



# Learning & Development Training Brochure 2022/23



# About Us



Alcohol Focus Scotland is the national charity working to prevent and reduce alcohol-related harm.

We aim to reduce the impact of alcohol on individuals, families, communities and Scotland as a whole. We want to see fewer people have their health damaged or lives cut short due to alcohol, fewer children and families suffering as a result of other people's drinking, and communities free from alcohol-related crime and violence.

## Our mission

To play a leading role in creating a world where alcohol is no longer a major cause of harm.

## Our vision

A future free from widespread health and social harm caused by alcohol.

## Our values

Independent, equalities-focused, evidence-based, respectful and collaborative.

## Our work

- Promoting effective alcohol policies at local, national and international level.
- Communicating news, information, research findings and briefings.
- Gathering evidence of the harm caused by alcohol and of the most effective and cost-effective policies.
- Developing learning opportunities and resources to support best practice.

# Why choose AFS Learning & Development?



## At the forefront of policy

Alcohol Focus Scotland has led the way in Scotland, and internationally, in advocating an evidence-based approach to tackling alcohol misuse. We have been successful in helping to deliver a more progressive strategy in Scotland and working with partners to shape the debate at UK, European and global level.

## Stakeholder Engagement

We work closely with the Scottish Government; local authorities; NHS; Alcohol & Drug Partnerships; social work; schools; nurseries; and a range of other stakeholders to ensure we deliver learning and development that is linked to the latest policies and approaches, including the Adverse Childhood Experiences (ACEs) agenda, GIRFEC and the Curriculum for Excellence.



“Alcohol Focus Scotland’s sessions were well-paced, interesting and had relevant content with a good tie in with associated latent health risks. They provided plenty of information and positive advice which wasn’t over bearing or prescriptive with regard to lifestyle change. The moderation message was clear but still gave enough information for those with problems to really start to self reflect”. (Rolls Royce)

## Bespoke to suit your needs

All of our learning programmes can be bespoke to focus on the particular aspects you need. We can also adjust timings and break down courses to suit your needs.

## Thoroughly evaluated

We believe that evaluation is a critical element of the learning process and our team are dedicated to the ongoing review and evaluation of our learning and development resources.

## At your venue or try ours

Our team can travel across the country to bring our learning and development opportunities to you. Or why not take advantage of our spacious venue in the very heart of Glasgow city centre?

“Thank you for assisting HMRC East Kilbride to deliver our ‘Learning at Work Week’ event. Staff feedback has been incredibly positive and we are extremely grateful to you for taking time out to come along and educate and inspire our people”. (HMRC, East Kilbride)

# Alcohol Affects Us All



Training aimed at providing participants with an introduction to alcohol; the impact it has on Scottish society; and basic approaches to supporting those affected by alcohol.

## Who is it for?

Anyone seeking to better understand alcohol, its impact and basic ways in which they can provide basic support and signpost others affected by it. Useful for Tier 1 staff e.g. housing services.

## Learning outcomes:

- Describe alcohol as a substance and explore how it affects the body.
- Discuss the impact of alcohol on Scottish society.
- Identify current policies and approaches being taken in response to alcohol harm.
- Apply a number of basic strategies to support those affected by alcohol.

## How can I access it?

- Class course
- Virtual delivery

## How long does it take to complete?

- Class course – 3 hours or Full Day

## Cost:

- 3 hrs = £375
- Full Day = £650
- Up to 12 participants

*Please note additional costs may be applicable for travel and subsistence.*

"One of the most enjoyable courses I have ever been on".

"Great exercises which made the course interesting and relevant, enjoyed participation aspect of the course, engaging delivery".

"Fun and interactive course with good group activities to keep you engaged, course trainer approachable and well presented".

# Managing Alcohol & Drugs in the Workplace



## Aim:

Training aimed at providing participants with an introduction to the impact alcohol and drugs have on Scottish society and specific guidance on how to address alcohol and drug related issues in the work place. Including updates as a result of Covid-19 and home working.

## Who is it for?

Anyone with responsibility for supervising or managing staff and HR professionals.

## Learning outcomes:

- Discuss the impact of alcohol and drugs on Scottish society.
- Demonstrate how to raise and manage alcohol and drug related issues in the workplace.
- Discuss workplace alcohol and drug policy.

## How can I access it?

- Blended Learning Programme – E-Learning & Class course

## How long does it take to complete?

- E-Learning - 45 mins self study and class course – 3 hours

## Cost:

- 3 hrs = £375
- Up to 12 participants

*Please note additional costs may be applicable for travel and subsistence.*

“Great course. Very thought provoking”.

“The course was really interesting and was delivered with a good mix of tutor led, group discussions and feedback”.

“I am better prepared to speak to staff if I have concerns sooner rather than later”.



# Alcohol and Older Adults



## Aim:

The aim of the training is to raise awareness of effects of alcohol on older adults and the reasons, issues related with older people drinking and the services and support that is available.

## Who is it for?

Anyone supporting older adults, i.e. health care professionals, sheltered housing staff, care services, etc.

## Learning outcomes:

- An enhanced awareness and understanding of the problems caused by alcohol and age specific problems.
- Increased awareness of the effects to the drinker as well as those around them such as family, friends and support teams.
- Increased confidence and skills to work with and support older adults
- A better understanding of how to engage with support functions and local activity, awareness of interventions.

## How can I access it?

- Class course

## How long does it take to complete?

- Class course – 3 hours or Full Day

## Cost:

- 3 hrs = £375
- Full Day = £650
- Up to 12 participants

*Please note additional costs may be applicable for travel and subsistence*

“Great course. Really relevant to my role”.

“This course was really useful and I feel more confident in raising the topic of alcohol with the residents”.

“Great content, very knowledgeable trainer”.

# Oh Lila

Promoting emotional and social wellbeing in young children



A flexible resource and practitioner training to help all young children explore emotions, develop social skills and identify trusted adults. The resource aims to build resilience and protective factors in young children.

## Who is it for?

Anyone working with or living with young children of pre-school age or Primary 1 & 2 nurture groups.

In particular, nursery workers and early years practitioners.

## Learning outcomes:

- Discuss the impact of alcohol on Scottish society.
- Describe local and national early years policies and strategies.
- Describe the key themes of Oh Lila and how they relate to building resilience.
- Demonstrate how to use the Oh Lila resource with young children (and link with the CfE).

## How can I access it?

- Class course or virtual

## How long does it take to complete?

- 3-4 hours

## Cost:

- 3-4 hrs = £375 - £475
- Up to 12 participants

*Please note additional costs may be applicable for travel and subsistence.*

## Resource Pack

£120 + VAT per pack

## What's in the pack?

Large flip over storybook, 2 puppets, giant jigsaw, USB stick with additional materials, activity book



“The Oh Lila workshop was brilliant, I’m brimming full of ideas to try out with the children I work with, thank you so much”.

“Oh Lila was an excellent training course, I would recommend all nursery staff complete this training”.



# Rory

## Promoting emotional and social wellbeing in primary school children



### In short:

A flexible resource and practitioner training to help all young children explore relationships, develop problem solving and communication skills and introduce the topic of alcohol in a safe and sensitive way. The resource aims to build resilience and protective factors in young children.

### Who is it for?

Anyone working with or living with young children of primary school age.

In particular, primary teachers and classroom assistants.

### Learning outcomes:

- Discuss the impact of alcohol on Scottish society.
- Describe the impact of harmful parental drinking on children and families.
- Describe the key themes of Rory and how they relate to identifying and supporting children affected by parental drinking.
- Demonstrate how to use the Rory resource with children (and link with the CfE).

### How can I access it?

- Class course and virtually

### How long does it take to complete?

- 3-4 hours



“Excellent course went through the issues step by step and clear guidance & support given on how to manage and approach these issues with young people . Rory resources are excellent”.

### Cost:

- 3-4 hrs = £375 - £475
- Up to 12 participants

*Please note additional costs may be applicable for*

### Resource Pack

£75 + VAT per pack

“Excellent course, excellent resources and excellent trainer. Good mix of theory and practice which gives me confidence to implement Rory in our school”.



### What's in the pack?

Rory book, Abridged Rory book, Rory puppet, kennel, USB containing audio, video and information for class activities.





# CHAT

(Children Harmed by Alcohol Toolkit)

## In short:

A flexible and in depth resource pack and practitioner training to help provide focused support to children, young people and families affected by alcohol harm or in recovery.

## Who is it for?

Anyone working with children, young people, or families affected by alcohol harm or in recovery.

In particular, family support workers, addition workers and social workers.



## Learning outcomes:

- Discuss the impact of alcohol on Scottish society.
- Describe the impact of harmful parental drinking on children and families.
- Describe the key themes of CHAT and how they relate to supporting children, young people and families affected by alcohol harm or in recovery.
- Demonstrate how to use the CHAT resource with children, young people and families.

## How can I access it?

- Class course or virtually

## How long does it take to complete?

- 4 hours

## Cost:

- 4 hrs = £475
- Up to 12 participants

*Please note additional costs may be applicable for travel and accommodation.*

## Resource Pack

£110 + VAT per pack

## What's in the pack?

5 Storybooks, 4 puppets, pack of worksheets, games and online resources.



"Brilliant training. Extremely relevant to Social Work and building trusting relationships. Resource pack brilliant and can be used so we can build relationships positively rather than being seen as scary social worker".

"Honestly the most enjoyable training I have been on for a long time. Great mix of exercises, movement and discussion. The time flew by which is great for a full day training. Thanks".



# Additional Resources: A Home for Rory



## In short:

An add-on resource of 4 books to compliment our CHAT pack.

## Who is it for?

Current CHAT users working with children, young people, or families affected by alcohol harm or in recovery where the child has to be looked after by another family member or someone else.

In particular, foster carers, kinship carers and those working in residential care.

## How much does it cost?

### Resource Pack

£40 + VAT per pack

## What's in the pack?

4 story books – 1 scene setting and 3 alternative endings; Feelings Calendar



# Meet AFS Learning & Development Team

Alcohol Focus Scotland's learning and development has been an integral part of our work for over 40 years.

As an accredited training provider in Scotland, we are well established and have a proven track record for developing and delivering quality, effective and evidence based learning solutions to diverse audiences.

Our experienced team of trainers and facilitators are professionally qualified and our commitment to monitoring and evaluation ensures that our programmes achieve the identified learning outcomes and results.



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