

eLearning mapped to Scottish Adult Social Care

Learning & Regulatory Expectations

CareTutor provides a growing range of eLearning designed to support safe, effective and well-governed adult social care practice in Scotland. This guide shows how relevant CareTutor courses support learning and workforce expectations reflected in Care Inspectorate quality frameworks, Scottish Social Services Council (SSSC) requirements, Scottish Government national frameworks and subject-specific guidance. It is designed to help Scottish care providers identify where CareTutor can support staff knowledge and continuous professional learning, alongside the practical competence, local induction, supervision, policies, risk controls and service-specific arrangements that remain the responsibility of each provider. Scotland does not operate a single national mandatory-training matrix that sets one fixed refresher frequency for every subject. Providers are expected to identify role- and service-specific learning needs and maintain workforce competence. Where an authoritative Scottish source specifies mandatory learning or a frequency, this guide states it; otherwise no frequency is implied.

Important: This is a training-content mapping, not Care Inspectorate or SSSC approval or accreditation, legal advice or a guarantee of regulatory compliance. Providers remain responsible for meeting the legislation, registration conditions, professional standards, guidance and local requirements that apply to their service and workforce.

How to use this mapping

CareTutor can support the learning element. Scottish regulation and professional standards also expect providers to demonstrate that learning is translated into competent practice, reflective development, effective supervision and documented assurance.

1. eLearning knowledge

Courses support staff understanding of key risks, expected practice, rights, role boundaries and national guidance.

2. Local implementation

Providers remain responsible for induction, policies, practical competence, risk assessment, supervision and service-specific arrangements.

3. CPL & assurance

Providers and registered workers must maintain appropriate learning records, competence evidence, reflective development and regulatory assurance.

Scottish learning and workforce expectations at a glance

Scottish expectation / framework	What this means for learning and development
Role-appropriate staff training	Health and Care (Staffing) (Scotland) Act 2019 guidance: staff must receive appropriate training for the work they perform and suitable support to obtain relevant qualifications.
SSSC Continuous Professional Learning	All SSSC registrants must undertake CPL every year, keep a record and confirm it is up to date through the annual declaration.
Adult Support & Protection	Mandatory SSSC learning. National ASP framework recommends local induction ideally within the first 3 months and role-appropriate refresher training no less than every 3 years.
Child protection	Mandatory SSSC learning for registrants in adult social care as well as children's services. SSSC does not prescribe a fixed number of hours or one course format.
Trauma-informed practice	Mandatory SSSC learning. The learning level should reflect the worker's role; SSSC does not prescribe a fixed number of hours or one course format.
Induction	SSSC Codes require good-quality, accessible induction. Scotland's National Induction Framework provides foundation learning and complements provider-specific induction.
Supervision	SSSC Codes require effective and regular supervision. No single national interval applies to every service or role.
Fire safety – care homes	Training should begin as soon as possible after appointment and remain sufficiently frequent for familiarity. Fire drills should take place at least twice a year; each staff member should participate at least once a year.
IPC	Care Inspectorate expects competent IPC practice. Scotland's 2026 national IPC strategy applies across health and social care and includes workforce education and training.
Food safety	Food Standards Scotland requires instruction, training and supervision appropriate to staff duties. In-house/self-study/elearning can form part of the approach.
Manager/supervisor qualifications	SSSC registration requirements include role-specific practice plus supervisory/management qualifications for supervisors and managers in regulated adult care services.

Review basis: Care Inspectorate quality frameworks, SSSC Codes of Practice and 2026 Continuous Professional Learning requirements, Scottish Government statutory staffing guidance and national frameworks for Adult Support and Protection, fire safety and infection prevention and control, Food Standards Scotland guidance, and current CareTutor catalogue and Learning & Development 2026 course evidence. Checked 23 September 2026.

Scottish expectations to CareTutor mapping

The final column identifies the practical, organisational and governance evidence that remains with the provider. Status labels distinguish Scotland-specific matches, strong UK-wide support, supporting-only coverage and areas where Scotland-specific learning is still required beyond the current CareTutor mapping.

Scottish expectation & context	CareTutor course(s)	How the eLearning supports the requirement	What the care organisation must still undertake / evidence
Adult Support & Protection SSSC: mandatory learning. Scotland's 2026 national ASP framework recommends role-appropriate organisational induction ideally within the first 3 months and refresher learning no less than every 3 years.	CareTutor course(s) • Adult Support and Protection in Scotland	DIRECT SCOTLAND-SPECIFIC MATCH • Purpose-built for the Adult Support and Protection (Scotland) Act 2007. • Covers the three-point test, types/signs of harm, responding and reporting, information sharing, acting without consent where appropriate, Protection Orders and what follows a referral. • Can contribute to mandatory SSSC protection learning and role-appropriate ASP development.	PROVIDER RESPONSIBILITY • Provide local/organisational ASP induction and define the learning level required for each role. • Maintain appropriate refresher learning, with the national framework recommending no less than every 3 years. • Keep local ASP procedures, referral/escalation routes, record-keeping and multi-agency arrangements current. • Registered workers must continue to evidence protection learning within annual SSSC CPL.
Trauma-Informed Practice SSSC: trauma-informed learning is mandatory within annual CPL. The learning level should reflect the worker's role; SSSC does not prescribe a fixed number of hours or a single course format.	CareTutor course(s) • An Introduction to Trauma-Informed Practice for Care Workers (Scotland)	DIRECT SCOTLAND-SPECIFIC MATCH • Tailored to the Scottish care context and aligned to the Scottish Trauma Training Programme. • Covers trauma and its impacts, the 5 Rs, trauma-informed communication, behaviour, boundaries, safeguarding, self-care and supportive team culture. • Provides a strong learning contribution to the SSSC mandatory trauma requirement.	PROVIDER RESPONSIBILITY • Determine the level of trauma learning required for each role and service. • Embed trauma-informed approaches in supervision, reflective practice, care planning and local procedures. • Provide enhanced/specialist learning where staff roles go beyond introductory or trauma-skilled practice. • Registered workers must keep evidence of trauma learning within annual CPL.
Child Protection SSSC: child protection learning is mandatory for registrants working in adult social care as well as children and young people services.	CareTutor course(s) • Safeguarding Children in Social Care Settings - general awareness only	SCOTLAND-SPECIFIC LEARNING REQUIRED • The current course supports general recognition of child maltreatment and safeguarding awareness. • However, its legislative content references England-specific Children Acts and it should not be presented as a verified Scotland-specific child-protection course.	PROVIDER RESPONSIBILITY • Provide learning aligned to current Scottish child-protection legislation, national guidance, local procedures and staff roles. • Ensure adult social care staff understand how to recognise, report and escalate concerns about children encountered through their work with adults and families.

Scottish expectation & context	CareTutor course(s)	How the eLearning supports the requirement	What the care organisation must still undertake / evidence
			- Registered workers must evidence child-protection learning within annual SSSC CPL. - Until a verified Scotland-specific CareTutor course is available, use Scotland-specific child-protection learning alongside local procedures.
Adults with Incapacity Scottish care practice must apply the Adults with Incapacity (Scotland) Act 2000 where relevant, including its principles, powers, safeguards and rights-based approach to decision-making.	CareTutor course(s) Adults with Incapacity (Scotland) Act 2000 Awareness	DIRECT SCOTLAND-SPECIFIC MATCH - Purpose-built for Scottish adult social care. - Covers incapacity, the five statutory principles, supporting participation and decision-making, and key powers/safeguards including powers of attorney, guardianship, intervention orders and access to funds. - Helps staff understand role boundaries and when concerns or questions about authority should be escalated.	PROVIDER RESPONSIBILITY - Confirm and record the lawful authority for decisions/actions affecting each individual where AWI applies. - Maintain person-specific assessments, consent/decision records, care plans and least-restrictive practice. - Verify powers held by attorneys/guardians and follow local escalation and professional advice routes. - Provide role-specific depth where staff have responsibility beyond awareness-level practice.

Scottish expectations to CareTutor mapping

Scottish expectation & context	CareTutor course(s)	How the eLearning supports the requirement	What the care organisation must still undertake / evidence
Fire Safety Scottish Government care-home guidance requires all staff to receive fire information/instruction/training. Training should begin as soon as possible after appointment and remain frequent enough for familiarity; care-home drills should take place at least twice a year.	CareTutor course(s) - Fire Safety 1 – Hazards and Prevention - Fire Safety 2 – Drills and Evacuation - Fire Safety 3 – Risk Assessment	STRONG UK-FRIENDLY PORTFOLIO - The Fire 1-3 portfolio covers hazards/prevention, alarms, extinguisher principles, emergency plans, evacuation, individual evacuation needs, fire doors, risk assessment, recording and review. - Course content uses UK-wide principles and avoids applying England/Wales-only legal assumptions to Scotland.	PROVIDER RESPONSIBILITY - Deliver premises-specific fire instruction and ensure staff remain familiar with the local emergency plan. - Carry out fire drills at least twice a year and ensure each staff member participates at least once a year. - Maintain the fire risk assessment, alarm/firefighting systems, escape routes, individual evacuation arrangements and test/maintenance records. - Provide role-specific fire training where staff have additional responsibilities.

Scottish expectation & context	CareTutor course(s)	How the eLearning supports the requirement	What the care organisation must still undertake / evidence
Infection Prevention & Control Care Inspectorate expects safe IPC practice. Scotland's national IPC strategy, published July 2026, applies across health and social care and identifies education and training as a priority.	CareTutor course(s) • Infection Prevention & Control in the Care Home	STRONG UK-FRIENDLY SUPPORT • Covers hand hygiene, PPE, spills, sharps, cleaning/decontamination, laundry, specimens, waste, catheter-care boundaries and outbreak management. • The risk-based approach supports local procedures and role/risk-led updating rather than blanket rules.	PROVIDER RESPONSIBILITY • Keep IPC policies and procedures aligned to current Scottish national/local guidance and the National Infection Prevention and Control Manual where applicable. • Maintain outbreak/contingency arrangements, PPE, hand-hygiene facilities and decontamination systems. • Audit practice, assess role-specific competence and respond to deficits/incidents. • Review workforce learning as Scotland's 2026 IPC strategy moves into implementation action plans.
Moving & Assisting Care Inspectorate expects staff competence to support safe outcomes, while employers remain responsible for manual-handling risk assessment, equipment and safe systems of work.	CareTutor course(s) • Moving and Assisting: Theory • Moving and Assisting: Practical • Moving and Assisting: Assessments	STRONG UK-WIDE PORTFOLIO • Covers legal/risk principles, safe moving principles, mobility and manual-handling assessment, person-centred assistance and common moving equipment. • Practical demonstrations support understanding of bed mobility, hoisting, toileting/bathing support and safer responses to falls/emergency handling.	PROVIDER RESPONSIBILITY • Undertake hands-on workplace competence assessment; eLearning demonstration alone does not establish competence. • Maintain person-specific moving/handling assessments and plans. • Provide instruction on the exact equipment and techniques used locally. • Inspect/service lifting equipment and maintain LOLER/maintenance records. • Refresh learning when risks, equipment, techniques or competence indicate a need.
First Aid Workplace first-aid provision in Scotland follows the GB/HSE framework and must be based on the employer's first-aid needs assessment.	CareTutor course(s) • Emergency First Aid for Care Workers	STRONG KNOWLEDGE SUPPORT • Covers primary survey, emergency calls, CPR/AED, choking, severe bleeding, shock, heart attack, seizures, burns, anaphylaxis and other common emergencies.	PROVIDER RESPONSIBILITY • Complete and review a first-aid needs assessment and provide adequate equipment, facilities and people. • Where the needs assessment requires trained first aiders, use a competent

Scottish expectation & context	CareTutor course(s)	How the eLearning supports the requirement	What the care organisation must still undertake / evidence
		The course uses UK-wide emergency-response principles and supports underpinning first-aid knowledge.	provider and maintain valid practical certification/requalification. - HSE recommends annual refresher training for first aiders and first-aid certificates used for workplace provision are normally valid for three years. - Keep local emergency procedures, supplies and records current.
Food Safety & Hygiene Food Standards Scotland CookSafe requires instruction, training and supervision appropriate to the food work undertaken. Self-study/eLearning can form part of the training approach.	CareTutor course(s) Food Safety and Hygiene in the Care Home	STRONG SCOTLAND-FRIENDLY SUPPORT - Covers personal hygiene, staff health, food handling/preparation, cooking, storage and temperature control, cleaning/disinfection, refuse/pest control and HACCP-based food-safety management. - Course content supports role-appropriate learning and strengthened allergen/cross-contact practice, including Scotland-specific reheating requirements.	PROVIDER RESPONSIBILITY - Operate and maintain a suitable HACCP-based food-safety management system such as CookSafe. - Provide practical instruction/supervision appropriate to each food-handling role. - Maintain allergen, temperature, cleaning and other food-safety records. - Meet environmental-health requirements and review learning when duties or risks change.
Health & Safety Scottish providers must ensure appropriate training for the work staff perform and maintain safe systems, risk controls and competent practice.	CareTutor course(s) Care Home Health and Safety COSHH Awareness in Health and Social Care Legionella Awareness Risk Assessment for Health & Safety in the Care Home plus specialist Fire, IPC, First Aid, Food and Moving & Assisting courses	BROAD UK-FRIENDLY SUPPORT - The portfolio supports risk awareness, COSHH, equipment/environmental hazards, accident/incident prevention, water hygiene, electrical safety, fire, IPC, first aid, food hygiene and moving/handling. - Standalone COSHH and Legionella learning adds focused UK-wide depth beyond the general health and safety course.	PROVIDER RESPONSIBILITY - Maintain Scottish-compliant health and safety policy, risk assessments and safe systems of work. - Complete COSHH assessments and maintain safe chemical storage/use. - Record/investigate/report incidents and meet statutory reporting duties where applicable. - Maintain/inspect/service equipment, premises, electrical systems, access/egress and water systems. - Assess practical competence for higher-risk activities.

Scottish expectation & context	CareTutor course(s)	How the eLearning supports the requirement	What the care organisation must still undertake / evidence
Medicines Management Care Inspectorate quality assurance expects medicines to be managed safely by staff with appropriate knowledge and competence.	CareTutor course(s) • Medication Awareness in the Care Home	SUPPORTING / AWARENESS MATCH • Supports basic medicines–management knowledge, role boundaries, independence/self-administration, storage, disposal, topical medicines and recognising/reporting changes. • It should not be presented as a Scotland–specific medicines–administration competence course.	PROVIDER RESPONSIBILITY • Maintain medicines policies/procedures that reflect current Scottish guidance, local pharmacy/prescriber arrangements and staff roles. • Provide administration training, observed competence and reassessment for staff who administer medicines. • Maintain MAR/eMAR, storage, disposal, PRN/time–critical, audit and medicines–incident processes. • A verified Scotland–specific CareTutor medicines–administration course is not currently included in this mapping; providers should retain appropriate Scottish/local administration training and competence assessment.
Induction, CPL & Supervision SSSC Codes require good–quality accessible induction, support for CPL and effective regular supervision. All SSSC registrants must complete CPL every year and keep a learning record.	CareTutor course(s) • Role of the Care Worker • Develop as a Worker • Principles of Person Centred Care • Supervision and Appraisal Skills in Health and Social Care • plus relevant Scotland–specific and UK–wide subjects in this mapping	SUPPORTING CONTENT – NOT A REPLACEMENT • CareTutor can provide structured foundation knowledge and role–related learning that contributes to induction and CPL. • The supervision course supports managers with feedback, development, wellbeing, objectives, appraisal and follow–up. • CareTutor learning can complement Scotland's National Induction Framework but should not be presented as replacing it or local induction.	PROVIDER RESPONSIBILITY • Deliver and record service–specific induction covering local people, premises, procedures, emergencies and practical competencies. • Support registered workers to plan, undertake, record and reflect on annual CPL including mandatory trauma and protection learning. • Provide effective and regular supervision and follow up agreed development actions. • Ensure learning is translated into practice and competence, not measured only by course completion.
Managers & Supervisors SSSC registration has role–specific qualification	CareTutor course(s) • Supervision and Appraisal Skills in	USEFUL CPL SUPPORT – NOT A QUALIFICATION • CareTutor's management suite supports UK–wide development in supervision, conduct, difficult	PROVIDER RESPONSIBILITY • Check the SSSC Register–part qualification requirements applicable to each role.

Scottish expectation & context	CareTutor course(s)	How the eLearning supports the requirement	What the care organisation must still undertake / evidence
requirements for supervisors and managers in care homes, care at home and housing support services.	Health and Social Care • Managing Performance and Conduct • Managing Grievances and Difficult Conversations • Leading Disciplinary Investigations • Handling Absence, Sickness and Return to Work in Care • Professional Boundaries in Adult Social Care	conversations, investigations, professional boundaries and people management. • It can contribute to ongoing CPL but does not replace SSSC practice, supervisory or management qualification requirements.	• For care-home/care-at-home/housing-support supervisors, ensure the required practice plus supervisory qualification is achieved. • For managers, ensure the required practice plus management qualification is achieved; main national awards include SVQ Social Services and Healthcare at SCQF level 9 and SVQ Care Services Leadership and Management at SCQF level 10. • Maintain registration, CPL, regulatory knowledge, governance and service-specific leadership development.

Additional Scottish practice and assurance areas

These areas are relevant to Care Inspectorate quality assurance and safe adult social care practice. They are included to show where CareTutor can support learning and where provider-led systems or further Scotland-specific provision remain necessary.

Additional expectation	Scottish/provider position	CareTutor mapping / remaining action
Positive Behaviour Support / distress	Care Inspectorate expects staff knowledge and competence to reflect the needs of people using the service, including safe, rights-based support for distress and behaviours of concern.	CareTutor Positive Behaviour Support (PBS) Awareness and Managing Distressed Behaviour provide strong knowledge support. Providers must still maintain person-specific plans, de-escalation/restrictive-practice competence where relevant, incident review and multidisciplinary input.
Dysphagia / modified diets	Safe nutrition and hydration require staff to understand and implement person-specific swallowing and modified-diet recommendations.	CareTutor Dysphagia Awareness can support knowledge. Providers must implement SALT/dietetic recommendations, IDDSI levels, individual care plans and practical competence.
Falls prevention	Care Inspectorate quality assurance expects risks to be assessed and support to promote safety, wellbeing and positive outcomes.	CareTutor Falls Prevention Awareness can support learning; local falls policy, person-specific assessment/care planning, post-fall processes, equipment and trend/audit review remain provider responsibilities.
Complaints & feedback	Scottish services must have effective arrangements for listening, responding to concerns/complaints and using feedback to improve quality.	No dedicated CareTutor complaints-handling course is currently included in this mapping. Providers should maintain local complaints learning, procedures, escalation/signposting, records and learning from themes.

What a complete provider evidence picture looks like

CareTutor can support knowledge and continuous professional learning. A regulated Scottish care organisation should also be able to show that its local systems turn that learning into safe, competent and reflective practice.

Training & CPL records Course completion, role-appropriate learning, mandatory trauma/protection learning and SSSC CPL records are current and auditable.	Policies & procedures Local documents reflect Scottish law/guidance, are accessible to staff and are reviewed when requirements or risks change.
Risk assessments Fire, IPC, COSHH, moving/handling, Legionella and person-specific risk assessments are current and actions are tracked.	Practical competence Staff can demonstrate safe practice for tasks that cannot be assured through knowledge-only eLearning.
Drills & local exercises Required fire drills and other practical emergency arrangements are completed, evaluated and recorded.	Equipment & environment Fire, first-aid, lifting, electrical, IPC and premises equipment/controls are available, maintained and checked.
Supervision & development Managers provide effective regular supervision, induction support, reflective learning and follow-up of identified development needs.	Audit, incidents & registration Providers monitor practice, incidents, falls, IPC, medicines and complaints, and retain SSSC registration/qualification and other regulatory evidence.

How CareTutor supports your Scottish training framework

CareTutor provides a broad portfolio of eLearning that supports many of the knowledge and development needs identified across Scottish adult social care. This includes Scotland-specific learning for Adult Support and Protection, Adults with Incapacity and trauma-informed practice, alongside UK-wide/core learning in fire safety, infection prevention and control, first aid, moving and assisting, food safety, health and safety, behaviour support and supervision. CareTutor eLearning should be used as part of a wider provider framework that includes local induction, supervision, practical competence assessment, policies, risk controls, SSSC CPL and role-specific qualification requirements. Where a verified Scotland-specific CareTutor match is not currently available, this mapping identifies the additional provider action required.

Regulatory note: This document supports training planning and client conversations. It does not constitute legal advice, Care Inspectorate or SSSC endorsement, accreditation or a compliance certificate. Providers remain responsible for interpreting and meeting the legislation, standards, registration conditions and guidance applicable to their service and workforce. Review checked 23 September 2026.