

The Oliver McGowan Mandatory Training on Learning Disability and Autism: Tier guidance for employers



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Background

In November 2019, following proposals to introduce mandatory learning disability and autism training for health and social care staff, the government published *Right to be heard*. In it, the government confirmed that the training would be named after Oliver McGowan, recognising his story and family's tireless campaigning for better training for staff.

Since then, a training package to be co-delivered by experts with lived experience has been trialled, developed and evaluated. The training draws on existing best practice, and the expertise of autistic people, people with a learning disability, and family carers, as well as subject matter experts.

In July 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.

The Oliver McGowan Mandatory Training on Learning Disability and Autism is the standardised training that was developed for this purpose and is the government's preferred and recommended training for health and social care staff to undertake.

There are two tiers of training:

Tier 1 of The Oliver McGowan Mandatory Training is for people who require general awareness of the support autistic people or people with a learning disability may need.

Tier 2 of The Oliver McGowan Mandatory Training provides more detailed learning for those who may need to provide care and support for autistic people or people with a learning disability.

This guidance is to help employers understand which tier of The Oliver McGowan Mandatory Training may be relevant to their staff.

The Oliver McGowan Mandatory Training covers a careful selection of learning outcomes from Tier 2 capabilities in the Core Capabilities Frameworks. Depending on their role, staff may require further capabilities in addition to those covered in Tier 2 of The Oliver McGowan Mandatory Training on Learning Disability and Autism package.

It is the responsibility of employers to determine any further capabilities their staff need and to put in place the appropriate provisions.

Supporting documents

The Core Capabilities Framework for Supporting People with a Learning Disability and the Core Capabilities Framework for Supporting Autistic People have been produced to support the development and planning of the current and future workforce. These frameworks informed the content and delivery of The Oliver McGowan Mandatory Training.

Employers can use the [frameworks](#) to understand the training needs of their workforce. The frameworks can be found on the Skills for Care webpage.

The Oliver McGowan Mandatory Training covers all the capabilities from Tier 1 of both the frameworks and a careful selection of learning outcomes from the tier 2 capabilities.

Which tier of The Oliver McGowan Mandatory Training is needed?

- **Tier 1** is for those who require a general awareness of people with a learning disability and autistic people, and the support they may need.
- **Tier 2** is for health and social care staff with responsibility for providing care and support for an autistic person or a person with a learning disability. This is anyone who provides, or who may be required to provide, a service to a person with a learning disability or an autistic person, regardless of how often that may occur.

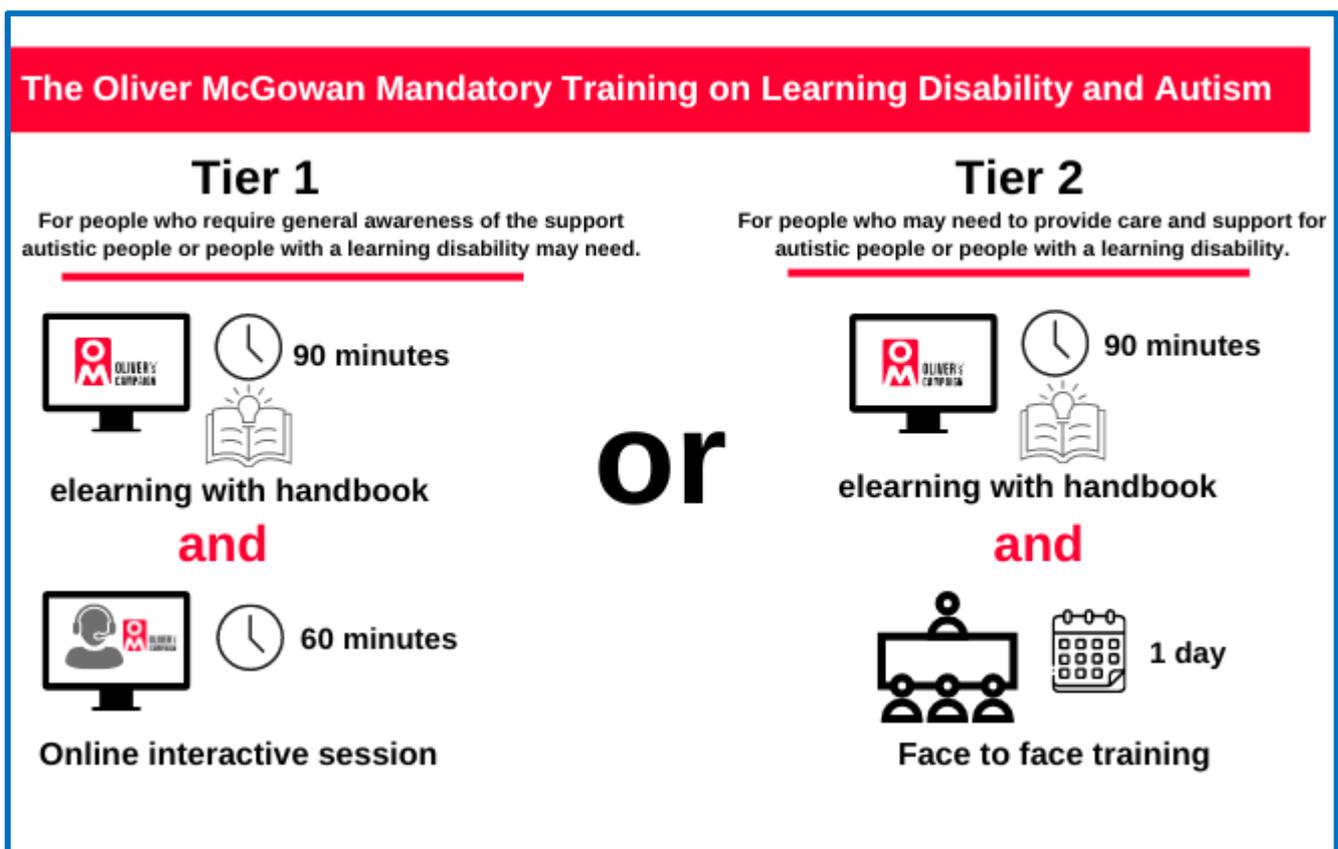
In social care some services are used in a planned way. Tier 1 may be adequate for staff if people currently using the service are known and are not autistic or have a learning disability.

Tier 2 may be needed for all social care staff where a person with a learning disability or an autistic person may start to use the services at any time. This is regardless of how often that may happen or type of service.

What is the training structure?

The training is standardised and to complete it individuals must:

- Complete the elearning package
and
 - Tier 1 – the 1 hour online interactive session co-delivered by experts with lived experience and a facilitating co-trainer
- or**
 - Tier 2 – the 1-day face to face training co-delivered by experts with lived experience and a facilitating co-trainer



What employers should do

1

Step 1

Employers need to identify who requires Tier 1 training, and who requires Tier 2 training.

2

Step 2

Flag the requirement on staff records and team or organisational training plan.

3

Step 3

Ensure staff members complete part 1 and part 2 of the required tier of training.

4

Step 4

Update staff records along with refresher requirements if applicable.

5

Step 5

Ensure the learning can be put into practice, and that it changes culture and practice in your team.

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Examples

The following are examples to help employers understand which tier of training their staff may need.

Example 1

In an acute hospital trust, all clinical and support staff may need to complete Tier 2 of The Oliver McGowan Mandatory Training because they may need to provide care and support to autistic people or people with a learning disability. Administrators and scientists who do not have patient-facing roles, such as accountants or microbiologists, may only need to complete Tier 1 of The Oliver McGowan Mandatory Training.

Example 2

In a trust offering mental health and learning disability services, everyone who offers care and support to people should do Tier 2 of The Oliver McGowan Mandatory Training. Senior managers and board members who do not routinely meet the public but are involved in service decision making about services should do Tier 2 training. Others who do not make decisions about services or meet people who use the trust's services should do Tier 1 of The Oliver McGowan Mandatory Training.

Example 3

In a wheelchair services team within a community trust, any member of the team who meets the public should do Tier 2 of The Oliver McGowan Mandatory Training. Those who do not meet the public, such as a person employed to maintain wheelchairs or the facilities and estates electricians, should do Tier 1 of The Oliver McGowan Mandatory Training.

Example 4

In a local authority, all adult and children's social care staff who have contact with the public (such as those answering first contact calls and social workers) or who make service decisions about services for people with a learning disability and autistic people (commissioners and social workers) should do Tier 2 of The Oliver McGowan Mandatory Training since they will need to make their service accessible and effective for people who are autistic or have a learning disability. Those who do not meet the public, such as a person working in finance, should do Tier 1 of The Oliver McGowan Mandatory Training.

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Example 5

In a residential home for older people, where no residents have identified as being autistic or having a learning disability, the employer may decide that staff who have contact with residents can meet their current needs with Tier 1 of The Oliver McGowan Mandatory Training.

If the home had frequent turnover the employer may decide that Tier 2 of The Oliver McGowan Mandatory Training is more appropriate so that staff can make their service accessible to potential residents and visitors who are autistic or have a learning disability.

If a person who has a learning disability or is autistic was going to use the service, then staff should do Tier 2 training.

Staff who do not meet the public, such as a person employed to do laundry or maintain gardens, should do Tier 1 training.

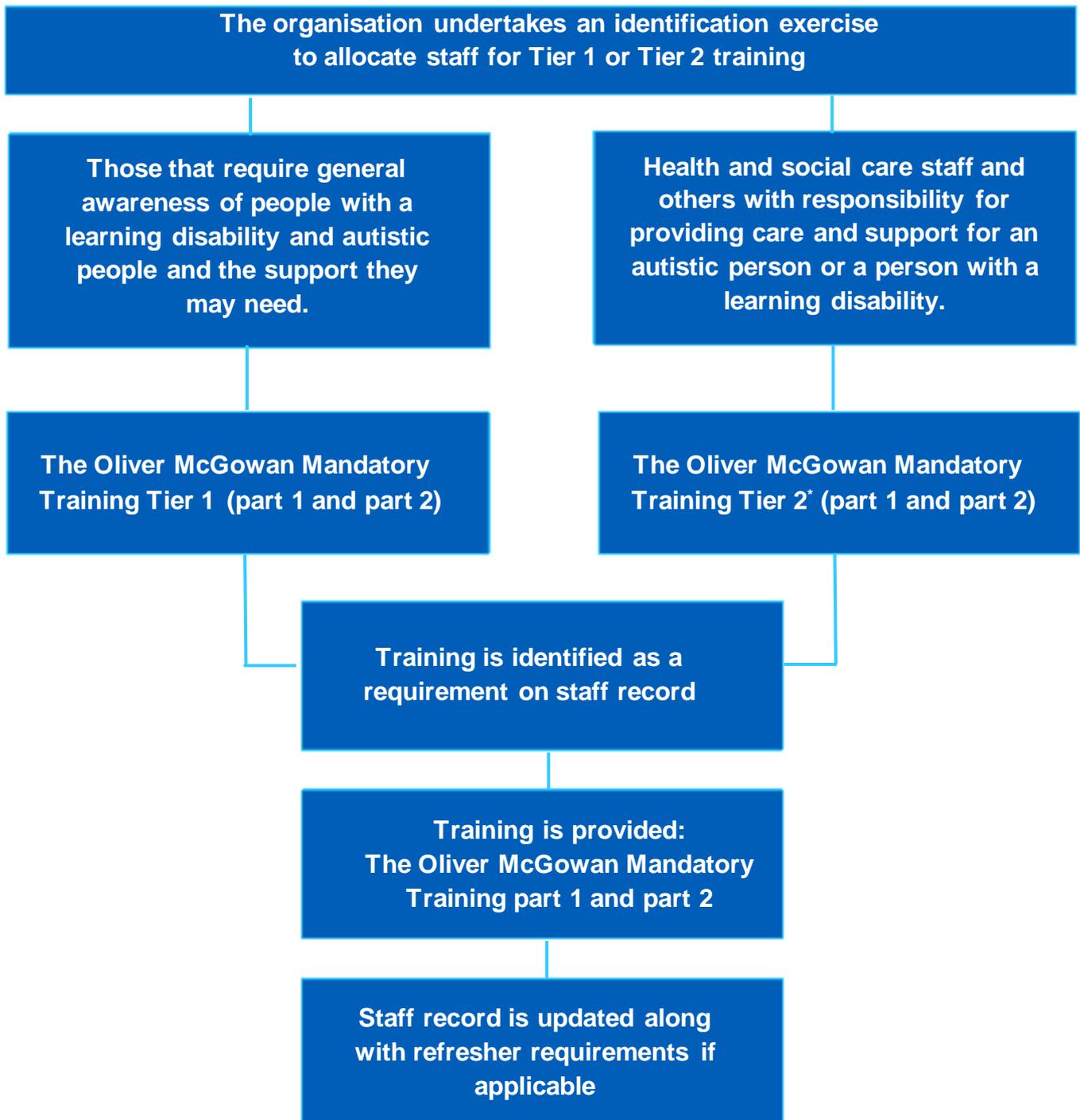
People responsible for making service decisions about the home should do Tier 2 of The Oliver McGowan Mandatory Training since they will need to make their service accessible to residents and visitors who are autistic or have a learning disability.

Example 6

In a domiciliary care agency, which is frequently asked to provide support for people at short notice, all staff who have contact with the public should do Tier 2 of The Oliver McGowan Mandatory Training so that they are ready to support autistic people and people who have a learning disability.

Appendix 1

Steps to identify the appropriate Tier of The Oliver McGowan Mandatory Training on Learning Disability and Autism



*Depending on their role, staff may require further training in addition to Tier 2 of The Oliver McGowan Oliver McGowan Mandatory Training on Learning Disability and Autism package. It is the responsibility of employers to determine any further training their staff need and to put in place the appropriate provisions.