

# Oliver McGowan Mandatory Training on Learning Disability and Autism



**OLIVER'S<sup>®</sup>  
CAMPAIGN**



# Overview

- Oliver's story and campaign update
- Overview of training and the roll out
- Next steps
- Breakout
- Q&As

# Paula McGowan, OBE



# Overview

In July 2022, the Health and Care Act 2022 introduced a requirement that regulated service providers ensure their staff receive training on learning disability and autism which is appropriate to the person's role.

It is employers' responsibility to ensure their employees receive learning disability and autism training appropriate to their role to meet the requirements of The Health and Care Act 2022.

The Secretary of State is required to publish a Code of Practice, which will make provisions about the nature of the training including the content, delivery and ongoing evaluation of the impact of the training. The Code of Practice will offer guidance to employers about what training will satisfy the requirements of the Act.

# The Oliver McGowan Mandatory Training on Learning Disability and Autism



Named after Oliver McGowan, whose death shone a light on the need for health and social care staff to have better training. It is the only training with permission to include Paula McGowan OBE, telling Oliver's story and explaining why the training is taking place.

The Oliver McGowan Mandatory Training on Learning Disability and Autism has been co-produced, trialled to over 8000 staff, independently evaluated and will be co-delivered by trainers with lived experience of learning disability and autism.

# The Oliver McGowan Mandatory Training – Benefits



**OLIVER'S<sup>®</sup>  
CAMPAIGN**

Oliver's training is guaranteed to meet the requirements laid out in the Code of Practice.

Oliver's training is the government's preferred and recommended training for health and social care staff to undertake.

Employers using The Oliver McGowan Mandatory Training on Learning Disability and Autism can have confidence that this training is recognised by national bodies advising on standards for the sector.

Oliver's training is co-delivered with autistic trainers and trainers with a learning disability who are paid for their time, creating much-needed employment opportunities.

# The Oliver McGowan Mandatory Training – Structure

## The Oliver McGowan Mandatory Training on Learning Disability and Autism

### Tier 1

For people who require general awareness of the support autistic people or people with a learning disability may need.



90 minutes



elearning with handbook

and



60 minutes

Online interactive session

or

### Tier 2

For people who may need to provide care and support for autistic people or people with a learning disability.



90 minutes



elearning with handbook

and



1 day

Face to face training

Scan QR code to  
access elearning

# Part 1 – the elearning

An elearning package is the first part of both Tier 1 and Tier 2 of the Oliver McGowan Mandatory Training and is freely available on [elearning for healthcare](#). Everyone will need to do the elearning no matter where they work and what tier they need to complete.



*“...one of the best online sessions I have completed. It was relevant, engaging and is enabling voices to be heard and make a difference and positive impact. I am a parent of an autistic child as well as a health and social care manager. This training session fills me with hope! Fabulous session, thank you!”*

*“Everyone should complete this.”*

*“Everyone should be able to learn something. I have been supporting people who have learning disabilities and autistic people for 30 years and learnt things from this training.”*

*“I believe it has opened my eyes and my heart to [people] with learning difficulties and to autistic people.”*

# Part 2 – Interactive Sessions

The interactive sessions will become available for staff in health and social care in 2023. As capacity grows, we anticipate there will be two main ways for employers and staff to access the part 2 interactive sessions.

## **1. Delivering the training via in-house internal trainers**

The first cohorts of trainer training are underway. ICBs are working across their systems to support the cascade of the trainer training. It is essential the training is co-delivered by experts with lived experience. ICBs are exploring different recruitment models to ensure expert with lived experience co-trainers are supported. For example, there may be a lead employer arrangement or local advocacy organisations may host a pool of expert with lived experience co-trainers.

## **2. Accessing training delivered by a partner organisation**

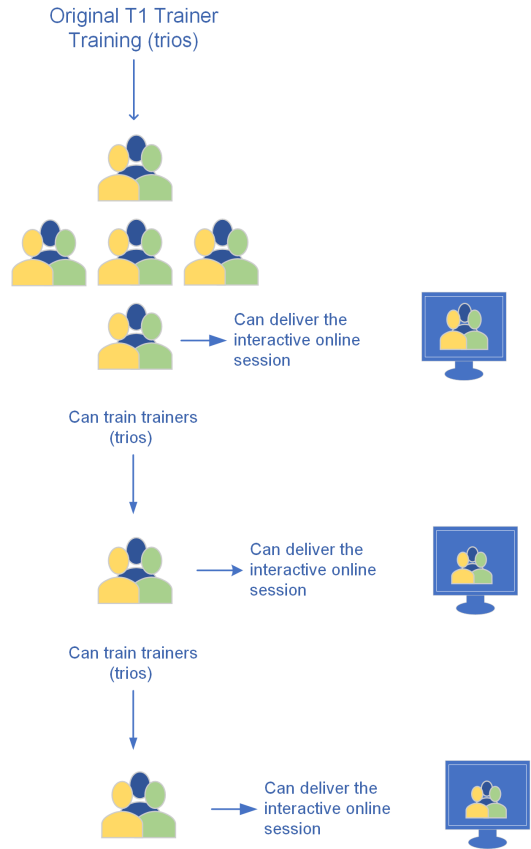
Some larger organisations may support local partners by offering training places at cost.

## **3. Accessing training places for staff via external training providers**

There will be external providers who can be commissioned to deliver training to smaller organisations. HEE will publish a list of training providers with approved trainers who can offer this service.

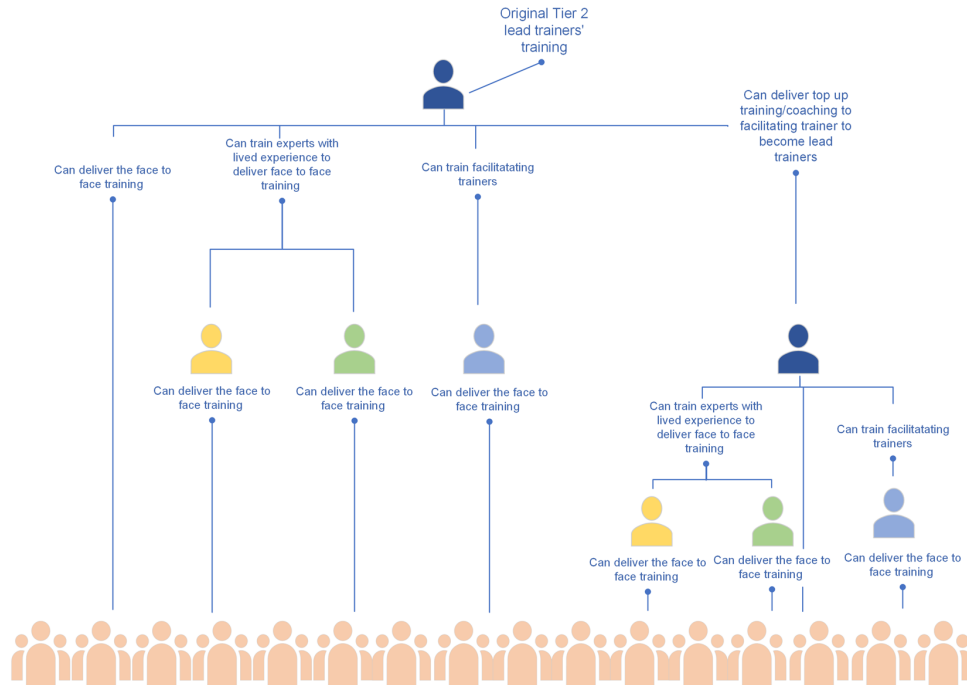
# Train the trainer Tier 1

Tier 1 is 4 hours for trios of trainers (one facilitating trainer, one autistic expert with lived experience co-trainer and one expert with lived experience co-trainer with learning disability).



# Train the trainer Tier 2

Tier 2 is 4 days face to face for lead trainers. At the end of the session they are able to deliver the 1-day face to face Tier 2 session and train facilitating trainers and expert with lived experience co-trainers to deliver the 1-day course.



# Your support

- Oliver's training is the first step in an important large-scale intervention to address the unacceptable health inequalities for people with a learning disability and autistic people.
- We are calling on employers and staff across health and care to take action and to take part in this cultural change.
- We are urging employers to commit to The Oliver McGowan Mandatory Training on learning Disability and Autism.



Hello My Name Is Jane (Holmes)  
@JaneHolmesNHS

Ted has profound LD & is non-verbal. He has surgery on his feet in the a.m. I visited ward 217 @UHNM\_NHS & Sr Sarah went through her pre-prepared plans 💙💜 We've done our #Oliverscampaign training she said, would he like to see & feel the mask 💜 JUST WOW 🌟  
#PureKindness #OurNHSpeople



# You can take action now

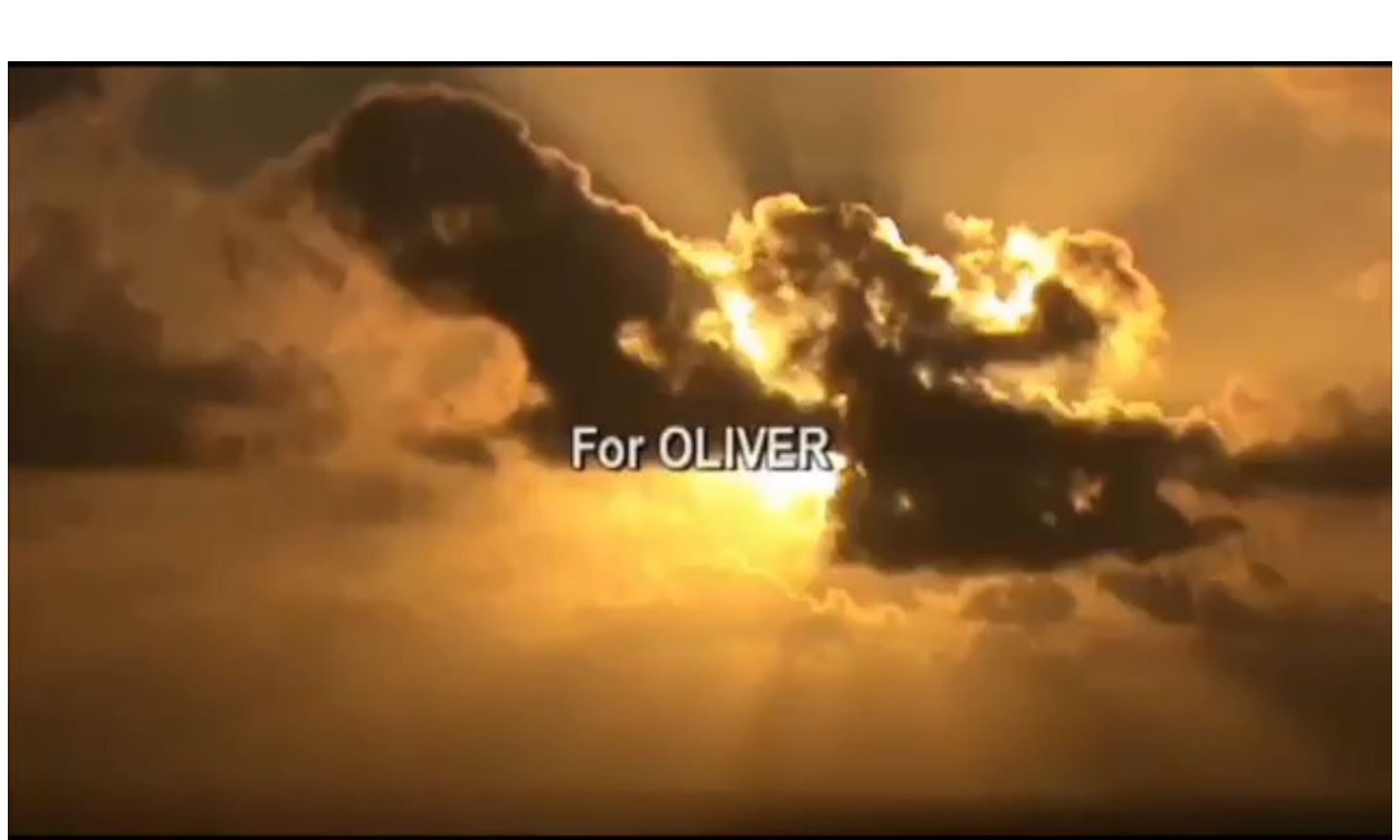
## You can now:

- Complete part one elearning for Tier 1 and Tier 2
- Plan the delivery of The Oliver McGowan Mandatory Training on Learning Disability and Autism for your staff
- Use the [communication pack](#) and share comms via your channels and networks to support your local training delivery plans to raise awareness and develop training capacity
- Work with ICBs and partners to recruit the trainer workforce
- Raise awareness of the opportunities for people with lived experience of learning disability and autism to become involved in The Oliver McGowan Mandatory Training on Learning Disability and Autism delivery

# Next steps

- Join Integrated Care Partnership and Employer webinar 23 March 11-12 – [complete the registration form](#).
- Start staff on elearning – FAQs online have guidance on how to do this.
- Build training capacity through Integrated Care Systems. Complete [expression of interest form](#).





For OLIVER.

# Breakouts



# Further Q&As



# HEE regional contacts

- East of England- [WorkforceTransformation.eoe@hee.nhs.uk](mailto:WorkforceTransformation.eoe@hee.nhs.uk)
- London - [MHWorkforce.London@hee.nhs.uk](mailto:MHWorkforce.London@hee.nhs.uk)
- Midlands - [midlandsmhlda@hee.nhs.uk](mailto:midlandsmhlda@hee.nhs.uk)
- North East and Yorkshire - [mhney@hee.nhs.uk](mailto:mhney@hee.nhs.uk)
- North West - [mh-nw@hee.nhs.uk](mailto:mh-nw@hee.nhs.uk)
- South East - [Mentalhealthadmin.se@hee.nhs.uk](mailto:Mentalhealthadmin.se@hee.nhs.uk)
- South West - [mentalhealth.sw@hee.nhs.uk](mailto:mentalhealth.sw@hee.nhs.uk)



# National Contact

- [ommtprogramme@hee.nhs.uk](mailto:ommtprogramme@hee.nhs.uk)
- [HEE Oliver McGowan Mandatory Training on Learning Disability and Autism webpage](#)
- [The Oliver McGowan Mandatory Training on Learning Disability and Autism elearning](#)
- [Expressions of Interest Form – Trainers, Employers and Education Providers](#)