

Tier Four Stay at Home – draft advice to training providers – January 2021

The Scottish Government cannot determine for you whether training can be delivered face to face at this time. We can however, highlight guidance and principles which you will wish to consider in determining how this is taken forward. In this respect, we hope that what is set out below is helpful.

The Coronavirus regulations provide an exception for gatherings for the purpose of education or training, so it is therefore permissible to undertake this in a variety of different venues. However, in considering whether to deliver, you will wish to consider the following:

- Wherever possible, delivery at this time should be online to reduce the risk of further transmission of infection, particularly in areas where any local restrictions on movement are in place. Further information on the local protection levels within Scotland currently in place can be found here: [Coronavirus \(COVID-19\): Local Protection Levels](#) In those areas where a stay at home instruction is in place, consideration should be given to the essential nature of the training in question if it is considered that such training cannot be done virtually;
- If the training can only be delivered face to face, then you will wish to consider the guidance set out in the [Coronavirus \(COVID-19\): Community Learning and Development Guidance](#), and the [Coronavirus \(COVID-19\): Universities, Colleges and Student Accommodation Providers Guidance](#) which sets out the requirements and considerations for delivery of education and training in formal and non-formal training environments;
- Those employers/providers delivering training in the workplace for staff who would otherwise continue to be in that workplace, such as those in construction, manufacturing or the delivery of key services, will also wish to consider the guidance appropriate to their sector;
- If delivery is planned in a hotel or other privately hired space and the venue continues to be available for training, you will also wish to consider the relevant sector guidance set out in the [Coronavirus \(COVID-19\): Tourism and Hospitality Sector Guidance](#)
- Dependent on the number of attendees, a checklist on events is available here and may be helpful - [Coronavirus \(COVID-19\): events sector guidance - gov.scot \(www.gov.scot\)](#)
- Risk assessments should be carried out in advance of any delivery, in respect of both the venue and delivery or training itself, with all action taken to ensure safe delivery of the training;
- Residential training events carry heightened risk and training providers will wish to consider if the residential element is required. It may be possible that a blended approach of on-line and face to face learning for only those parts where this is necessary might enable delivery in the venue over one day. In Stay at Home areas in particular, specific and careful consideration should be

given to the essential nature of the training to be delivered at this time with a view to deferring it where possible.

In addition we would also like to bring to your attention [The Health and Safety Executive's short guide](#) on working safely during the coronavirus outbreak.