HIV & Stigma Tiered Workforce Development Framework

Creating an HIV-Informed and Stigma-Free Workforce

This framework adopts a Health Improvement approach to increasing HIV awareness and reducing stigma. It recognises that while not everyone requires the same level of knowledge, everyone has a role in promoting inclusion, challenging stigma and supporting positive experiences for people living with or affected by HIV.

Audience	Learning Offer	Duration	Resources	Outcome
TIER ONE: WISE UP - Awareness				
Everyone	Self-directed learning HIV Informed (core information sheets)	1 hour	You Said We Did: Tayside Stigma Survey Infographic Stigma Challenge Toolkit	Understand the basics of HIV, recognise HIV related stigma and know where to access trusted information and support.
	TURAS HIV, Stigma & You e-learning	30 min		
TIER TWO: SPEAK UP - Confidence				
All NHS, HSCP, Local Authority, Third Sector and community settings staff Students/trainees where relevant	**Tier 1 plus:** Webinar - Wise Up! Speak Up!	20 min	THT Free Testing Scotland Waverley Care Information and advice People First Charter	Staff feel confident discussing HIV, responding appropriately to disclosure, challenging stigma and can signpost to testing and services.
	HIV Informed modules: • HIV Treatment Today • Understanding HIV in Everyday Life • Understanding PEP and PrEP	30 min		
TIER THREE: REACH OUT - Action				
Staff who regularly engage with individuals, families or communities at increased risk of acquiring or living with HIV	**Tiers 1 & 2 plus:** Face to face workshop HIV & Hepatitis: Wise Up, Speak Up, Reach Out	3 hours	Terrence Higgins Trust Can't Pass It On e-learning- U=U resources (in development) Moving Beyond People First Language	Staff feel confident: discussing HIV, responding appropriately to disclosure, challenging stigma, Discussing and delivering HIV testing
	TURAS e-learning Confident conversations to increase HIV testing	1 hour		
TIER FOUR: HIV Transmission Elimination				
Medicine, Nursing, midwifery and allied health professions	**Tiers 1–3 plus:** TURAS e-learning Recognition & Diagnosis HIV	30 min- 1 hour	HIV Indicator Conditions Poster TURAS e-learning National AIDS Trust communicating about HIV toolkit	Healthcare staff actively promote HIV awareness, recognise HIV clinical indicators, undertake testing and referral to specialist services, influence workplace culture and support stigma-free practice.
	TURAS e-learning Hepatitis B & C Detection, Diagnosis & Management	30 min- 1 hour		
	Bespoke Session delivered by HIV Nurses Book via: Tay.bbvmcn@nhs.scot	Based on need		