OUTER HEBRIDES ALCOHOL & DRUG PARTNERSHIP

TRAINING PROGRAMME 2026 – 2027 Version 2

The Outer Hebrides Alcohol & Drug Partnership are committed to providing a comprehensive annual workforce development programme to ensure all services have the opportunity to develop skills, knowledge and attitudes toward their working practices in the field of alcohol and drugs. Learning should be a continuous process and is designed to improve the quality of services.

Please regularly check our training programme and website for any updates on additional training and resources. All courses are free at point of delivery unless otherwise specified.

June 2026			
Course Name and Description	**Date/ Duration**	**Delivery Mode Links (if applicable)**	**Training Provider**
Ketamine Awareness This facilitator led course aims to explore key issues related to Ketamine use in Scotland, including its effects and impacts. Increasing awareness of harm reduction and support strategies. **Course objectives:** • Recall the current and emerging ketamine trends and polydrug use • Identify the physical and psychological effects and recognise the wider impact of ketamine • Have an awareness of harm reduction and other support strategies	Wednesday 17th 9.15am – 1.30pm	Teams Ketamine Awareness (Online WESTERN ISLES) – SDF Learning Centre	SDF (core)
Getting Our Priorities Right (GOPR) - Improving outcomes for children and families affected by parental substance use. This provides participants with information to: • Recognise that early intervention is critical in vulnerable families where issues of substance misuse exist. • Understand how principles of "Getting It Right for Every Child" (GIRFEC) link to GOPR. • Examine the links with national guidance for child protection and the GOPR Framework. • Be able to support the wider recovery agenda for families with substance misuse issues.	Thursday 25th 9.30am – 1.00pm	In-person e-Sgoil, Francis Street, Stornoway Event Registration - Getting Our Priorities Right	NHS WI OHADP
September 2026			
Course Name and Description	**Date/ Duration**	**Delivery Mode Links (if applicable)**	**Training Provider**

Drug Awareness This facilitator led course aims increase drug awareness and knowledge, and participants will have the opportunity to explore current and emerging trends within substance use. The training will consider harm reduction and support strategies. **Course objectives:** • Identify reasons why people use substances • Name the seven key drug categories and their key effects • Recall local current drug trends and patterns of use • Discuss how attitudes and stigma can affect recovery • Discuss effective strategies and treatment options to support people who use drugs and alcohol, including harm reduction.	Friday 11th 9.15am – 1.30pm	Teams Drug Awareness (Online – WESTERN ISLES) – SDF Learning Centre	SDF (core)
October 2026			
Course Name and Description	**Date/ Duration**	**Delivery Mode Links (if applicable)**	**Training Provider**
Drug Trends, Risks and Harms This facilitator course will build confidence in specialist staff teams who are seeing changes in drug trends among the people they work with, including increased risk of contamination of drug products or increased risk associated with powder/crack cocaine, synthetic opioids and benzodiazepines and how we can amend our engagement skills, increase knowledge and gain confidence in our work	Wednesday 7th 9.15am – 1.30pm	Teams Drug trends, risks and harms (OnLine western isles) – SDF Learning Centre	SDF (core)
Human Rights This interactive workshop explores current health inequalities in Scotland, human rights, advocacy, and how to apply a human-rights-based approach in practice. Through activities and group discussions, participants will have the opportunity to share knowledge, experiences, and ideas with others. The workshop will cover a variety of emerging strategies and legislation related to rights, substance use, advocacy, and health. By the end of the session, participants will have a stronger understanding of human-rights-based approaches and gain practical tools and frameworks to support local service delivery including the Charter of Rights and new Alcohol and Drug strategy.	Thursday 22nd 10.00am – 3.00pm **This training has been postponed due to low interest and will be rescheduled.**	Teams If you are interested in this workshop, please contact wi.ohadp@nhs.scot	REACH Advocacy
November 2026			
Course Name and Description	**Date/**	**Delivery Mode**	**Training Provider**

	Duration	Links (if applicable)	
Mental Health and Substance Use This facilitator led course will increase knowledge and awareness of key issues relating to supporting mental health and substance use in Scotland. **Course objectives:** • Recall the prevalence of people with co-existing substance use and mental health issues • Describe the relationship between mental health and substance use • Gain an overview of common mental health conditions • Identify the impact of stigma in relation to drug use and mental health • Identify how to support and signpost people affected by mental health and substance use • Understand the importance of self-care when working in a support setting.	Thursday 12th 9.15am – 1.30pm	Teams Mental Health and Substance Use (Online western isles) – SDF Learning Centre	SDF (core)
Alcohol Brief Intervention (ABI) **What is an ABI?** An ABI is a short structured, evidence-based conversation about alcohol consumption with a client/patient that seeks in a non-confrontational way to motivate and support the individual to think about and/or plan a change in their drinking behaviour in order to reduce their consumption and/or their risk of harm. **What will I learn?** Following this training session, you will be able to confidently raise the issue of alcohol with your clients/patients and deliver an Alcohol Brief Intervention (ABI). Who is the training suitable for? People who wish to increase their knowledge of alcohol-related harm issues and be able to confidently deliver a brief intervention. This will include people working in: • Primary Care • Antenatal • A&E • Pharmacy • Criminal Justice • Youth Workers • Community • Voluntary and Third Sector	Monday 9th 10.00am – 12.00pm	In-person Training Room 2, Seaforth House/Taigh Shiphoirt, Sinclair Avenue, Stornoway, HS1 2AQ To book a space on this training session, please contact wi.ohadp@nhs.scot	OHADP
Getting Our Priorities Right (GOPR) - Improving outcomes for children and families affected by parental substance use.	Friday 20th 9.30am – 1.00pm	Teams	NHS WI OHADP

This provides participants with information to: • Recognise that early intervention is critical in vulnerable families where issues of substance misuse exist. • Understand how principles of "Getting It Right for Every Child" (GIRFEC) link to GOPR. • Examine the links with national guidance for child protection and the GOPR Framework. • Be able to support the wider recovery agenda for families with substance misuse issues.		Event Registration - Getting Our Priorities Right	
December 2026			
Course Name and Description	**Date/ Duration**	**Delivery Mode Links (if applicable)**	**Training Provider**
Principles of Harm Reduction This facilitator led course will support an awareness of the main drug related harms and understanding of the principles of Harm Reduction. **Course objectives:** • Define the principles of harm reduction and understand the background to them • Recall the range of harms caused by drug use and describe harms from specific substances • Identify sources of support to reduce drug related harm, in relation to signposting people who use your service	Tuesday 8th 9.15am – 1.30pm	Teams Principles of Harm Reduction (Online WESTERN ISLES) – SDF Learning Centre	SDF (core)
January 2027			
Course Name and Description	**Date/ Duration**	**Delivery Mode Links (if applicable)**	**Training Provider**
Alcohol Brief Intervention (ABI) **What is an ABI?** An ABI is a short structured, evidence-based conversation about alcohol consumption with a client/patient that seeks in a non-confrontational way to motivate and support the individual to think about and/or plan a change in their drinking behaviour in order to reduce their consumption and/or their risk of harm. **What will I learn?** Following this training session, you will be able to confidently raise the issue of alcohol with your clients/patients and deliver an Alcohol Brief Intervention (ABI).	Monday 18th 10.00am – 12.00pm	In-person Training Room 1, Seaforth House/Taigh Shiphoirt, Sinclair Avenue, Stornoway, HS1 2AQ To book a space on this training session, please contact wi.ohadp@nhs.scot	OHADP

Who is the training suitable for? People who wish to increase their knowledge of alcohol-related harm issues and be able to confidently deliver a brief intervention. This will include people working in: • Primary Care • Antenatal • A&E • Pharmacy • Criminal Justice • Youth Workers • Community Voluntary and Third Sector			
Staying Alive: Preventing Drug Related Deaths This facilitator course will enable workers to recognise risk factors, high risk times and support people to reduce risk of drug related death. **Course objectives:** • Identify individual risk factors and high-risk times for drug related death • Identify ways to engage and retain people in services • Identify good practice to reduce drug related death **Skilled Level:** The skilled level specifies the practice-specific knowledge and skills expected of practitioners who have direct or substantial contact and responsibility for people affected by substance use, and who are responsible for direct care or treatment of people affected by substance use. The 'skilled' level would typically apply to those in roles where there is responsibility for planning and delivery of support, care, or treatment.	Tuesday 19th 9.15am – 1.30pm	Teams Staying Alive: Preventing Drug Related Deaths (Online WESTERN ISLES) – SDF Learning Centre	SDF (core)

February 2027

Course Name and Description	Date/ Duration	Delivery Mode Links (if applicable)	Training Provider
Human Rights This interactive workshop explores current health inequalities in Scotland, human rights, advocacy, and how to apply a human-rights-based approach in practice. Through activities and group discussions, participants will have the opportunity to share knowledge, experiences, and ideas with others.	Tuesday 23rd 10.00am – 3.00pm	Teams If you are interested in this workshop, please contact wi.ohadp@nhs.scot	REACH Advocacy

The workshop will cover a variety of emerging strategies and legislation related to rights, substance use, advocacy, and health. By the end of the session, participants will have a stronger understanding of human-rights-based approaches and gain practical tools and frameworks to support local service delivery including the Charter of Rights and new Alcohol and Drug strategy.			

Free Online Modules (e-Learning)	
Scottish Drugs Forum – Bitesize (Approx. 30-60 mins per module)	
Nitazenes Awareness Nitazenes are a type of manmade drug, known as a synthetic opioid, which mimics the effects of opiates such as heroin. In the past few years, nitazenes have been identified in the drug supply in Scotland. This short course is designed to help you understand the risks nitazenes may cause, and how to be prepared to manage these risks. **Learning Objectives** By the end of this course, participants will understand: • What nitazenes are, • What risks nitazenes pose, and • How to mitigate the risks of nitazenes.	Nitazenes Awareness (e-Learning) – SDF Learning Centre
Top Tips for Harm Reduction Harm reduction saves lives, by helping people to minimise the risks of taking substances. This short course will help you understand the risks and potential harms of taking substances and offers ten suggestions for how to keep yourself and people you know safer, whilst using drugs. **Learning Objectives** By the end of this course, participants will be able to: Understand how to reduce the risks and potential harm associated with taking substances.	Top Tips for Harm Reduction (e-Learning) – SDF Learning Centre
Methamphetamine Awareness The data on the use of methamphetamine in Scotland is limited, but there is plenty of information that we do know about this drug. By taking this bitesize e-learning course, you will increase your knowledge on what methamphetamine is, its effects, and much more. **Learning objectives:** By the end of this course, participants will: • understand what methamphetamine is,	Methamphetamine Awareness (e-Learning) – SDF Learning Centre

• understand the effects and some of the possible impacts methamphetamine can have • identify some of the risks of taking methamphetamine, and • know how to reduce these risks.	
Ketamine Awareness Did you know that ketamine use is on the rise amongst young people in Scotland? Take this bitesize e-learning course to get a quick yet informative overview of ketamine and the impact it has on people who use it. **Learning Objectives:** By the end of this course, participants will: • understand what ketamine is, • understand the effects and some of the possible impacts ketamine can have • identify some of the risks of taking ketamine, and • know how to reduce these risks.	Ketamine Awareness (e-Learning) – SDF Learning Centre
MDMA Awareness Even though MDMA is an empathogen, it has several similarities to psychedelics and stimulants as well. Increase your knowledge about the effects and risks of MDMA by taking this bitesize e-learning course. **Learning objectives:** By the end of this course, participants will: • understand what MDMA is, • understand the effects and some of the possible impacts MDMA can have • identify some of the risks of taking MDMA, and • know how to reduce these risks.	MDMA Awareness (e-Learning) – SDF Learning Centre
Scottish Drugs Forum – Comprehensive (Approx. 1-2 hours per module)	
Overdose Prevention, Intervention & Naloxone Can you recognise the signs of an overdose? Do you know how to respond to an overdose? This short e-learning course will show you how to administer Naloxone. Naloxone temporarily reverses an opioid overdose. You will learn facts about drug-related deaths in Scotland, how to identify an overdose and how to respond to an overdose. You will also learn how Naloxone works and how you can use it to potentially save a life. **Learning Objectives** By the end of this course, participants will be able to: • Recall details about drug-related deaths in Scotland • Identify an overdose • Explain how to respond to an overdose	Overdose Prevention, Intervention, and Naloxone (e-Learning) – SDF Learning Centre

Describe naloxone and its use	
Motivational Interviewing in Brief Conversations Helping professionals are often required to have discussions with people about making changes to that person's lifestyle or behaviours. Have you ever wondered why or how conversations inspire change? If you are a helping professional looking for answers to these questions, the counselling method called Motivational Interviewing (MI) is a method you will want to explore with us in this course. We have created this e-learning module using research from the 3rd edition of Motivational Interviewing by W.R. Miller and S. Rollnick. By completing the course, you will be able to describe MI and how it can be used in brief conversations. **Learning Outcomes** By the end of this course participants will be able to: • Describe the nature of ambivalence about change • Define the term 'motivational interviewing' • Describe how the motivational interviewing tasks can influence motivation for change • Identify the use of motivational interviewing techniques in brief conversations	Motivational Interviewing in Brief Conversations (e-Learning) – SDF Learning Centre
How are your sites? – Understanding Injecting Related Complications In services, particularly those offering Injection Equipment Provision (IEP), workers should ask people who inject drugs the question, 'How are your sites?' It is important to know how to recognise when injection sites have turned into wounds. By focusing on the structure of the skin, skin problems in people who inject and the differences in certain types of wounds, this wound awareness course designed by Scottish Drugs Forum will help guide workers in the right direction when examining a person's sites. **Learning Objectives** By the end of this course, learners will be able to: • Understand the basic structure and function of the skin • Describe the risks associated with the preparation and injecting of drugs • Recognise potential skin problems in people who inject drugs • Understand your role in helping people to receive appropriate care for any wounds or complications.	How Are Your Sites? (e-Learning) – SDF Learning Centre
Bacterial Infections and Drug Use Can you recognise the signs and symptoms of a bacterial infection?	Bacterial Infections and Drug Use (e-Learning) – SDF Learning Centre

After completing this course, you will know the signs and symptoms of a bacterial infection, gain an overview of different bacterial infection outbreaks in Scotland, and learn harm reduction information relevant to bacterial infections. **Learning Objectives** By the end of this course, participants will be able to: • Recognise the signs and symptoms of bacterial infections • Recall different bacterial infection outbreaks in Scotland • Describe harm reduction information for bacterial infection in the context of substance use	
Hepatitis B in Scotland Do you know what Hepatitis B is? Do you know how it is passed from person to person? This course is full of information about what acute and chronic Hep B is, who is at risk of infection, and importantly, who should be getting tested. By the end of this course, you will be able to: • Define hepatitis B • Describe acute and chronic hepatitis B • Summarise who is at risk of hepatitis B infection • Identify who should get tested for hepatitis B	Hepatitis B in Scotland (e-Learning) – SDF Learning Centre
Drug Awareness Are you new to working in health, social care, or addiction support services? Are you an existing staff member looking to brush up on basic drug awareness? This course lays the foundation for all our other e-learning courses and is a great place to start. After you complete this course, you will be able to recall drugs commonly used in Scotland, understand the reasons why people use drugs, and know how best to support people who use drugs. You will also learn vital harm reduction techniques that you can immediately put into action. **Learning Objectives** By the end of this course, participants will be able to: • Recall the most commonly used drugs in Scotland • Understand the reasons why people use drugs • Know how best to support people who use drugs	Drug Awareness – an Introductory Course (e-Learning) – SDF Learning Centre
Cocaine Awareness Did you know that cocaine use is increasing in Scotland? This substance is widely available and easy to access. Sadly, deaths where cocaine has been implicated are on the rise. People who use cocaine are not as likely to come to treatment services. That means you have an opportunity, especially if you are working in mental health services or other surrounding treatment services,	Cocaine Awareness (e-Learning) – SDF Learning Centre

to provide vital harm reduction information. By completing this course, you will learn that important, and potentially, life-saving information. **Learning Objectives** By the end of this course, you will be able to: • Define what cocaine is and how it affects the brain • Understand the various forms, effects, and risks of cocaine, as well as poly-drug use • Have an awareness of how to support someone who is using cocaine	
Cannabis Awareness Cannabis is the most commonly used drug in Scotland, with one in three adults in the UK having used cannabis in their life. This awareness course will give you an understanding of the different ways cannabis can be consumed, and the reasons that people use this drug. It will also provide you with an overview of the physical and mental effects of using cannabis, any associated impacts and risks of using this drug, as well as suggestions for how to reduce the risks. **Learning Objectives** By the end of this course, you will be able to: • Recall the different reasons why people use cannabis • Understand the various forms, effects, and risks of cannabis • Have an awareness of how to support someone who is using cannabis	Cannabis Awareness (e-Learning) – SDF Learning Centre
LGBTQI+ Substance Use LGBTQI+ people have experienced various layers of stigma for years. This has had a profound impact on their health. Do you know what specific health inequalities affect LGBTQI+ people? Can you recognise the barriers they face when looking for support with substance use issues? This course will take you through a short journey of LGBTQI+ history showing you how key events affect the community to this day. You will be given insight into how substances are used in the LGBTQI+ community. By the end, you will be equipped with techniques to make your service more inclusive. **Learning Objectives** By the end of this course, you will be able to: • Recognise how alcohol and other drugs are used in the LGBTQI+ community • Describe key moments in LGBTQI+ history • Identify health inequalities that affect LGBTQI+ people • Recall the layers of stigma that LGBTQI+ people might experience • Recognise barriers LGBTQI+ people have in accessing services	LGBTQI+ Substance Use: An Introduction (e-Learning) – SDF Learning Centre
Benzodiazepines Awareness Benzodiazepines are often implicated in Scotland's drug-related deaths. Street benzodiazepines are continuously changing – it is essential to keep up with the risks and effects of these substances.	Benzodiazepine Awareness (e-Learning) – SDF Learning Centre

The Scottish Drugs Forum's benzodiazepine awareness e-learning gives a great insight into the reasons people use benzodiazepines, how they use them, and how they can be supported. **Learning Objectives** By the end of this course, you will be able to: • Have an awareness of benzodiazepine use in Scotland and be able to identify the reasons why people use them • Be able to recall how benzodiazepines are used, and the potential effects, harms, and wider impacts of their use • Understand how to support people using benzodiazepines including harm reduction techniques	
NHS Education for Scotland	
Trauma and Psychological Therapies training programme This website provides information on the training and education resources developed by the National Trauma Training Programme to support the skills and knowledge of the whole Scottish workforce (Please refer to Appendix 1)	Link to National Trauma Training Programme
Improving Health - Public Health Scotland	
Health Behaviour Change: Level 1 This module is for anyone who wants to learn more about health behaviour change and who has a role in improving health (Online module - 2 hours)	Link to Health Behaviour Change Level 1 module
Health Behaviour Change: Level 2 This module builds on learning covered in module HBC Level 1 and is part of a blended learning course in health behaviour change. It provides the background theory to techniques used in supporting change (Online module - 2 hours)	Link to Health Behaviour Change Level 2 module
Health Inequalities Awareness The module looks at a definition of health inequalities and asks a participant to reflect on their own practice, identifying what they can do to reduce them (1 hour)	Link to Health Inequalities Learning hub
Care and Learning Alliance	
Cala e-Learning Zone Courses are aimed at all those who work or live with children and families, particularly in the Highlands and wider Scotland. Courses include: • Awareness of Child Protection • Introduction to the National Guidance for Child Protection (Scotland) 2021 • Think you know neglect?	Link to Care and Learning Alliance Courses

Most courses are free. The length of each course varies, they take roughly 1 hour – 1.5 hours to complete. You do not have to complete the whole course in one session. Your progress is saved, so you can finish the course at a later date.	

SMOKING & VAPING TRAINING:

You can find a wide range of courses available using the link below:

- ASH Scotland eLearning (ashscotlandmoodle.org.uk)

ASH Scotland is also encouraging alcohol and drug support workers and volunteers to access a new e-learning module on Smoking and Problematic Substance Use.

- NCSCT e-learning – Free evidence-based practitioner training which includes all core competences needed for practitioners to help smokers quit. NCSCT e-learning

For further information on smoking and vaping please contact: Margaret Ralston, Smoking Cessation Co-ordinator, Public Health Department, NHS Western Isles. Email: Margaret.Ralston@nhs.scot

Very Brief Advice on Smoking The module empowers everyone to have a very brief conversation about stopping smoking. The training is aimed at Health professionals and all those who work in a variety of other sectors, for example, education, CnES, police, advice centres, workplaces; and any setting where workers/ volunteers may have contact with people who will benefit from advice about smoking.	Online module 30 minutes	Link to Very Brief Advice on Smoking module	Improving Health – Public Health Scotland

SUICIDE AND SELF HARM COURSES:

- **Suicide Talk**: Dealing openly with the stigma around suicide, this exploration focuses upon the question "Should we talk about suicide?"
- **ASK TELL LISTEN**: Ask, Tell, Look After Your Mental Health. Understanding mental health and keeping mentally healthy; Ask, Tell, Have a Healthy Conversation supporting compassionate conversations with people who may be experiencing mental ill-health or distress or at risk of suicide.
- **ASIST:** Become more suicide alert: recognise people asking for help, understand the barriers people face. Practice providing guidance and suicide first aid to a person at risk, meeting their individual safety needs.
- **Responding to people at risk of distress and crisis (Adult)**: Recognise and respond to people at risk of distress and crisis.
- **Responding to people at risk of distress and crisis (CYP)**: Recognise and respond to CYP at risk of distress and crisis.
- **Responding to people at risk of suicide**: Recognise and respond to people at risk of suicide.

• **Responding to CYP at risk of suicide**: Recognise and respond to CYP at risk of suicide. • **Responding to adults at risk of self-harm**: Recognise and respond to people at risk of self-harm. • **Responding to CYP at risk of self-harm**: Recognise and respond to CYP at risk of self-harm. For further information on the above courses please contact: Elaine Mackay, Public Health Manager, Public Health Department, NHS Western Isles: Email: elaine.mackay3@nhs.scot			
See Me e-learning portal E-Learning | End Mental Health Stigma and Discrimination (seemescotland.org) This free programme will introduce participants to how mental health stigma and discrimination impacts people in work. It covers rights and good practice at every stage of working life and helps to support employers create a working environment where people can feel safe to talk openly about mental health.			
Royal College of Psychiatrists Learning Hub NEPTUNE (rcpsych.ac.uk) In partnership with the Royal College of Psychiatrists, Project NEPTUNE has developed training modules to improve clinical practice in the management of harms resulting from the use of club drugs and novel psychoactive substances.			
Gambling courses: Home - Scottish Gambling Education Hub (fastforward.org.uk) Please check the Fast Forward website for information and upcoming online training courses and webinars.			
Public Health Scotland Self Directed Learning	All courses		

Please regularly check our OHADP website and any external websites for updates on training and resources.

If you require any information on the courses detailed above, please email wi.ohadp@nhs.scot

Appendix 1

Trauma Informed Approaches

It is now recognised that experiences of adversity and trauma has the potential to affect the quality of a person's life, in particular, if events occurred during childhood. Traumatic experiences also occur in adulthood which can include domestic abuse, sexual assault and accidents. These difficulties can be compounded if individuals do not have access to appropriate services.

Everyone has a role to play in improving and shaping services to respond to the needs of survivors of trauma and abuse and be able to have the appropriate tools to make that difference. We also need to take care of the workforce providing those services to ensure staff are fully supported and avoid burnout.

To ensure all services deliver a Recovery Oriented System of care (ROSC), the Scottish Government's Rights, Respect and Recovery Strategy and the Medication Assisted Treatment (MAT) Standards for Scotland are committed to ensure that drug and alcohol treatment services have trauma informed approaches built into all policy and procedures.

There are four levels of being trauma informed. More information can be found here: National trauma training programme | Turas | Learn (nhs.scot)

- Informed : all members of the workforce, whether paid or unpaid
- Skilled : workers who are likely to be encountering people who may have been affected by trauma
- Enhanced : workers who have a specific remit to respond to people know to be affected by trauma AND are required to provide advocacy support or interventions OR are required to adapt the way they work to consider trauma reactions to do their job well and reduce risk of re-traumatisation
- Specialist : workers who have a specific remit to provide specialist interventions or therapies for people known to be affected by trauma with complex needs

Trauma Informed - National Trauma Transformation Programme – This programme provides access to evidence-based training, tools and guidance to support trauma informed workforces to support them to understand how to embed trauma informed practice.

Free learning resources are available through **TURAS Learn**. These include Relapse prevention and recovery management; Supporting children, families and parents, reducing alcohol and other drug related deaths and Supporting Staff Wellbeing which covers all the MAT standards. Psychosocial and psychological interventions that are important for those working with people using substances and resources for knowledge and skills development.
Working with substance use, trauma and mental health | Turas | Learn

The evidence-based NHS National Education Scotland Transforming Psychological Trauma Framework and Training Plan nationaltraumatrainingframework-final.pdf offers guidance to further support organisation managers and supervisors to identify the training needs of staff and help to develop a trauma informed workforce using existing skills and knowledge and evidenced based training to meet any identified gaps. The 'Taking a Trauma Informed Lens to your Organisation' (TICPOT) audit tool and Scottish Trauma Toolkit can also be useful as a way to start thinking about developing the trauma focused approach.

APPENDIX 2

Drugs and Alcohol Workforce Knowledge and Skills Framework/Learning Directory

The Scottish Government recently developed a **Drugs and Alcohol Workforce Knowledge and Skills Framework** and a **Drug and Alcohol Workforce Learning Directory.**

The Framework serves as a guide for practitioners, commissioners, managers and service providers to understand the practice-specific knowledge and skills required by the drugs and alcohol workforce, in addition to any professional or clinical standards. The Framework is not mandatory and does not affect the rights and duties of employees and employers and does not replace existing regulatory standards.

The Learning Directory provides access to a wide range of resources. It is designed to support your personal and professional growth by providing the most up-to-date and relevant learning opportunities.

The five main themes are:

- delivering family-inclusive practice
- tackling stigma
- providing harm-reduction advice
- taking a human rights-based approach
- practising trauma-informed care

Both documents can be accessed through the links:
Drugs and Alcohol Workforce Knowledge and Skills Framework - gov.scot.
Drug and alcohol workforce: learning directory - gov.scot

APPENDIX 3

Employability Toolkit and Guiding Principles

Scottish Government Alcohol and Drugs Workforce Expert Delivery Group has produced an **Employability Toolkit and Guiding Principles** for employees to support pathways into work. This provides one single source to support LLE to get into the workforce.

- 'Pathways to Employment: Your guide to a career in substance use services'
- 'Pathways to Employment: Supporting people with lived and living experience of substance use in to work'
- Guiding Principles for supporting employees with lived and living experience of problematic substance use

APPENDIX 4

Fetal Alcohol Spectrum Disorder

FASD is caused by maternal use of alcohol during pregnancy. There is no known amount of alcohol that is safe to drink while pregnant. To prevent FASD, the Chief Medical Officer recommends that women should avoid alcohol while pregnant, or when trying to get pregnant. As professionals, it is important that we continue to raise awareness of the risk from drinking alcohol to women of childbearing years to reduce the chances of a child being born with the disorder and that agencies work together to support children and families to get the best outcomes for children with FASD.

- An **FASD Awareness Toolkit**, developed by Scottish Government, has information and tools to help raise awareness of Fetal Alcohol Spectrum Disorder. Visit Fetal Alcohol Spectrum Disorder Awareness Toolkit - gov.scot (www.gov.scot)

- **Do2Learn** provides thousands of free pages with social skills and behavioural regulation activities and guidance, learning songs and games, communication cards, academic material, and transition guides for employment and life skills.
  Do2Learn: Educational Resources for Special Needs

- **FASD Hub Scotland** is a tiered support service for all parents and carers of children and young people who may have been affected by prenatal alcohol exposure (PAE) and colleagues supporting caregivers and individuals with FASD. You can connect with FASD Hub Scotland on their website - FASD Hub | Home | Adoption UK Charity or visit the YouTube channel to access videos, information and resources - FASDHub Scotland - YouTube.

- The Scottish Government is funding **training and support for NHS and Social Care staff** who would like to know more about Fetal Alcohol Spectrum Disorder (FASD). Resources - Fetal Alcohol Advisory Support & Training Service (ed.ac.uk)

Some of the courses offered are free at point of delivery but are either subsidised by Scottish Government or funded by OHADP. Therefore we would ask you to be mindful if you have booked onto a course and find you are unable to attend, that you inform the training provider as soon as possible before the event. This will ensure others have the opportunity to attend from the any waiting lists.

For reporting purposes, OHADP Support Team would appreciate that services keep a register of all trained staff and the courses undertaken and notify the team on wi.ohapd@nhs.scot

If there is any additional specific training required, please contact the ADP support team by email at wi.ohadp@nhs.scot.