

we are
all in

delivered by Homeless Network Scotland



Training Programme
2025

What attendees
said about
we are 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.”



About we are **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 homelessnetwork.scot/learning-lounge

We deliver training and learning experiences online, in person and through our new, interactive eLearning platform. Choose from a course on our open programme, or get in touch with us (homelessnetwork.scot/contact) 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 legislation• 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• Participation and co-design

Our open training programme

- Rough guide to homelessness policy and legislation
- Homelessness prevention: what you can do in your community?
- The unequal risk: an equality and human rights lens in housing and homelessness
- Taking a strengths-based approach: superpower your homelessness service
- Trauma-informed approaches: beyond buzzwords to better outcomes
- Homelessness stigma: a conversation
- New starts in the homelessness sector: training pathway
- Good practice in participation and coproduction: working with people experiencing homelessness



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 neighbourhood 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.

"Amazing
course,
enjoyed the day"

Course
Participant

Blended delivery via Microsoft Teams and eLearning platform.
Live over half a day and self-paced material available for two weeks.

19 August | 20 November

Book at <https://homelessnetwork.scot/event/homelessness-policy-scotland>



Homelessness prevention: what you can do in your community?

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.

96%
of learners left
the training more
confident in
their role

Online via Microsoft Teams

Over a half-day | 10am -1pm

10 June | 25 September | 11 December

Book at <https://homelessnetwork.scot/event/community-homelessness-prevention>

"The
course was
superb"

Course Participant



The unequal risk: an equality and human rights lens 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 via Microsoft Teams | Over a half-day | 10am-1pm

10 July | 7 October

Book at https://homelessnetwork.scot/event/unequal_risk



Taking a strengths-based approach: superpower your homelessness service

A practical course giving you the knowledge and inspiration you need to create strengths-based systems and relationships with people experiencing homelessness.

Strengths based practice is about meeting people where they are and avoiding deficit models that reinforce negativity and increase barriers to accessing services.

Designing services, facilitating meetings, giving feedback and providing support to people can all be done in subtle ways that build people's confidence and capabilities.

This interactive course will share examples of how we can channel strengths-based language and approaches, to help superpower positive outcomes for the people we work with.

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

- Identify good practice in strengths-based approaches at an individual, group and organisational level
- Explain why a strengths-based approach is important
- Use a strengths-based approach in your day-to-day work

Useful for

This training is designed for people involved in homelessness strategy and service delivery. It is particularly useful for frontline workers, line managers and team leads. It will also be relevant for newer board members, volunteers, and central staff teams.

"Gives
me more
passion
in my role"

Course Participant

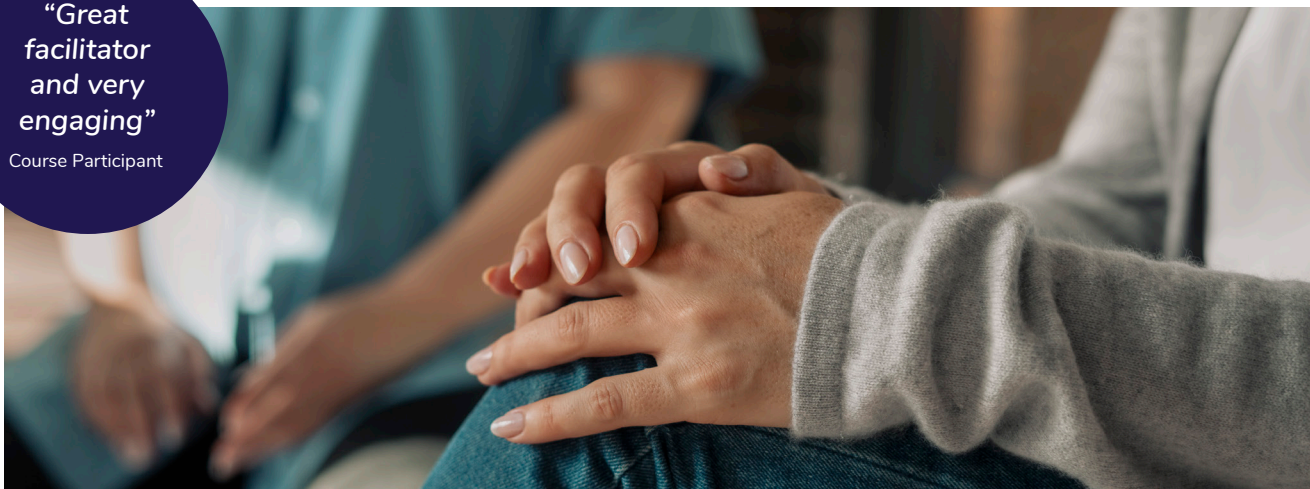
Online via Microsoft Teams | Over a half-day | 10am-1pm

15 May | 28 August | 27 November

Book at: <https://homelessnetwork.scot/event/strengths-based-services>

“Great
facilitator
and very
engaging”

Course Participant



Trauma-informed approaches: beyond buzzwords to better outcomes

A practical course giving you the tools and tips you need to create trauma-informed services, teams and relationships with people experiencing homelessness.

Trauma informed approaches are crucial because there are links between childhood experiences of trauma and experiencing multiple or complex traumas and homelessness. We cannot know what each individual will find traumatic or retraumatising when we start to engage with them, but we can build relationships, processes and systems that are mindful of this.

We know that people have disproportionately experienced trauma whilst navigating the immigration system, during pandemics, and whilst journeying through the homelessness process itself. We often hear stories of intergenerational trauma, due to entrenched inequality and the frustration that workers voice when the system has not changed and cycles repeat themselves.

How can we bring about more positive change? What does designing and implementing a trauma-informed way of working actually mean?

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

- Identify the impact of trauma across an organisation
- Explain the importance of an asset-based approach to trauma
- Share good practice in trauma-informed approaches for workers and people using your services

Useful for

This training is designed for people involved in homelessness strategy and service delivery. It is particularly useful for frontline workers, line managers and team leads. It will also be relevant for board members, volunteers, and central staff teams, because trauma is everybody's business.

Online via Microsoft Teams | Over a half-day | 10am-1pm

24 April | 24 July | 9 October

Book at: <https://homelessnetwork.scot/event/trauma-informed>



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.

“The course was really easy to access through teams and was interesting to listen to other peoples views and experiences”

Course Participant

Online via Microsoft Teams | Over a half-day | 10am-1pm

19 June | 2 September | 2 December

Book at: <https://homelessnetwork.scot/event/homelessness-stigma>



Good practice in participation and coproduction: working with people experiencing homelessness

Reflecting on a wealth of experience from co-production and service design, join us for an interactive workshop about what works and what needs to be considered when working on participation. We will bring good vibes and lunch, and we ask you to bring a reflective mindset and your ambitions for participation in your own work.

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

- Identify good practice in coproduction and participation
- Explain the benefits of coproduction and participation
- Use strengths-based principles in the design of your participation work

Are you unsure about what language to use? Is it 'lived', 'living' or 'direct' experience? Do you know the difference between participation and coproduction? Do you want to learn more about how to build sustainable participation in your homelessness service?

Useful for

This session is perfect for frontline staff who want to encourage participation. It is ideal for service managers and services designers in local authorities, housing associations, health and social care partnerships, as well as third sector organisations. It will also be interesting for people in peer advocate or recovery focused roles and community development workers.

100% of recent
participants would
recommend the
training to a friend or
colleague

Location | Glasgow City Centre | 12.30-3.30pm (includes lunch and refreshments on arrival)

12 August | 25 November

Book at: <https://homelessnetwork.scot/event/coproduction-good-practice-homelessness>



New starts in the homelessness sector: training pathway

Are you new to working in the homelessness sector?

We know it can be a stressful time as you learn new IT systems, decode abundant sector jargon and meet lots of new people (and try to remember their names!). We have created a learning pathway with you in mind. To build your confidence and your connections across the sector in Scotland. Because we know that the one thing frontline workers and managers value beyond the outcomes for the people they work with, is a sense of solidarity, that we are not in this job alone and that people share our challenges.

This five-part training package combines the knowledge and skills you need to work in a person-centred way. It also covers the basic elements of the law that you need to be aware of.

Feel more confident in your new job with these five training modules:

- Strengths-based approaches
- Trauma-informed working
- Homelessness stigma: a conversation
- A Rough Guide to Homelessness Policy and Legislation
- The Unequal Risk: an equality and human rights lens in housing and homelessness

Included in your learning pathway:

- 18 hours of live online classrooms and CPD time
- Interactive resource lists and self-paced work
- Access to an online space to network and crowdsource ideas

Online via Microsoft Teams

Various dates available

Book at: <https://homelessnetwork.scot/event/induction-training-pathway>



Why book our training?

- All our workshops and courses centre direct 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 at contactscotland-bsl.org

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:



www.frontlinenetwork.org.uk/funding/training-fund

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.

Frequently asked training questions

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 including homelessness, the private rented sector and disrepair.

https://scotland.shelter.org.uk/professional_resources/training



An accredited housing law programme for housing advisors and case workers. https://scotland.shelter.org.uk/professional_resources/training/an_introduction_to_housing_law_advice



Chartered Institute of Housing and **Homeless Link** have a Certificate in Providing Homelessness Services. <https://www.cih.org/housing-academy-qualifications/cih-level-3-certificate-in-providing-homelessness-services/>



Simon Community Scotland and **Fast Forward** have a free eLearning course about Homelessness and Gambling Harm.

<https://homelessnessandgamblingharmlearning.co.uk/>



SCVO, the **TEC Scotland** and **Mhor Collective** run Digital Champions Training for Housing. <https://connecting.scot/digital-champions/training/digital-in-housing>



Public Health Scotland

Making connections between health, housing and homelessness.

<https://learning.publichealthscotland.scot/course/view.php?id=687>



The Scottish Frontline Network hosts free training and events

<https://frontlinenetwork.org.uk/community/local-networks/scottish-frontline-network/>

Cancellation Policy

- All cancellations must be sent to hello@homelessnetwork.scot
- There will be no charge if written cancellation is received within 24hrs of the event
- Non-attendance on the day will result in 100% charge
- In the unlikely event that Homeless Network Scotland needs to cancel an event, we will refund any payments made and received in advance



delivered by Homeless Network Scotland

Homeless Network Scotland is a registered charity and company limited by guarantee.
Charity registered in Scotland SCO03453. Company registered in Scotland SC112361.
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