b> | Our organisation has a resource mobilisation strategy and guidelines in place |
| <b>Standard 12</b> | Our organisation has a coherent plan for ensuring long-term sustainability    |



## B

## Organisational management

**Principle 4 Our organisation manages its finances effectively and efficiently in the planning and implementation of its work**

**Standard 13** Our organisation has financial policies and procedures for effective management of resources, including cash and fixed assets

**Standard 14** Our organisation has good financial management and reporting systems

**Standard 15** Our organisation complies with all relevant financial statutory obligations

**Standard 16** Our organisation buys goods and services in a fair and transparent way

**Standard 17** Our organisation has a comprehensive and consistent process for the selection, capacity-building, monitoring and accountability of grantees

**Principle 5 Our organisation recruits skilled staff and has good employment and working conditions**

**Standard 18** Our organisation has policies procedures and job descriptions to ensure human resources structure supports organisational strategy

**Standard 19** Recruitment and selection policies and practices are transparent, consistent and ensure that skilled staff are employed to achieve organisational objectives

**Standard 20** Our organisation's compensation and benefits package is aimed at attracting and retaining skilled, motivated and experienced staff

**Standard 21** Our organisation has a performance appraisal system for managing and evaluating staff performance, and provides training and development opportunities

**Standard 22** The working standards and conditions of our organisation are conducive to satisfactory staff performance and staff wellbeing

**Standard 23** Our organisation has security management systems in place to safeguard people and property

**Principle 6 Our organisation has effective communications and information technology systems**

**Standard 24** Our organisation communicates its values and the impact of its work

**Standard 25** Information technology procedures are in place and communicated to staff

## C

## HIV programming

**Principle 7 Our organisation has a functional and effective monitoring and evaluation system**

**Standard 26** Our organisation has a monitoring and evaluation plan with clearly defined indicators linked to objectives, and the plan is adequately budgeted for

**Standard 27** A monitoring and evaluation system able to capture relevant, reliable, accurate and complete data is available, with appropriate quality control measures taken at all levels

**Standard 28** Programmatic data is analysed and used for planning and decision-making, and shared with external stakeholders, including donors

**Standard 29** Our organisation has undertaken (or has plans to undertake) at least one evaluation or review during the lifecycle of its strategic plan

**Principle 8 Our organisation promotes learning and knowledge sharing**

**Standard 30** Our organisation learns and shares its learning in accessible and effective ways

**Principle 9 Our programmes are evidence based, promote human rights and prioritise the needs of communities most affected by HIV**

**Standard 31** Our organisation is committed to a human rights-based approach

**Standard 32** Our organisation is committed to the effective implementation of the Greater Involvement of People Living with HIV (GIPA) principles

**Standard 33** Our organisation promotes the human rights of women, men, other gender identities and those of all sexual orientations by transforming gender relations and reducing inequality

**Standard 34** Our organisation respects and promotes the rights of children and their protection from abuse, exploitation and neglect

**Standard 35** Our organisation's HIV and health programmes are part of a coordinated local/national network of services and programmes and contribute to the national HIV response

**Standard 36** Our organisation is committed to ensuring the participation of those populations intended to benefit from programmes at all stages of the programme cycle

**Standard 37** Our organisation mobilises communities most affected by HIV in order to ensure an effective HIV response

**Standard 38** Our organisation prioritises communities most affected by HIV and its HIV programmes are tailored to meet their needs



## HIV technical areas

### Technical area A HIV and human rights

<b>Standard A1</b>	Our programmes are based on a human rights assessment
<b>Standard A2</b>	Our programmes are designed to build the capacity of both rights holders and duty bearers to claim their rights and to promote, protect and respect the rights of others
<b>Standard A3</b>	Our organisation holds both state and non-state actors accountable for the enjoyment of all human rights as a core part of all our programmes
<b>Standard A4</b>	Our organisation promotes and/or provides legal services to ensure redress for HIV-related discrimination experienced by people living with HIV and key populations

### Technical area B HIV prevention

<b>Standard B1</b>	Our organisation's community-based HIV prevention programming takes a combination HIV prevention approach
<b>Standard B2</b>	Our organisation's HIV prevention activities adopt a positive approach to sex
<b>Standard B3</b>	Our organisation's HIV prevention activities address the HIV prevention needs of people living with HIV

### Technical area C Integration of HIV and sexual and reproductive health and rights

<b>Standard C1</b>	Our organisation promotes the linking and integration of sexual and reproductive health and rights and HIV in policies, programmes and services
<b>Standard C2</b>	Our organisation promotes and/or provides information and services for dual protection (STI/HIV prevention that is integrated with voluntary family planning to protect against unintended pregnancies and STI/HIV)
<b>Standard C3</b>	Our organisation promotes and/or provides comprehensive information and services for prevention of vertical HIV transmission (PPTCT)
<b>Standard C4</b>	Our organisation promotes and/or provides education, testing and treatment for sexually transmitted infections, either directly or through referrals
<b>Standard C5</b>	Our organisation ensures client satisfaction and quality of integrated services

## HIV technical areas

### Technical area D TB and HIV

<b>Standard D1</b>	Our organisation promotes the integration of TB and HIV in policies, programmes and services
<b>Standard D2</b>	Our organisation promotes and/or provides access to TB screening, cotrimoxazole preventive therapy, isoniazid preventive therapy or TB treatment to people living with HIV
<b>Standard D3</b>	Our organisation ensures that all people with HIV receive understandable information about TB

### Technical area E Family-centred HIV programming for children

<b>Standard E1</b>	Our organisation promotes the participation of children in processes that are inclusive and age appropriate
<b>Standard E2</b>	Our organisation promotes a family-centred approach to reaching HIV-affected children within and through their families and communities
<b>Standard E3</b>	Our organisation promotes and/or provides additional broad support to individuals and families to improve health, education and social welfare

### Technical area F HIV and drug use

<b>Standard F1</b>	Our organisation uses a harm reduction approach to drug use and HIV
<b>Standard F2</b>	Our organisation promotes and/or provides access to clean injecting equipment, condoms and information about safe injecting and safer sex for people who use drugs and their sexual partners
<b>Standard F3</b>	Our organisation promotes and/or provides: access to antiretroviral treatment; opportunistic infection prevention and treatment; TB prevention and treatment; opiate substitution therapy; treatment for overdose; and diagnosis and treatment for hepatitis C for people who use drugs and their sexual partners
<b>Standard F4</b>	Our organisation promotes and/or provides access to psychosocial support services to meet the priority needs of people who use drugs and their sexual partners



## HIV technical areas

### Technical area G HIV treatment, care and support

<b>Standard G1</b>	Our organisation is committed to a client-centred approach to HIV testing and treatment that promotes autonomy and choice
<b>Standard G2</b>	Our organisation promotes/provides home-based care and palliative care to people with HIV-related illness
<b>Standard G3</b>	Our organisation is committed to caring for carers and promoting the recognition of community health workers
<b>Standard G4</b>	Our organisation supports people taking or in need of HIV treatment, including by providing treatment adherence support and treatment literacy programmes, and by advocating for HIV treatment access
<b>Standard G5</b>	Our organisation promotes and/or provides early diagnosis, testing and treatment for sexually transmitted infections/HIV, hepatitis B and TB
<b>Standard G6</b>	Our organisation promotes a holistic approach to treatment and promotes access to treatment and care to all age groups: paediatrics, adolescents, adults and the aged

