

Alcohol, drugs and substance use training to support workforce development across Glasgow City



**Scottish Drugs Forum
Workforce Development Team
April 2026**

Summary – Extension period April to June 2025

SDF Workforce Development team - April 2026

189

People in Glasgow City attended
a training course

18

Courses were held

42

Drug Awareness
training delegates

49

Alcohol Awareness
training delegates

21

Multiple Risk training
delegates

43

Drug Specific and Polysubstance Use training delegates

16

Stigma and Trauma
training delegates

8

Drugs and Mental Health
training delegates

10

*CRAFT training
delegates

* (a health screening tool designed to identify high-risk substance use, abuse, and related risks in adolescents and young adults)

Summary – Year 1

[course roll out started in July 2025]

396

People in Glasgow City attended
a training course

41

Courses were held

98

Drug Awareness
training delegates

93

Alcohol Awareness
training delegates

31

Multiple Risk training
delegates

97

Half day Drug Specific and Polysubstance Use training delegates

49

Stigma and Trauma
training delegates

28

Drugs and Mental Health
training delegates

Background

Following the successful delivery of the previous four-year contract, Scottish Drugs Forum (SDF) has been awarded Lot 2: Alcohol, Drugs and Substance Use Training to support workforce development across Glasgow City.

The purpose of this contract is to develop and deliver training and resource support for community-based staff and volunteers working with children, young people and adults, increasing their:

- Knowledge of alcohol, drugs and substances
- Confidence when engaging with individuals affected by substance use
- Contribution to prevention, harm reduction and education
- Ability to effectively signpost individuals to appropriate local support services

The overall aim of the contract is to support workforce development to reduce the harm caused by alcohol, drug and substance use, in line with local and national policy priorities.

The contract will continue to provide a coordinated alcohol, drugs and substance use training programme, alongside ongoing advice and information for community-based staff and volunteers working across a range of settings.

Training supports staff and volunteers to:

- Increase their knowledge of alcohol, drugs and substances, including emerging trends relevant to Glasgow City
- Increase awareness of alcohol and drug related issues
- Increase knowledge and understanding of multiple risk, particularly when working with children and young people

- Improve skills and confidence to provide accurate information, including harm reduction advice
- Confidently signpost individuals experiencing alcohol or drug issues to appropriate local support services
- Increase awareness of credible sources of information and harm reduction guidance

A core component of the contract is ensuring staff and volunteers are equipped to work confidently with individuals who may be involved in multiple risk-taking behaviours, recognising the complex and interconnected challenges faced by communities.

Extension of previous years contract April to June 2025

Due to delays in funding decisions, NHS Greater Glasgow and Clyde approved a three-month extension of the previous year's contract (extending it to 30 June 2025). The extension was delivered under the existing terms and conditions with slight adjustments to service provision. Planned delivery included sessions covering alcohol and drug awareness, drug specific topics, multiple risk, stigma and substance use and mental health.

New contract July 2025 to March 2026

Course content, quality and flexible delivery

SDF has delivered successfully across the previous years, building on a strong foundation of high-quality workforce development. In this new contract, existing training resources were comprehensively reviewed and, where required, new resources were developed to ensure content remained evidence-based, engaging and relevant to current practice. This process was informed by SDF's internal expertise in training development and delivery, alongside specialist knowledge of alcohol, drug and substance use issues and policy.

Feedback gathered through ongoing consultation with commissioners and partner organisations was also integral to shaping course content and ensuring alignment with local priorities.

All courses delivered as part of the alcohol, drug and substance use training programme are subject to robust quality assurance processes. Any new or significantly updated courses are piloted prior to full delivery, with ongoing monitoring and evaluation embedded throughout to ensure training remains fit for purpose. Course content is reviewed regularly to reflect emerging substances and patterns of use, changes in national guidance and key messages, and evolving local alcohol and drug trends across Glasgow. The programme maintains flexibility to amend and enhance course content in response to emerging issues and intelligence received through a range of sources, including Glasgow Alcohol and Drug Partnership Drug Harms, local Drug Trend Groups, Public Health Scotland RADAR reports and other relevant surveillance and information-sharing networks. This proactive approach ensures that staff and volunteers receive accurate, timely and evidence-based information, enabling them to remain up to date with current developments and supporting the confidence, knowledge and skills required for effective practice.

A blended learning approach has continued to underpin delivery, offering flexibility and accessibility to a wide workforce. This includes a combination of face-to-face and online training sessions. All training inputs include evidence-based information and harm reduction approaches in line with current policy and best practice, and are designed to be accessible to staff and volunteers with varying levels of experience and prior knowledge.

The majority of courses delivered during this period were fully booked, demonstrating sustained demand for the training offer. As in previous years, on the day non-attendance resulted in a slight reduction against proposed delegate numbers in some instances. However, an increase in the diversity of professionals booking on and attending training has been particularly welcomed.

Participants have included lawyers, consultants, GPs, teachers, school nurses, psychiatrists, and staff from family support services, young people's services, community and voluntary organisations, recovery communities, housing services and the Department for Work and Pensions. While attendance figures may fluctuate, the breadth of professional representation has consistently enriched discussion and peer learning, enhancing the overall training experience and supporting engagement across the wider workforce.

To address non-attendance and maximise participation, a range of mitigation strategies have been implemented. These include the use of staged email reminders sent seven, five and one days prior to training sessions, alongside text messages and phone calls made on the day of delivery to encourage attendance. These approaches continue to be reviewed and refined to support effective use of training capacity and ensure places are offered to those most able to attend.

Contract delivery

Training calendar

To support accessibility, SDF worked in partnership with the Health and Social Care Partnership to deliver a multichannel marketing approach. Training opportunities were promoted through regular email flyers distributed across SDF and GGC HSCP mailing lists, supported by social media promotion to maximise awareness and uptake.

This approach saw an uptake of over 580 people book onto the courses during this reporting period. This indicates the demand for the training and the right courses being offered.

Who we have trained

Extension period April to June 2025

SDF Workforce Development team - April 2026

Course	Contract Figures	Actual Figures
Alcohol awareness	4 courses 48 delegates	4 courses 49 delegates
Drug awareness	4 courses 48 delegates	4 courses 42 delegates
Drug-specific (cocaine, ketamine, cannabis, benzodiazepines)	4 courses 48 delegates	4 courses 43 delegates
Drugs and mental health	1 course 12 delegates	1 course 8 delegates
Stigma and trauma	2 courses 24 delegates	2 courses 16 delegates
Multiple risk course	2 courses 24 delegates	2 courses 21 delegates
CRAFFT training (a health screening tool designed to identify high-risk substance use, abuse, and related risks in adolescents and young adults)	1 course 12 delegates	1 course 10 delegates
TOTALS	18 courses 216 delegates	18 courses 189 delegates

Year 1 (course roll out started in July 2025)

Course	Contract Figures	Actual Figures
Half day – alcohol awareness	10 courses 120 delegates	9 courses (3 cancelled due to low numbers on the day) 93 delegates
Full day – drug awareness	10 courses 120 delegates	10 courses 98 delegates
Half day – drug specific, substance use and poly drug use	10 courses 120 delegates	11 courses (1 cancelled due to low numbers on the day) 97 delegates
Full day – drugs and mental health	3 courses 36 delegates	3 courses 28 delegates
Full day – stigma and trauma	3 courses 36 delegates	5 courses 49 delegates
Half day – multiple risk course	3 courses 36 delegates	3 courses 31 delegates
TOTALS	39 courses 468 delegates	41 courses 396 delegates
Equalities forms	200	53
Three-month follow up	60	11

All training courses were fully booked, with waiting lists in place for some. However, non-attendance on the day resulted in reduced turnout. This left SDF unable to fill places at short notice, as waiting-list participants were either unreachable or already committed elsewhere.

Range of participants

Courses continue to attract interest from key sectors including housing, support services, young people's services, health and criminal justice, as well as recovery community members. The inclusion of a wider range of services such as psychiatry, sexual health, social work and education was welcomed and enhanced the breadth and depth of discussion.

Who we have trained – equalities analysis

Participants who completed the equalities form for training represented a broad and diverse adult cohort. The group was predominantly female, with male participants also well represented and a small number preferring not to disclose their sex.

Engagement was strongest among working age adults, particularly those in early to mid-career and later-career age groups, demonstrating strong reach among active communities.

Most participants identified as heterosexual/straight, with a smaller proportion identifying as gay, lesbian or bisexual, indicating engagement with LGBTQ+ communities.

A significant minority of participants reported living with a long-term physical or mental health condition, most commonly relating to mental health, highlighting the importance of inclusive, accessible delivery approaches.

While ethnicity information was recorded, responses indicate that most participants identified as White Scottish or other White backgrounds, alongside representation from Black, Asian and minority ethnic communities.

Overall, the equalities data demonstrates that the training is reaching a wide adult audience, including people with protected characteristics and provides

strong evidence base for continued and expanded inclusive delivery.

A full breakdown can be found Appendix A.

Evaluations

A copy of our evaluation form can be found Appendix B.

Evaluations of the training are captured via a QR code which is linked to Microsoft Forms at the end of every session. Additionally, the link for the evaluation form is sent out by the trainer after each session. This method of capturing data was reintroduced at the in the last quarter of the financial year as we moved over to a new online booking system. The QR code has seen an improvement in the completion rate of evaluations, as well as being a more efficient and way for the trainer to track feedback.

Comments from participants demonstrating the impact of the training (evaluation findings):

The evaluation responses indicate that the training is delivering meaningful benefits, supporting skill development and contributing to improved practice across participants.

Participants were asked whether they would make any changes to their practice following attendance at the training. The comments below reflect the responses captured:

- “Changing some of the language I use, sharing this with my colleagues, reflecting on my own stigmatising beliefs and how this can impact my practice.”
- “Be more open and less judgmental.”
- “I will reflect more on the support I offer people and signposting and making them aware of the impact.”

- “Asking the right questions and providing a safe space.”

General comments in relation to the training and trainer:

- “Both were fantastic and insightful and knowledgeable.”
- “Absolutely fantastic, some of the best training I’ve attended.”
- “Great session, interesting, informative and well facilitated.”

Three-month follow up evaluation feedback:

Although the completion rate of the three-month post course survey has been below the desired level, of those who did complete it, more 80% said that they have made changes to their practice since attending.

Changes that have been reported have included changing conversations and questions around drug use, increased confidence in supporting people who use drugs, including harm reduction, and ensuring approaches are non-judgemental.

- “I have changed some of the conversations and questions I ask about what drugs people are using and for what reasons.”
- “Always ask questions, be non-judgemental.”
- “I have shared the learning with my colleagues in my team and encouraged them to attend this training too, so that we can learn more about drugs and how prevalent they are in the work we are part of.”
- “I have changed how I am having conversations with the people I work with. And feel more confident with providing harm reduction information and signposting.”
- “Not so much changes to practice, more awareness of what to look for and how to deal with it.”

Added value

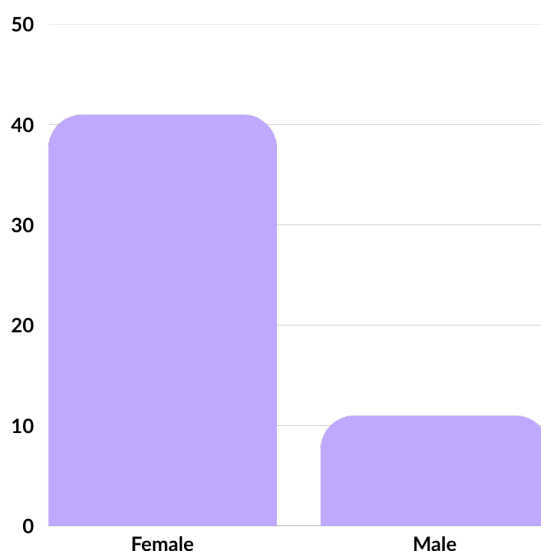
The Glasgow training contract being delivered by SDF adds clear value thanks to our established expertise in drugs and alcohol awareness, harm reduction and community-based approaches. Training is informed by multidisciplinary professionals and individuals with living and lived experience, ensuring content is evidence-informed, credible and directly relevant to frontline practice. This supports participants to develop a stronger understanding of substance use and its wider social and health impacts, in line with national public health priorities.

SDF adopts a tailored and inclusive delivery model that recognises the differing needs of organisations, roles and participant groups. This ensures training is accessible, proportionate and responsive, while supporting staff and volunteers to increase their knowledge of alcohol, drugs and emerging trends, improve awareness of alcohol and drug related issues, and develop practical knowledge and skills that can be applied within day-to-day roles. A strong focus on practical application builds confidence to provide accurate information, deliver harm reduction advice and appropriately signpost individuals to local support services, while increasing awareness of credible sources of guidance.

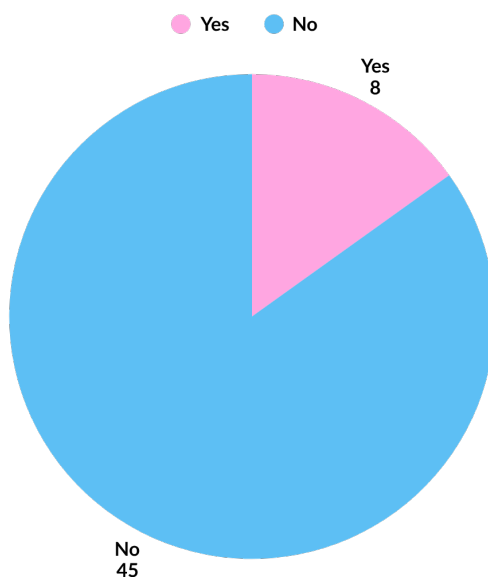
Appendices

Appendix A – Equality and Diversity Analysis

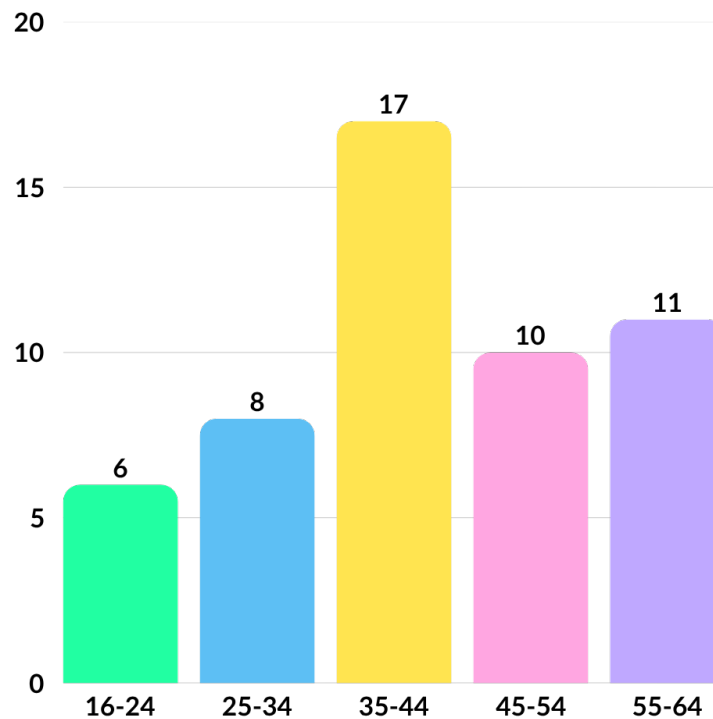
What is your sex?



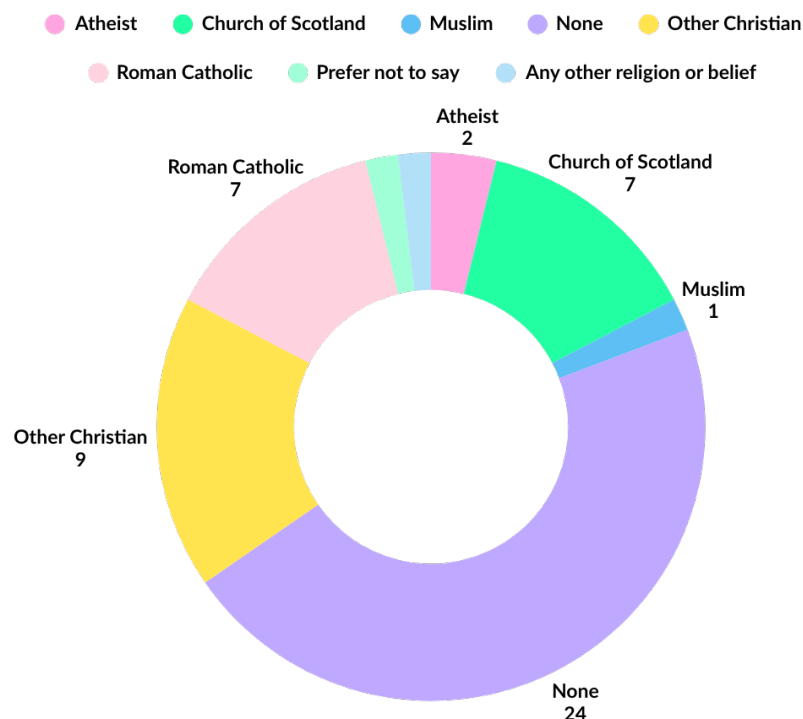
Is your current gender different to your gender at birth?



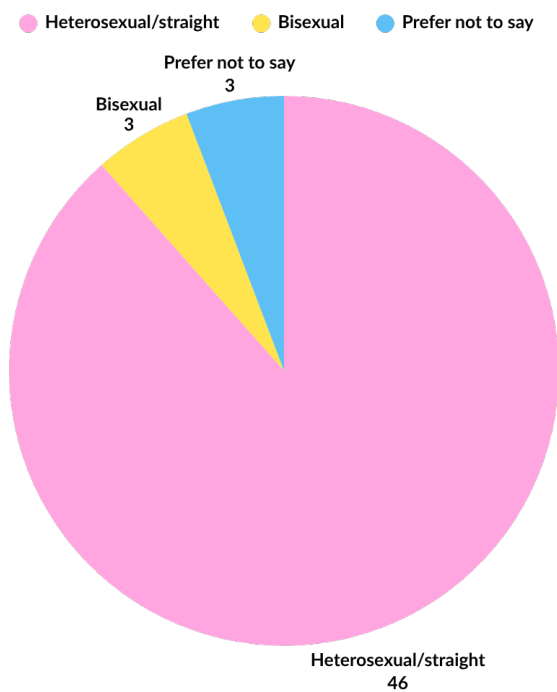
Age group



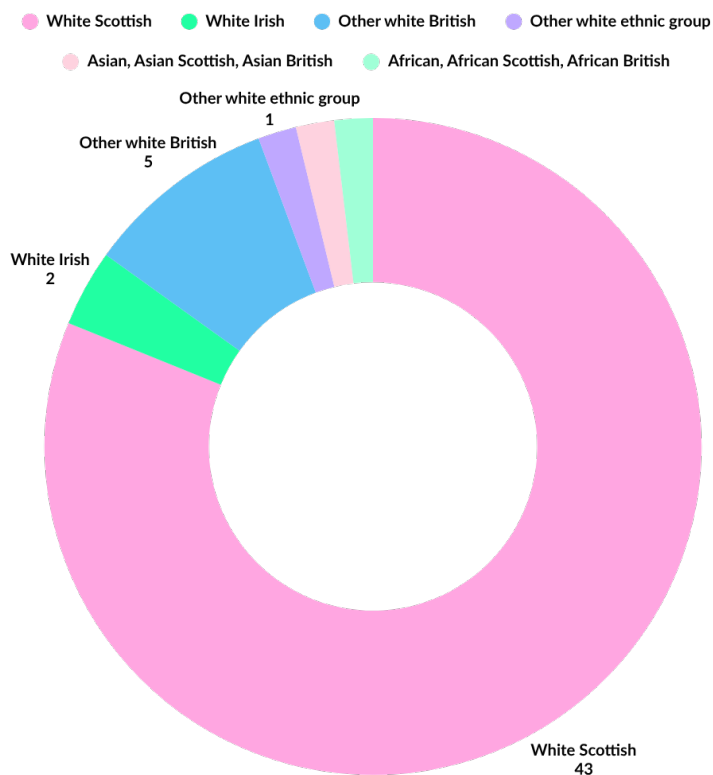
Religion



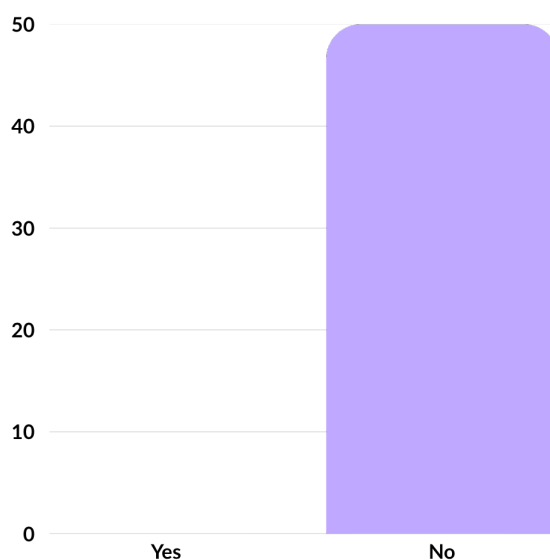
Sexual identity



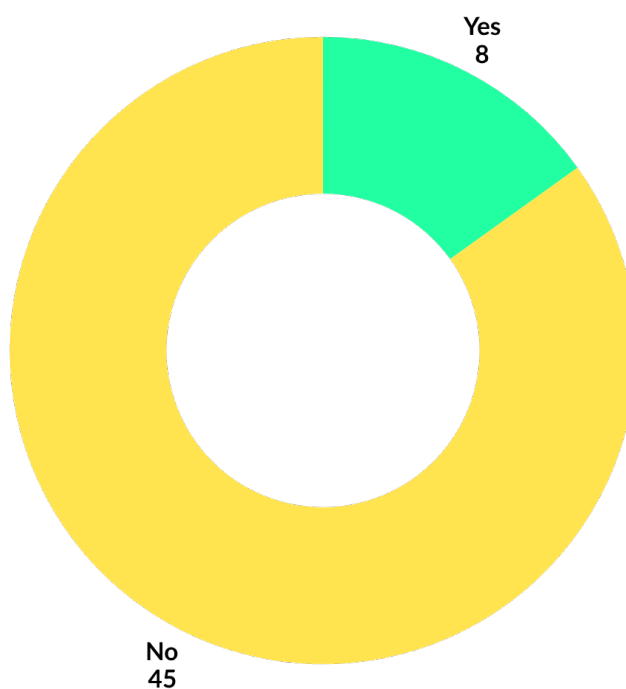
Ethnicity



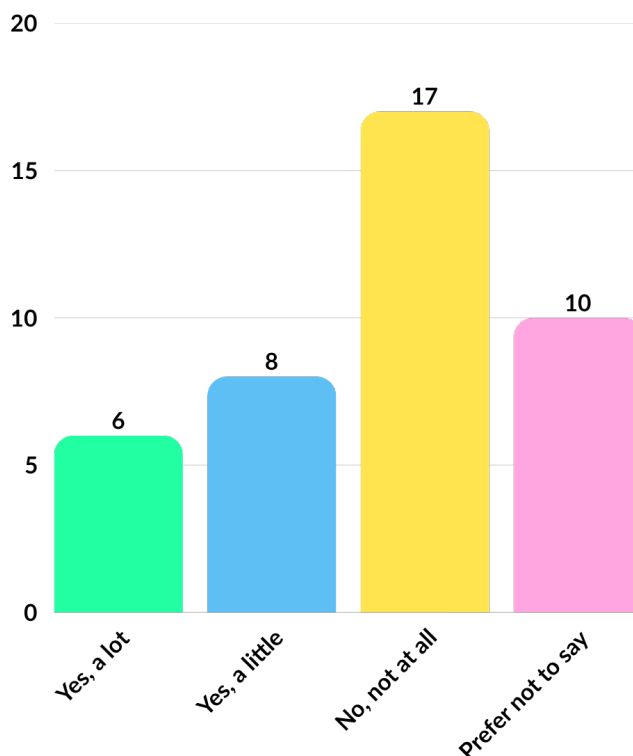
Do you need an interpreter or other communication support?



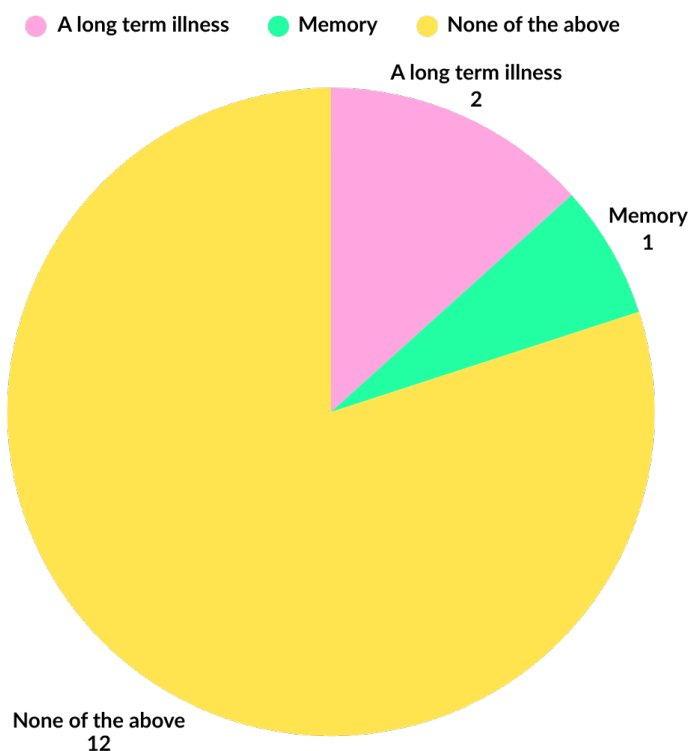
Do you have a physical or mental health illness lasting, or expected to last more than 12 months?



If yes, does your condition or illness reduce your ability to carry out day-to-day activities?



How does this condition or illness affect you?



Appendix B – Training Evaluation

We would like to hear your feedback on the SDF training you attended.

Please take a moment to complete this short online evaluation.

The information provided will be stored by SDF and reported, in an anonymised form, along with other feedback from this course. This information will be used for reporting to the Scottish Government, Alcohol and Drug Partnerships and individual organisations. It is also used as part of SDF's ongoing quality assurance systems to continually improve our courses.

Your Certificate of Completion will be available for download immediately following completion of this evaluation.

Who suggested that you should attend this course?

- a) Yourself
- b) Your manager
- c) Combination of both

How long have you been in your current role?

- a) Less than 6 months
- b) Between 6 months and 1 year
- c) 1 year and 5 years
- d) More than 5 years

The learning objectives met my expectations

- a) Yes
- b) No
- c) Unsure

The content was pitched at an appropriate level

- a) Yes
- b) No
- c) Unsure

To what extent did the course meet each of the intended learning objectives

- a) Fully
- b) Partially
- c) Not at all

Do you intend to make any changes to your practice as a result of attending this training?

- a) Yes
- b) No
- c) Not sure

What changes do you intend to make as a result of attending this training?

Please rate the following:

Organisation of training

- Very good
- Good
- Satisfactory
- Poor

Time keeping

- Very good
- Good
- Satisfactory
- Poor

Clarity

- Very good
- Good
- Satisfactory
- Poor

Subject knowledge

- Very good
- Good
- Satisfactory
- Poor

Flexibility to the requirement of the group

- Very good
- Good
- Satisfactory
- Poor

Any further comments?

Funded by

SDF Workforce Development team - April 2026





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