Learning & Development Programme

blue triangle

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Welcome

On behalf of Blue Triangle, I am delighted to share our Learning & Development Programme, offering a diverse range of training opportunities informed by best practice, lived experience and frontline expertise.

Blue Triangle has a long-standing commitment to developing skilled, knowledgeable and compassionate professionals.

Whether you are seeking to develop individuals, teams or services, we look forward to working alongside you.

Christine Brandon
National Training Manager

Person-Centred Practice & Inclusion

The Promise

This 3½ hour course explores The Promise, created by the Scottish Government for care-experienced children and young people. Delivery involves outlining how staff can implement The Promise in their services.

Trauma Informed Practice

This in-depth, bespoke session develops participants' understanding of how traumatic events impact people, and the repercussions that experiencing trauma can have on a person's life, health and wellbeing. The delivery explores how staff can manage situations affecting themselves, such as vicarious trauma, and emotional burnout.

Refugee Displacement and UK Resettlement

This insightful session explores the physical and emotional journey an asylum seeker undertakes to escape danger in their home country and seek refugee status in the UK. The training provides insight into the rights asylum seekers and refugees have upon arrival in the UK and the support available throughout their journey. It includes filmed testimony from a supported person with lived experience.

LGBTQ+ Awareness

Promoting the health, wellbeing and equality of lesbian, gay, bisexual and transgender (LGBTQ+) adults aged 16+ in Scotland. The course embraces the diversity of the LGBTQIA+ community, including non-binary, queer, intersex and asexual people, along with all identities under the LGBTQIA+ umbrella.

Let's Move

Non-accredited 10-unit learning outcomes supporting people to successfully transition to interdependent living whilst exploring essential life skills such as food safety and managing a budget.

We utilise an innovative indicator tool linked to each Let's Move unit, allowing supported people and staff to measure distance travelled. Progress is quantified through competency statements embedded in each unit.

Let's Move better equips supported people to transition from temporary accommodation to interdependent living, helping them thrive rather than survive. This is a full-day session covering all 10 units. Staff receive a 10-unit learning pack on the day.

Safeguarding & Protection

Adult Protection and Safeguarding

This insightful full-day session explores and demonstrates everyone's responsibility regarding the protection and safeguarding of vulnerable adults. The course also examines current Scottish legislation relating to Adult Protection and how this informs professional practice.

Child Protection and Safeguarding

This insightful session explores and demonstrates everyone's responsibility around Protection & Safeguarding of Children & Young People. This is delivered as a one-day session. The information delivered within this session also looks at current Scottish Legislation and the legal requirements of an organisation in relation to child protection.

Self Harm, and Understanding Behaviours & De-Escalating

This half-day session will provide you with greater awareness of what self-harm is and its causes. The session also explores myths, who is at risk of self-harming and the types of self-harm, as well as looking at how a person who self-harms can be helped, supported and treated. Self Harm, and Understanding Behaviours & De-Escalating is also a half-day session in the afternoon. The aims and objectives are to provide learners with discussion and solutions to behaviours that require more understanding and bring a trauma informed approach to de-escalation.

Personal Safety & Lone Working

This training includes: lone and frontline working; identifying and assessing risk; de-escalation techniques; diffusion techniques; responding to verbal aggression; and responding to physical aggression. The course supports staff to work safely and confidently in potentially challenging situations and is an essential session for workers in any lone working capacity.

Equalities & Safeguarding (Holistic)

This one-day course covers the Equality Act 2010 and Holistic Safeguarding. The Equality Act covers the nine protected characteristics as defined by the Act and explains their importance in supporting people and staff, along with the procedures your service uses to ensure Equality & Diversity are fully recognised and supported.

This training takes a holistic approach to the safeguarding of both Supported People and staff. This session is bespoke to your service requirements. This essential training covers topics including reputational risk to the organisation and the financial risk of the various activities undertaken. It includes discussion and case studies on how safeguarding methods and policies can be used to ensure the holistic risk and mitigants to your service are always maintained at a minimum level.

Mental Health & Wellbeing

Mental Health Awareness

This course is designed to explore common mental health conditions to enable recognition of associated behaviours. This session covers: attitudes towards mental health; alcohol and drug addiction overview; suicide awareness; importance of listening skills; self-harm and depression; anxiety; and psychosis. The course enhances understanding of common mental health issues and how best to support individuals experiencing them.

Mental Health First Aid (REHIS Accredited)

This essential one-day course explores different types of mental health crisis and how managers can provide support and intervention. Participants will learn: immediate support techniques; crises intervention strategies; incident recording requirements; signposting and referral pathways; and mental health risk awareness. On completion, participants are recognised as practising Mental Health First Aiders through REHIS (Royal Environmental Health Institute of Scotland) certification.

Suicide Intervention Awareness

This one-day session teaches participants how to recognise when someone may be experiencing thoughts of suicide and work collaboratively with them to create a plan that supports their immediate safety. The course explores the best way to have a conversation with an individual to identify signs of suicidal ideation and helps clarify what immediate and extended support they may require.

Alcohol & Drug Awareness

This one-day session explores: Why people use drugs and alcohol; The impact of substance use on individuals and communities; effects on physical health; effects on mental health; available support and intervention options. The course is highly interactive and includes discussions, case studies, practical examples and consideration of current Scottish legislation.

Anxiety, Boundaries and Confidence

This one-day session explores: Why anxiety occurs and how it can be managed; The importance of healthy professional boundaries; building confidence in work and everyday life; managing uncertainty and change; and stepping outside comfort zones. The course encourages self-awareness and resilience within professional practice.

Health, Safety & Emergency Response

REHIS Elementary Food Hygiene

This one-day accredited REHIS session has been designed to give staff an understanding of how to deal with food safety issues in the workplace and to make them aware of their food hygiene responsibilities. This is a mandatory qualification for anyone involved in the preparation and/or selling of food to the public.

REHIS First Aid at Work

During this three-day accredited session, you will be trained in how to respond in an emergency such as choking and how to administer CPR. The course also goes into more depth to cover health conditions such as diabetes, eye and ear injuries and poisoning. Successful completion will allow the participant to be a recognised workplace first aider. This course can also be run as a two-day refresher.

REHIS Emergency First Aid

During this one-day accredited session, you shall learn how to examine a casualty, use a defibrillator, familiarise yourself with basic life support and learn how to control bleeding and trauma. These provide the skills to overcome a potentially threatening situation long enough for medically trained individuals to arrive on scene.

This is a Certificated session, certified by REHIS-Royal Environmental Health Institute Scotland. Successful completion enables the participant to be a named workplace first aider.

SHARPS, Bloods, Bodily Fluids and Naloxone

This session provides delegates with fundamental knowledge and understanding of infections caused by blood-borne viruses (BBVs). This session discusses good management and preventive measures against infections caused by BBVs and good health and safety practices when potentially dealing with sharps, bloods, and bodily-fluids. Naloxone training shall be provided to ensure learners understand when this needs to be administered, along with how to administer. Learners shall have the opportunity to discuss and recognise overdose.

IOSH – Institute of Occupational Safety & Health

Delivered as either a three-day accredited course, or one-day refresher course. The programme provides managers with a practical understanding of workplace health and safety responsibilities and how to effectively manage health and safety issues. The refresher course should be completed within five years of the original qualification.

Employability & Life Skills

These sessions can be delivered as stand-alone sessions or combined with other courses to be sector specific e.g. REHIS Food Hygiene and Emergency First Aid to support those individuals who wish to work in the hospitality sector.

Sessions include (amongst others):

- Interview Skills
- CV/Cover Letter Writing
- Positive Mental Attitude
- Confidence Building
- Communication Skills
- Removing Obstacles
- Managing on a Budget

Quality, Compliance & Professional Practice

Recording for Social Care

This one-day session provides staff with an overview of: the importance of accurate recording; best practice approaches; and consequences of poor record keeping. The course is highly interactive and includes discussions, case studies and practical examples to support effective recording practices.

Quality Assurance

This one-day session provides staff with an understanding of the importance of quality assurance and the requirement to ensure quality is: accurately recorded; audited effectively; and evidenced appropriately. The programme includes a service audit to identify quality assurance parameters, leading to the design of a bespoke training programme tailored to service needs.

Quality Assurance – SSSC (Scottish Social Services Council) & Care Inspectorate

This bespoke one-day session explores the roles and responsibilities associated with SSSC and Care Inspectorate standards. The course examines: regulatory requirements; good practice standards; staff responsibilities; and the importance of maintaining compliance. A service audit is undertaken to identify quality assurance requirements and inform learning outcomes.

Leadership & Management Development

Managers Essentials

A series of one-day sessions covering: recruitment & selection; absence management; performance management disciplinaries, and grievances & investigations. Sessions are delivered by Blue Triangle's people team, service managers and the training colleagues.

The sessions are designed to support managers with the correct procedures to be followed in each of these areas and to develop a deeper understanding of their overall role.

LAMA (Leadership and Management Academy)

Created to provide a development pathway for staff aspiring to become leaders and managers, LAMA supports staff in developing the skills, knowledge and confidence required to move into management roles and make the transition successfully. The programme covers: service-specific and bespoke content; nine-month programme; monthly training units; leadership and management models and theories; practical case studies; and progressive leadership development.Units are delivered monthly from a start date that suits organisational requirements and provides a structured pathway into leadership and management roles. Candidates will also undertake a placement to help put their new skills into practice.

Programme Units: Unit 1: Action-Centred Leadership; Unit 2: Anxieties, Boundaries and Confidence; Unit 3: Managing Change; Unit 4: The Role of the Modern Manager; Unit 5: Communication; Unit 6: Managing Performance, Delegation and Coaching; Unit 7: Personal Effectiveness; Unit 8: High-Performing Teams.

Further Information & Booking

Thank you for taking the time to explore Blue Triangle's Learning & Development Programme. Our training can be tailored to meet the needs of your organisation and can be delivered in a way that works best for you, including:

- At Blue Triangle training facilities
- Online via Microsoft Teams
- At your organisation's premises
- At an external training venue of your choice

Courses are available as both standalone sessions and as part of a wider learning and development programme, such as sector-based academies. Bespoke training solutions can also be developed to meet the specific needs of your service, workforce or organisation.

For further information, course availability, delivery options or pricing, please contact our Learning & Development Team. We would be delighted to discuss your requirements and help identify the training solution that best meets your needs.

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