

The Oliver McGowan Mandatory Training on Learning Disability and Autism

What is the Oliver McGowan Mandatory Training?

The Oliver McGowan Mandatory Training on Learning Disability and Autism is named after Oliver McGowan, whose death shone a light on the need for health and social care staff to have better training.

The Health and Care Act 2022 introduced a requirement that providers registered with the CQC must ensure their staff receive learning disability and autism training appropriate to their role.

As set out in the Health and Care Act 2022, the government is also required to publish a Code of Practice to provide guidance about how to meet this new legal requirement for training on learning disability and autism.

During the week of 26th June 2023, the government launched a consultation on a new draft Oliver McGowan Code of Practice. The public consultation on the draft code of practice will run for 12 weeks. Following this, the government will consider all consultation responses to inform any final changes to the draft Code of Practice.

The draft Code can be viewed here: [Government seeks views on learning disability and autism training - GOV.UK \(www.gov.uk\)](https://www.gov.uk/government/consultations/government-seeks-views-on-learning-disability-and-autism-training)

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.

It ensures that staff across health and social care develop a common understanding of key issues and that consistent language is used across health and care organisations. As such it is transferable from employer to employer.

Oliver's training delivers learning outcomes on both learning disability and autism and is a foundation for all staff across health and social care. Staff working in specialist services may need further training to develop their capabilities.

How is the training delivered?

The Oliver McGowan Mandatory Training on Learning Disability and Autism is delivered in 2 separate tiers. Both tiers consist of 2 parts:

Part 1

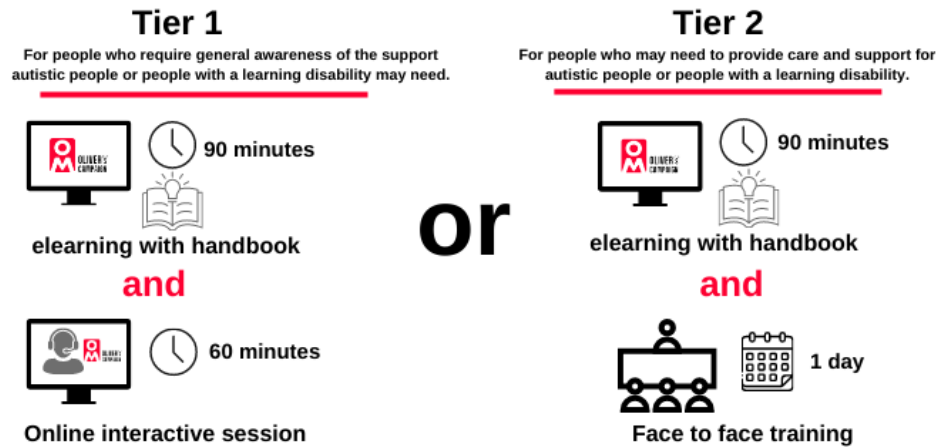
- The eLearning, which is now live, this is part 1 of both Tier 1 and Tier 2.
- Everyone needs to do the eLearning regardless of where they work and what tier of training they need to complete.

Part 2

- Part 2 of the training is delivered either as a live 1-hour online interactive session for those needing Tier 1 **or** a 1-day face to face training for people

who require Tier 2. You do not need to complete both Tier 1 and Tier 2 training.

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**The Handbook is a downloadable document accessed as part of the eLearning.*

In circumstances where more than 6 months have elapsed since completing the eLearning module, participants are asked to refresh their memory ahead of the interactive or face to face session. The e-Learning package can be replayed at any time so it can be completed and then revisited ahead of attending part 2.

Who is responsible for ensuring staff have the appropriate training?

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.

Employers should refer to The Oliver McGowan Mandatory Training Tier Guidance to determine which staff should complete which tier.

[The Oliver McGowan Mandatory Training on Learning Disability and Autism: Tier guidance for employers \(hee.nhs.uk\)](https://www.hee.nhs.uk/the-oliver-mcgowan-mandatory-training-on-learning-disability-and-autism-tier-guidance-for-employers).

Delivery and reporting of the training in Shropshire, Telford and Wrekin

The NHS Shropshire Telford and Wrekin (NHS STW) are responsible for the roll out of this training across the Integrated Care System and have set up a Stakeholder Group to facilitate this. NHS STW is required to provide compliance data to NHS England for all system partners including our independent providers - the Stakeholder Group will be overseeing the reporting.

Shropshire Council's Joint Training Team is currently working on the initial delivery of this training. This is in the early stages, and we will be communicating further information about when the Tier 1 and Tier 2 training will be available soon.

While work is ongoing, the eLearning module is now available, and we encourage you to enrol staff on this as a first step.

How to access the eLearning module

We are asking that organisations direct their staff to access the eLearning module via [Shropshire Telford & Wrekin Learning Portal \(mel-lms.online\)](#) where possible so that we can report on the proportion of the workforce that have completed it.

Each staff member will need to be registered on the Learning Portal. They can either self-register using the link above or organisations can request a bulk registration for all their staff by contacting Jo Bayliss at jo.bayliss@nhs.net and giving a named person to act as the LMS administrator (enables them to export reports etc).

You will then be sent a spreadsheet to complete and return. Once registration is completed (a quick process) staff will be able to access content, including the Oliver McGowan e-Learning module.

Capturing data for staff who have completed the training via another route

If your staff have already accessed the eLearning module via eLearning for Health or via your own learning management system, the Stakeholder Group will request this data to enable system reporting to NHS England who are overseeing the rollout of the training.

Developing capacity for training delivery

To assist scoping for the training delivery, the ICS are requesting the following information:

- Number of staff employed by the organisation
- Number of staff who will need Tier 1 training (1-hour live learning webinar)
- Number of staff who will need Tier 2 training (one day face to face)
- Number of staff (if any) who have already completed the e-Learning module via another system (E-Learning for Health or your own in-house system)
- Is your organisation considering accessing Train the Trainer for Oliver McGowan Mandatory Training in Learning Disability and Autism so that you can deliver Tier 1 and/or Tier 2 training inhouse to your employees?
- Is your organisation already accessing or providing Learning Disability and Autism training?

Please use the MS Form [ICS OMMT Scoping questionnaire](#) to provide this information.

The Stakeholder Group will continue to provide regular updates and opportunities to engage with the process and delivery of this training. If you have any questions or queries, please email stw.peopleteam@nhs.net

For further general information about Oliver McGowan Mandatory Training on Learning Disability and Autism visit [Oliver-McGowan-mandatory-training-learning-disability-autism](#)