

Communication Pack: Oliver McGowan Mandatory Training on Learning Disability and Autism

**elearning launch
- 1 November
2022**



**OLIVER'S[®]
CAMPAIGN**

Background: 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

Background: Summary

Research has shown that on average, people with a learning disability and autistic people die earlier than the general public, and do not receive the same quality of care as people without a learning disability or who are not autistic. We want and need to change this.

The Oliver McGowan Mandatory Training on Learning Disability and Autism is named after Oliver McGowan, whose story and death has shone a light on the need for health and social care staff to have better training in understanding, communicating with and treating people with a learning disability and autistic people.

This innovative training has been developed from the beginning with expertise from people with a learning disability and autistic people as well as their families and carers and its delivery has been led by Health Education England, NHS England, DHSC, Skills for Care and the Local Government Association. The training also aims to ensure the health and care workforce have the right skills and knowledge to provide safe, compassionate and informed care to autistic people and people with a learning disability. The Oliver McGowan Training comes in two tiers and is designed so all staff working across all CQC registered services receive the right level of mandatory training.

The first part of The Oliver McGowan Mandatory Training, the [elearning package](#), can now be accessed following a two-year trial which involved over 8,300 health and care staff across England. Everyone in health and care should do the elearning no matter where they work and what tier of training they need to complete.

From 1 July 2022, the government introduced a requirement for CQC registered service providers to ensure their employees receive learning disability and autism training appropriate to their 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 care staff to undertake. This requirement is set out in the Health and Care Act 2022 and the Secretary of State is to publish a Code of Practice in 2023. This will evaluate the nature of the content, delivery and ongoing evaluation of the training.

Background: Next steps

It is the employers' responsibility to ensure their staff have the appropriate training for their roles and they will need to advise staff on whether they should complete Tier 1 or Tier 2.

The one hour online interactive sessions (Tier 1) and the one day face to face training (Tier 2) which is second part of The Oliver McGowan Mandatory Training will be available from early 2023 and is designed to offer people with a learning disability and autistic people real paid job opportunities as part of the delivery team.


HEE is working with partners to arrange trainer's training from November 2022 that will prepare people with a learning disability and autistic people to co-deliver the online interactive and face to face sessions. Each Integrated Care Board (ICB) is being supported to develop training capacity.

As the number of trainers increase, so will the access to the interactive online sessions and face to face delivery. Each ICB will make its own decisions about how it organises and prioritises its activity.

HEE and partners understand it may take up to six months to complete both parts in the early stages as capacity to deliver the online interactive and face to face elements grows.

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 the ongoing evaluation of the training. The government must carry out a public consultation on the Code of Practice which is expected to commence early 2023.

Timeline

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- W/C 31 October 2022 – Launch elearning for Tier 1 and Tier 2
 - 2022/23 – Recruitment of trainers and train the trainer across regions and ICBs commences
 - Early 2023 – Code of Practice Consultation Commences
 - Spring 2023 – online interactive sessions (Tier 1) and face to face training (Tier 2) commences
 - Autumn 2023 – Code of Practice Launch

Target Audience

The government introduced a requirement for CQC registered service providers to ensure their employees receive learning disability and autism training appropriate to their role. The target audience for this [elearning](#) will be the following across the NHS and social care sector:

- All CQC registered service providers leaders
- Nursing workforce
- Allied health profession workforce
- Dental and oral health workforce
- Pharmacy workforce
- Psychological professions workforce
- Healthcare science workforce
- Medical and medical associate workforce
- Clinical support worker and carer workforce (non-registered)
- Social worker workforce
- Board members and executives
- Estates and facilities workforce
- Corporate, administration, and clerical workforce
- HEI and Medical Schools – Learners and Trainees (Tier 1) as part of the mandatory training requirements organisations ask for placements.

Secondary Audience

- Partners, charities and networks- Mencap, National Autistic Society, Home Care Association, Association of Mental Health Providers, VODG, Psychological Professions Networks, Council of Deans, Autistica
- People with a learning disability and autistic people willing to be trainers
- ICB leads and chairs
- ICS Teams
- Execs in NHS and care sector – CEOs, HR Directors, Chief Medical Officers, Directors of Nursing, Chief Pharmacy, AHP, Midwifery and Psychological Profession Officers
- Directors of Social Care
- Higher Education Providers and Medical Schools
- Professional Bodies and Royal College across all health and care professions
- ALB staff
- Families and carers of people with a learning disability and autistic people'

Your support

We want to work with partners who can help us reach our audiences (see page 6) so they can complete the elearning package and we can recruit trainers with lived experience of learning disability and autism across England.

Support could be:

- Sharing our communication assets via your channels and networks to support your local training delivery plans to raise awareness and develop training capacity
- Working with partners to recruit the trainer workforce
- Raising 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

Want more information?

Website: <https://bit.ly/OliverMcGowanTraining>

Email: ommtprogramme@hee.nhs.uk

Assets

You can [download assets](#) to promote the elearning for The Oliver McGowan Mandatory Training on Learning Disability and Autism. Assets include draft social media and newsletter copy, A4 poster, images, and a YouTube video for you to use across your channels.

When promoting The Oliver McGowan Mandatory Training on Learning Disability and Autism, you can individually tag/mention HEE and partner organisations:

Twitter: @NHS_HealthEdEng, @PaulaMc007, @DHSCgovuk, @NHSAbility, @skillsforcare, @LGAcomms and @HEE_TEL

LinkedIn: [HEE](#), [dhsc](#), [Skills for care](#), [nhsengland](#)

Facebook: @NHSAbility, @nhshee and @SkillsforCare

Instagram: @NHS and @nhshee



Key messages – part one

- Research has shown that on average, people with a learning disability and autistic people die earlier than the general public, and do not receive the same quality of care as people without a learning disability or who are not autistic.
- From 1 July 2022, the government introduced a requirement for CQC registered service providers to ensure their employees receive learning disability and autism training appropriate to their 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 recommended training for health and care staff to undertake.
- The Oliver McGowan Mandatory Training is the government's recommended training for health and care staff to undertake to enable providers to meet the new requirements of 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 the ongoing evaluation of the training. The government must carry out a public consultation on the Code of Practice which is expected to commence early 2023.
- The training is named after Oliver McGowan, whose death shone a light on the need for health and social care staff to have better training. The Oliver McGowan Mandatory Training on Learning Disability and Autism has been co-produced, [trialled](#) to over 8300 health and care staff and independently evaluated by NDTi.
- The Oliver McGowan Mandatory Training on Learning Disability and Autism aims to provide the health and care workforce have the right skills and knowledge to provide safe, compassionate and informed care to autistic people and people with a learning disability. This requirement is set out in the [Health and Care Act 2022](#).
- Tier 1 has been designed for staff who need general awareness of the support autistic people or people with a learning disability may need, while Tier 2 is for people who may need to provide care and support for autistic people or people with a learning disability.
- HEE and partners have launched the elearning for Tier 1 and Tier 2 The Oliver McGowan Mandatory Training on Learning Disability and Autism. The elearning is the start of both the Tier 1 and Tier 2 training and takes around one hour and 30 minutes to complete. It is important staff follow their employer's instructions to make sure their training is properly recorded.
- Everyone in health and care should do the elearning no matter where they work and what tier of training they need to complete. The elearning aims to ensure health and social care staff have a better understanding of learning disability and autism and are more confident when communicating people with a learning disability and autistic people.

Key messages – part two

- Greater knowledge of learning disability and autism will ensure that care can be better tailored to suit people's needs and it is expected to lead to better interactions and outcomes and fewer incidents of inequality and avoidable deaths for people with a learning disability and autistic people when they need to receive care.
- Each region across England has plans to start delivering online interactive sessions and face to face training for The Oliver McGowan Mandatory Training on Learning Disability and Autism through their ICBs, beginning early 2023.
- The Oliver McGowan Mandatory Training on Learning Disability and Autism must be co-delivered with experts by experience who have lived experience of learning disability and/or autism. Recruitment, support, training and remuneration of expert by experience trainers is essential to the delivery of the The Oliver McGowan Mandatory Training.
- The Oliver McGowan Mandatory Training on Learning Disability and Autism is the **only** The Oliver McGowan Mandatory Training package.
- HEE and delivery partners are developing resources and providing initial investment to support the recruitment of experts by experience trainers with lived experience of learning disability and autism and professionals to deliver The Oliver McGowan Mandatory Training on Learning Disability and Autism online sessions and face to face training.
- As the training is for health and care staff, the aim is for HEE to work with ICBs to mobilise The Oliver McGowan Mandatory Training in Learning Disability and Autism. This will provide the opportunity to use shared infrastructure across systems.
- If you would like to be involved in the delivery of this training, whether as an expert by experience, employer or education provider, please complete the [expression of interest form](#). The details you submit in this form will be sent to the team in HEE who is arranging The Oliver McGowan Mandatory Training on Learning Disability and Autism in your region.
- To find out more, visit [HEE's Oliver McGowan Mandatory Training webpage](#) or the [elearning programme webpage](#).

Language points to consider:

- Use learning disability and never abbreviate to LD
- People/ or a person with a learning disability
- Autistic people or person
- Please use the full title of the training when referring to the training “The Oliver McGowan Mandatory Training on Learning Disability and Autism” – If for comprehension and reading purposes it needs to be shortened it should always be written out in full at the beginning of the paragraph or section and subsequently referred to as “Oliver McGowan Mandatory Training.
- It is important to make clear that the training is “co-produced and co-delivered with people with a learning disability and autistic people”. Using terms like experts by experience or just co-delivered without the explanation of who with: “ with people with a learning disability and autistic people” can be misinterpreted.
- Never abbreviate the training to OMMT
- Never abbreviate experts by experience to EBE

Contact

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

