

Flexibility

The design and delivery of the training should model a children's human rights approach. The training should be carefully planned to avoid any potential barriers to engagement, eliminating any risks, especially around safeguarding.

Employ fun and creative methods to make learning interesting. Enhance and enrich training and learning experiences with technology, while being mindful of accessibility. Provide alternative formats and an offline version to accompany digital materials. Recognise that people learn differently from one another, prepare to put in appropriate measures that may increase accessibility and inclusion for the training.



Things to consider:

- Making user friendly materials including plain language, infographics/graphics and adapting materials to learner's requests as they arise.
- Creating bitesize materials.
- Including enough breaks.
- Having a variety of formats available including online information and apps, printable resources, and peer support spaces or discussion groups to facilitate conversations and learning.
- Using a range of training channels and continually sharing these across different platforms.
- Having both online and in person training options.
- Embedding training in induction and annual review processes, logging when training is completed, and where possible integrating within in-house training systems.

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Useful resources to learn more about designing effective training and learning:

- The Open University's [research report](#) on embracing flexibility in learning models across the public sector gives useful insights into how the workforce likes to learn.
- Open Education Practices in Scotland has created a 15 hour online course about [how to make an open online course](#), which provides useful insight into effective online learning.
- CAST's [universal design for learning](#) is a framework to improve and optimise teaching and learning for all people based on scientific insights into how humans learn.
- Scottish Social Services Council (SSSC) have short modules about [designing and developing flexible, engaging and effective learning](#) and [supporting digital learning cards](#) to test learning.