

we are
all in are you?



Learning Lounge Programme

July 2024

About All in Scotland Training

Welcome and Fàilte (Scottish Gaelic) to we are All in

We deliver training, learning and bespoke consultancy about the practical ways of preventing homelessness in Scotland, navigating the policy framework and the human right to housing. We work with frontline organisations, local authorities, housing associations and wider public bodies to ensure that we all have the knowledge, skills, confidence and networks we need to take forward the plan on ending homelessness in Scotland.

Explore how we can work together:

- [Training and eLearning solutions](#)
- [Frequently asked training questions](#)

Training and eLearning solutions

We deliver training and learning experiences online, in person and through our new, interactive eLearning platform (launching soon).

Choose from a course on our open programme, [or get in touch with us](#) to explore creating in-house training for your team or organisation.

Topics relating to homelessness that we cover

Navigating the landscape in Scotland	Interacting with current frameworks and legal duties	Better approaches
<ul style="list-style-type: none">• An introduction to homelessness policy and planning• Prevention and a place-based approach	<ul style="list-style-type: none">• The Housing Bill and prevention duties• Housing First• Equality and equity• Equality impact assessment	<ul style="list-style-type: none">• Trauma informed approaches and psychologically informed environments• Stigma and perceptions of homelessness• Lived experience and co-design

Our open training programme

- [Rough guide to homelessness policy and legislation](#)
- [Closer to home: a place-based approach to preventing homelessness](#)
- [The unequal risk: an equality lens in housing and homelessness](#)
- [Homelessness stigma: a conversation](#)

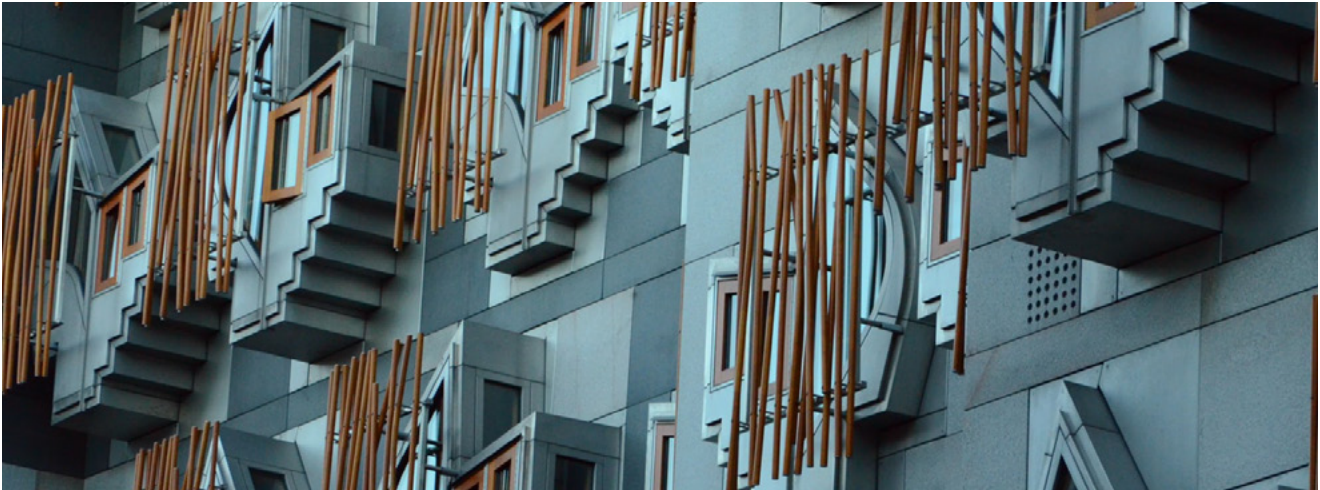
An aerial photograph of Edinburgh, Scotland, taken at dusk. The city's lights are visible against the twilight sky, with the Edinburgh Castle illuminated on the hill. In the foreground, several modern, multi-story apartment buildings with blue and white facades are lit up. A large, semi-transparent pink circle is overlaid on the right side of the image, containing white text.

What attendees said about
All in training

“Found it really helpful and the trainers were great at keeping me engaged.”

“Course was very easy to access and everyone had plenty of opportunities to participate...”

“...I take away a deeper understanding of the policy intention behind much of the legislation I refer to in my work.”



A rough guide to homelessness policy and legislation

A whistlestop course giving you an introduction and insight into both the history and current direction of homelessness and legislation policy across Scotland. Scotland has world-leading homelessness policy and legislation... so why do we still have homelessness? What policies haven't worked, and which need to be implemented more rapidly and on a bigger scale?

The popular Rough Guide takes you through a timeline of the key legislation and policy to prevent and alleviate homelessness in Scotland since devolution in 1999. And explores the new directions prioritised in the current Ending Homelessness Together plan, and plots what needs to happen next.

By the end of the course, you will be able to:

- Identify homelessness trends across Scotland
- Recognise the inequalities and who is most at risk of experiencing homelessness
- Explain the timeline and policy framework for ending homelessness across Scotland
- Analyse the main policy and planning structures for tackling homelessness
- Share the four new directions for ending homelessness

Useful for

This training is designed for staff and volunteer inductions. It is perfect for frontline and admin staff, board members, local authority housing or neighborhood teams, housing association teams and wider policy roles in antipoverty and equality organisations. The training also provides a useful refresher for staff returning to the sector, covering the policy landscape from 2000 onwards. For the wider public who are interested, it gives context and background to the recent Scottish Government declaration of a Housing Emergency.

Online | Over two half-days | 9.30am-12.30pm

Dates: 9 & 12 September 2024 | 11 & 13 February 2025

BOOK NOW





Closer to home: a place-based approach to preventing homelessness

A half-day course giving you the knowledge and tools you need to design a joined-up approach to preventing homelessness in your community.

From Dundee to Dunoon, Dingwall to Dumfries, Dunfermline to Duddingston, there will be a different set of challenges and systems to navigate for people experiencing homelessness.

A place-based approach to prevention asks us to find existing community assets and work together to improve wellbeing, address poverty and prevent homelessness – closer to home.

Our interactive online course includes practical case studies and is facilitated by our friendly and engaging team who have deep expertise and direct experience of the topic.

By the end of the course, you will be able to:

- Identify the evidence about what causes and reduces the risk of homelessness
- Explain why a place-based approach to preventing homelessness is important
- Recognise examples of good practice where interventions are preventing homelessness
- Explore different ways of finding community assets in your location to help protect people's homes
- Analyse your local landscape and who can prevent homelessness closer to home

Useful for

This training is designed for professionals and volunteers working with people at risk of homelessness and for workers who are in regular contact with the public. It will also be useful for community planning partnerships, community development trusts and community groups interested in a place-based approach to creating change. It offers a useful introduction to the ask and act model, for local authorities and public bodies who need to consider how to plan for new prevention duties in the Housing Bill.

Online | Over a half-day | 9.30am-12.30pm

Dates: 26 August 2024 | 21 November 2024 | 4 March 2025

BOOK NOW





The unequal risk: equality in housing and homelessness

A half-day course giving you an awareness of entrenched inequalities and practical actions we can take to design a more accessible, inclusive and equitable approach to ending homelessness in Scotland.

We are not all at equal risk of homelessness. Every individual will experience a unique set of circumstances, carry with them their own previous experiences and face different barriers in their journey to a new home.

Some groups of people are systematically disadvantaged in the housing system. In Scotland we have a legal framework that includes the Equality Act (2010) and the Scotland Specific Duties, which mean that local authorities and services providers must assess the impacts of strategies and services. Yet we know that inequalities persist.

Join us for this reflective course to think through how we can better listen to and represent diverse communities who experience homelessness. We will introduce you to the evidence in Scotland, underpinning legislation and some practical tools to create better homelessness services.

By the end of the course, you will be able to:

- Recognise the systemic inequalities and who is most at risk of experiencing homelessness
- Explore the relevant legal duties within the Equality Act (2010) to homelessness service providers and employers
- Analyse the barriers to equality present in homelessness services and design processes
- Make decisions with an equality lens to ensure that prevention work represents the diverse communities of people affected by housing insecurity
- Reflect on what you need to continue to learn about to be proactive about inequality

Useful for

This course is designed for organisations like local councils, registered social landlords and public service providing partners who need to comply with the Equality Act (2010) and the Scotland Specific Duties. It is particularly relevant for equality leads, monitoring teams, senior managers and board members with a governance role.

Online | Over a half-day | 9.30am-12.30pm

Dates: 10 October 2024 | 16 January 2025

BOOK NOW





Homelessness stigma: a conversation

A half- day course giving you the skills and confidence you need to challenge the pervasive stigma around homelessness.

By the end of the course, you will be able to:

- Identify stereotypes in representations of homelessness (images and words)
- Reduce stigma – playing your role and positive framing
- Identify barriers for people accessing services including stigma
- Reflect on the power dynamics in your own role and work

Useful for

This training is designed for people involved in homelessness strategy and service delivery. It is particularly useful for frontline workers, communications and digital teams. It will also be relevant for community food organisations, journalists and organisations that interact with people experiencing housing insecurity and homelessness.

Online | Over a half-day | 9.30am-12.30pm

Coming Soon



Why book our training

- All our workshops and courses centre lived experiences of housing insecurity and homelessness
- We work with an evidence base of lived, learned and academic evidence about what works to prevent homelessness
- We focus on creating systems change and making sense of the complexity
- Our workshops are practical, focus on good practice and are case study based
- We have fun, bring good vibes and love to learn together in a social, collaborative setting so we all feel connected to the wider network

Don't just take our word for it. In recent training 96% of learners left the training more confident in their role and 83% left the training more aware of external organisations in the local area. And 100% of learners at a recent Rough Guide online training session said they would recommend the training to a friend or colleague.

Join us on a learning journey:

[Book online now](#) or get in touch with Laura the Learning Lead about a bespoke training request for a team or organisation.

Email allin@homelessnetwork.scot or call 0141 420 7272;

[Contact Scotland BSL interpretation](#) welcome.

Frequently Asked Training Questions

Do you have any free places available for the open training programme?

Please reach out if you want to attend any of our training courses, but don't have an organisation funding your place. We sponsor some free training places throughout the year for students and people who are unwaged or using homelessness services.

Is there any funding available to offset training costs?

St. Martin in the Fields Frontline Network offer a training fund, £500 for individual training and £1500 for group training. Applications should be in six weeks ahead of the course date. Find out more about the eligibility criteria and [how to apply](#).

Do you offer discounts for booking multiple people on a course?

We are happy to discuss booking multiple people on a training course for a discount. Just get in touch with a member of the training team. In some cases, it might be cheaper for non-members to [join the network](#) or for organisations to book in-house training.

How accessible are your online training courses?

We strive to make our training courses as accessible as possible. You will get a copy of the slides in advance; we schedule frequent screen breaks and there will always be options to use closed captions. We also try to keep jargon to a minimum. Please let us know if there is anything we can do to minimise barriers to participation and we are always happy to hear feedback on where we can improve.

Do you deliver hybrid training?

For in-house training commissions we can deliver online, in person or a mix of both depending on what works best for you and your team. When we deliver hybrid training we work with two team members to facilitate all of the conversation spaces so no one is left out.

Can we design a bespoke training package?

Absolutely. We can design organisation specific case studies or develop entirely bespoke modules for specific sectors. You can also mix and match the modules that are relevant for your team and their training needs. The best thing to do is to [contact us](#) and arrange a chat.

Who else offers legal training, eLearning or relevant skills training for Homeless Network Scotland members?

There are a number of specialist courses and learning opportunities for staff, volunteers and board members working in the housing and homelessness sector. Here are just a few.

Shelter offer expert legal insight in their training and eLearning. You can explore;

- [Workshops and briefings](#) about topics like homelessness, the private rented sector and disrepair
- An accredited [housing law programme](#) for housing advisors and case workers
- Free eLearning about [Equalities and Human Rights in Housing and Homelessness](#)

Chartered Institute of Housing and **Homeless Link** have a Certificate in [Providing Homelessness Services](#).

Scottish Refugee Council deliver an [introduction to refugee rights to housing](#) as a commissioned course for practitioners in the statutory and third sector.

Simon Community Scotland and **Fast Forward** have a free eLearning course about [Homelessness and Gambling Harm](#).

SCVO, the TEC Scotland and Mhor Collective run [Digital Champions Training for Housing](#).



Homeless Network Scotland is a registered charity and company limited by guarantee.
Charity registered in Scotland SCO03453. Company registered in Scotland SC112361.
Registered office: Unit 16a, Adelphi Centre, 12 Commercial Road, Glasgow, G5 0PQ