Welcome



A Managers Guide to The Oliver McGowan Mandatory Training on Learning Disability & Autism















Following the tragic death of Oliver McGowan in hospital, Oliver's Campaign was born. The campaign is led by Oliver's mother, Paula McGowan OBE, who believes that all health and social care staff need appropriate and meaningful training to help them to understand people who have a learning disability and autistic people.





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.





Providers legal requirement to ensure ALL staff have the appropriate training to their role

Oliver McGowan Mandatory Training



Requirement under CQC Regulation - The Oliver McGowan mandatory training has been designed based on the **Core Capabilities** Framework for Supporting People with a Learning Disability and Supporting Autistic People. It includes relevant learning outcomes and competencies from each core capabilities framework.

Other training - Oliver's training is intended to provide a **minimum requirement** and does not include training everything each member of staff will require.

Health and Care Act 2022 -The Government has now introduced a **requirement** for CQC registered service providers to ensure their employees receive learning disability and autism training appropriate to their role.

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. This code of practice is still being developed and will need to be consulted on before it is available

Learning disability and autism programme update



Organisation objective:

- NHS Long Term Plan
- NHS Mandate from Government
- NHS Long Term Workforce Plan



Development of a Reasonable Adjustments Digital Flag (RADF)

Improving primary and secondary prevention of long-term conditions

Delivery of Learning Disability Annual Health Checks (AHC)

Autism health checks

LeDeR (Learning from the Lives and Deaths of People with a learning disability and autistic people)

Race and Health Observatory (RHO) report and action plan

Autism waiting times

Workforce development and Oliver McGowan Mandatory Training

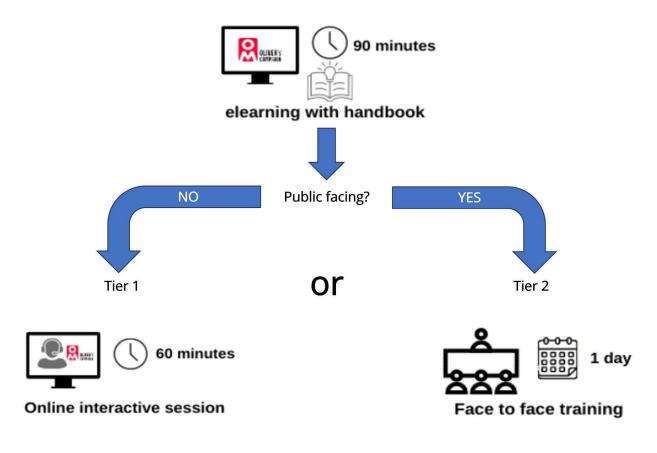
Reducing reliance on mental health inpatient care

Ref: https://www.england.nhs.uk/long-read/learning-disability-and-autism-programme-update/

What the Oliver McGowan Mandatory Training on Learning Disability & Autism entails

What are the tiers of training?





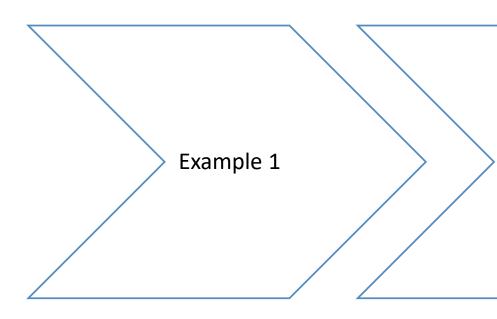
There are two routes to completing the Oliver McGowan training, dependent on job role and responsibility.

Entry onto both involves completing an <u>e-learning package</u>. Please note the e-learning is managed on the national platform e-learning for healthcare and is **not** managed by HCPA. Participants will need to have an account or register for one.

Once the e-learning is completed, the next step is then either:

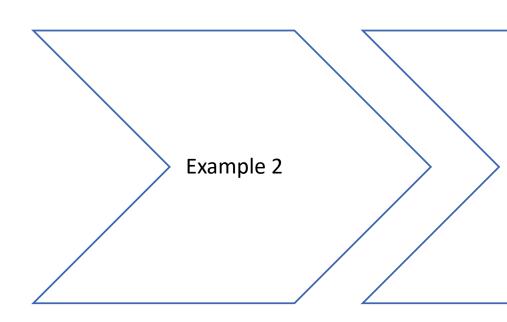
- a one-hour interactive live online session (Tier 1), or;
- a one-day face to face training session (Tier2)





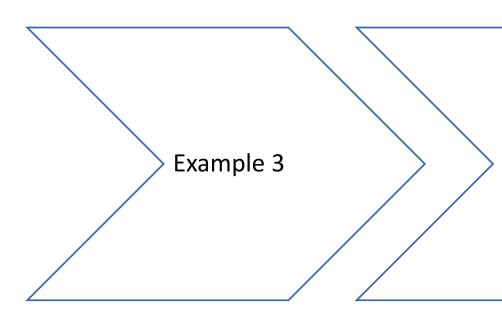
In an acute hospital trust, all clinical and support staff may need to complete Tier 2 because they may need to provide care and support to autistic people or people with a learning disability. Administrators and scientists who do not have patient-facing roles, such as accountants or microbiologists,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





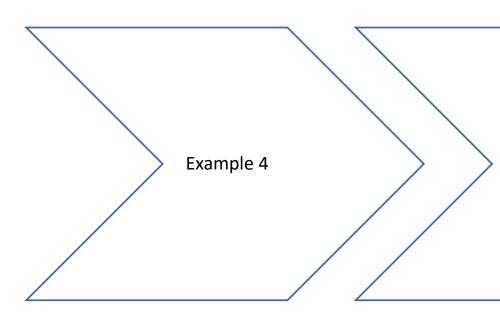
In a trust offering mental health and learning disability services, everyone who offers care and support to people should do Tier 2. Senior managers and board members who do not routinely meet the public but are involved in service decision making about services should do Tier 2. Others who do not make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





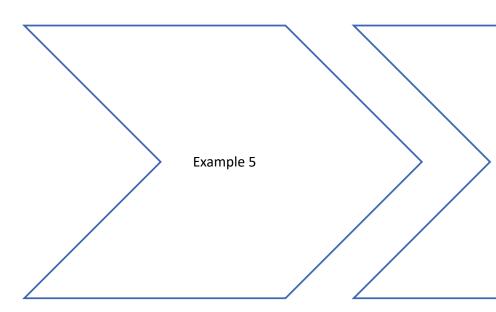
In a wheelchair services team within a community trust, any member of the team who meets the public should do Tier 2. Those who do not meet the public, such as a person employed to maintain wheelchairs or the facilities and estates electricians, should do Tier 1.





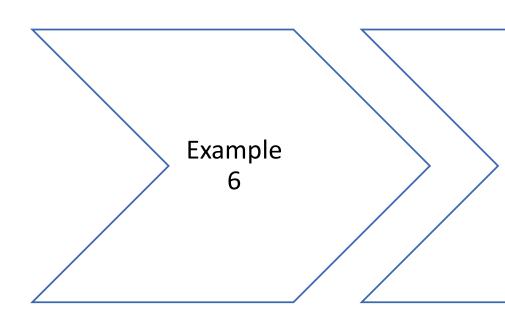
In a local authority, all adult and children's social care staff who have contact with the public (such as those answering first contact calls and social workers) or who make service decisions about services for people with a learning disability and autistic people (commissioners and social workers) should do Tier 2 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.





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. If the home had frequent turnover the employer may decide that Tier 2 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. Staff who do not meet the public, such as a person employed to do laundry or maintain gardens, should do Tier 1. People responsible for making service decisions about the home should do Tier 2 since they will need to make their service accessible to residents and visitors who are autistic or have a learning disability.



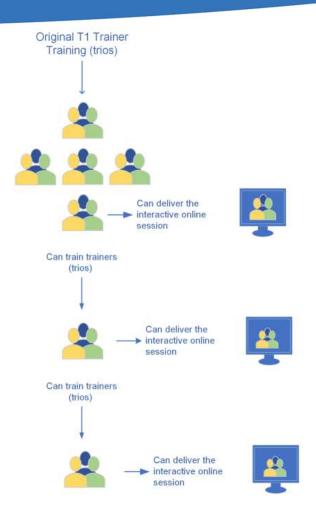


In a domiciliary care agency, which is frequently asked to provide support for people at short notice, all staff who have contact with the public should do Tier 2 so that they are ready to support autistic people and people who have a learning disability.

Tier 1



The Oliver McGowan Mandatory
Training on Learning Disability and
Autism 1-hour interactive online
session



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About the Tier 2 1-day training – structure



Duration: 1 day

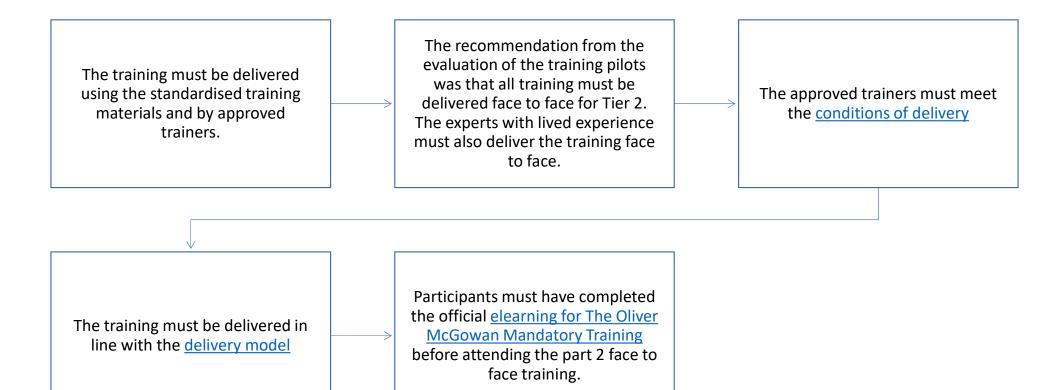
The morning session focuses on learning disability.

The afternoon session focuses on autism.

Both sessions are facilitated face to face (in-person) by a facilitating trainer and an expert with lived experience co-trainer

About the Tier 2 1-day training – delivery







The training packages are standardised and delivered by approved trainers. This means that the health and social care workforce develops a common understanding of key issues and that the same language is used across health and care organisations.

The required e-learning prior to undertaking either of the "tiers"

Requirement



Please make sure that each staff member booked to attend Tier 2 at HCPA brings proof of e-learning completed prior to their face-to-face session.

The Oliver McGowan Mandatory Training on Learning Disability and Autism



Enabling the health and care workforce in England to better support people with a learning disability and autistic people

This programme is in partnership with	
England (skillsforcare	

Access the elearning

Access the elearning on: The Oliver McGowan Mandatory Training on Learning Disability and Autism

Current funding available to Integrated Care System localities

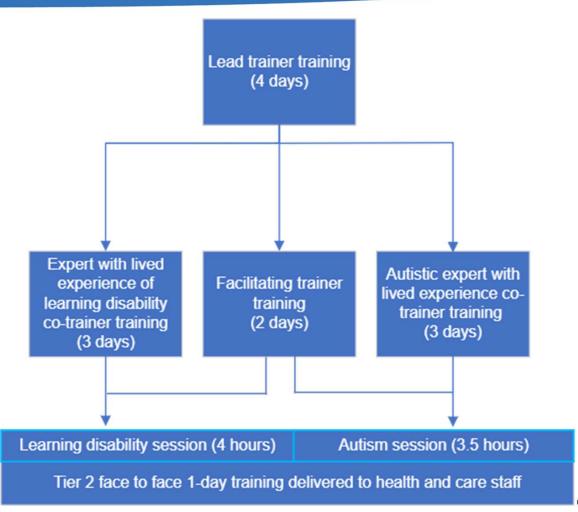




The Train the Trainer cascade model

Train the trainer Tier 2





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Cascading the trainer training





The Tier 2 trainer training can **only** be delivered by approved lead trainers.



To become a lead trainer trainers must

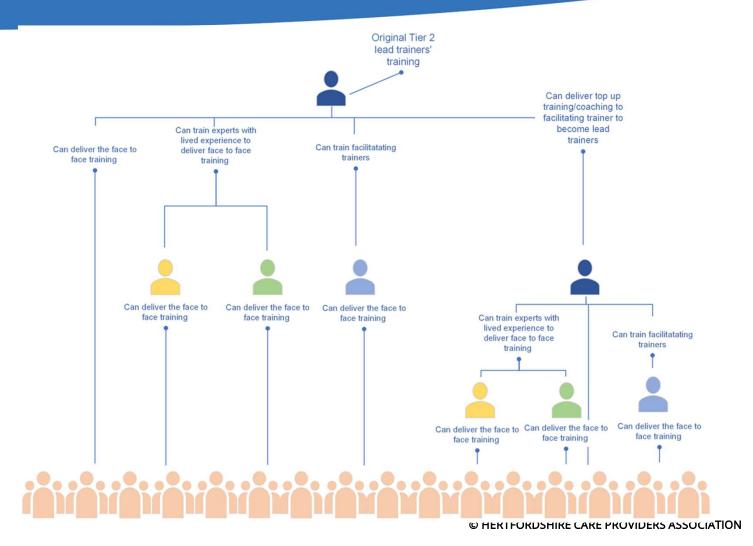
- A) meet the guide lead trainer person specification
- B) attend an approved lead trainer course
- C) Agree to deliver the training in line with the <u>delivery</u> model and the conditions of delivery.

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.



About the lead trainer training – structure and delivery



Duration: The lead trainer training is 4 days.

Pre-requisites: 1) Participants must demonstrate before attending the training that they meet the <u>lead trainer person specification</u>, they understand the role and they have a realistic plan for cascading the trainer training.

- 2) Participants must have completed the <u>elearning for healthcare elearning</u>.
- 3) Participants must understand and agree to the delivery model and the conditions of delivery. When available, participants would benefit from undertaking the Tier 2 one-day face to face training ahead of the lead training.

Structure of the course:

Days 1 and 2: how to deliver the learning disability session to participants, how to train facilitating trainers and how to train experts with lived experience

Days 3 and 4: how to deliver the autism session to participants, how to train facilitating trainers and how to train experts with lived experience

About the lead trainer training – assessment



It is essential that lead trainers demonstrate the knowledge, skills and experience to deliver the training to facilitating trainers and expert with lived experience co-trainers. This will include having significant subject matter expertise, experience and capability to develop and support experts with lived experience and role model the values of the training.



Facilitating trainer training – overview



Duration: The Tier 2 facilitating trainer training is 2 days, 8 hours each day

Provider: Only approved Tier 2 lead trainers can deliver the facilitating training. The training is co-delivered with expert with lived experience co-trainers.

Pre-requisites:

Participants must demonstrate before attending the training that they meet the <u>facilitating trainer person specification</u>.

Participants must demonstrate they understand the role and they have a realistic plan for cascading the trainer training.

Participants must have completed the <u>elearning for healthcare elearning</u>.

Participants must understand and agree to the <u>delivery model</u> and the <u>conditions of delivery</u>.

Facilitating trainer training – structure



Day 1 – The Oliver McGowan Mandatory Training on Learning Disability and Autism Tier 2

- learning disability session
- autism session

Day 2 – how to deliver The Oliver McGowan Mandatory Training on Learning Disability and Autism Tier 2

- Discussing the content of the learning disability session
 - Opportunities for questions
 - Co-facilitating the learning disability session
- Discussing the content of the autism session
 - Opportunities for questions
 - Co-facilitating the autism session

Facilitating trainer training – assessment



It is essential that facilitating trainers demonstrate the knowledge, skills and experience to deliver the Tier 2 training and support their expert with lived experience co-trainers. This will include having significant subject matter expertise and experience and to role model the values of the training.

Participant observation assessment.

In approving facilitating trainers, the lead trainer must be assured that participants are competent and confident to cascade the Tier 2 trainer training.

Co-Trainers opportunities

Expert with lived experience co-trainer training – overview



Duration: The Tier 2 expert with lived experience co-trainer training is 3 days. Each day is a 5-hour training session, plus breaks and lunch.

The training is delivered in separate cohorts. Experts with lived experience of learning disability are taught as one cohort. Autistic experts are taught as one cohort.

Provider: Only approved Tier 2 lead trainers can deliver the trainer training to experts with lived experience. The training should be co-delivered with experts with lived experience.

Pre-requisites: Considerable time should have been spent to identify, recruit and support co-trainers before they attend the training. Co-trainers should understand the purpose of the training, be supported to undertake it and have any **reasonable adjustments** in place in advance. Co-trainers should have been supported to complete the official <u>elearning for The Oliver McGowan Mandatory Training</u> in advance.

Developing co-trainers

The co-trainer's role in delivering the training is likely to evolve over time.



Identify, recruit and support co-trainers before they attend the training.
Formal diagnosis?
people's experiences related to having a learning disability or being autistic.
We recommend being clear about what is meant by learning disability.
Co-trainers should understand the purpose of the training,
Co-trainers should have been supported to complete the official elearning for The Oliver McGowan Mandatory Training in advance of the training.
The co-trainer training is the starting point – co-trainers must be supported to develop into the role of co-trainer.

Expert with lived experience co-trainer training – assessment





Lead trainers use a participant observation assessment. This means there will be continuous communication between the co-trainers, their employer and the facilitating trainers to ensure the co-trainers are confident and supported to co-deliver the training.



It is the responsibility of the employer and any colleagues to ensure that the co-trainer is supported and coached to develop in the role of co-trainer.



An accreditation process is being developed which is likely to include quality assurance processes for both the training content, approved trainers and training delivery in the future.

Expert with lived experience co-trainer trainingstructure of the learning disability session

Day 1 – The Oliver McGowan Mandatory Training on Learning Disability and Autism Tier 2

Participants learn what the Tier 2 learning disability session covers and why it is important Day 2 – The Oliver McGowan Mandatory Training on Learning Disability and Autism Tier 2

Participants learn what the Tier 2 autism session covers and why it is important Day 3 – how to deliver The Oliver McGowan Mandatory Training on Learning Disability and Autism Tier 2

How to deliver the section "What having a learning disability means to me?"

Expert with lived experience co-trainer training



Day 1 – The Oliver McGowan Mandatory Training on Learning Disability and Autism Tier 2

• Participants learn what the Tier 2 learning disability session covers and why it is important

Day 2 – The Oliver McGowan Mandatory Training on Learning Disability and Autism Tier 2

• Participants learn what the Tier 2 autism session covers and why it is important

Day 3 – Co-facilitating training

- Confidence in co-facilitating training
- Identifying options for co-facilitation and tips for self-care
- Opportunity to practise delivering a short presentation

Someone you support interested in becoming an Expert with Lived Experience?



HCPA have been funded to support the roll out of the Oliver McGowan Mandatory training for Hertfordshire and West Essex for CQC Registered Health and Social Care providers. A key part of the training is to include Experts with Lived Experience to cotrain with HCPA's existing training team. Experts with Lived Experience must either have a learning disability and/or be autistic.

Full details, and how to apply, can be found here, and in Easy Read here.

Any queries please email olivermcgowantraining@hcpa.co.uk





Approved trainers





NHS England currently manages the process to approve trainers. Once approved lead trainers have delivered a trainer training course they will notify NHS England of any trainers they are recommending for approval.

The newly trained Tier 2 trainers will be contacted by NHS England who will invite them to submit their details and become an approved trainer for The Oliver McGowan Mandatory Training.

Once a trainer has submitted their details they will receive a certificate of approval. NHS England will publish a list of all approved trainers which is accessible by employers and the general public.

An accreditation process is being developed which is likely to include quality assurance processes for both the training content, approved trainers and training delivery in the future.





https://www.hcpa.info/oliver-mcgowan/







The Oliver McGowan Mandatory Training on Learning Disability & Autism

Following the tragic death of Oliver McGowan in hospital, Oliver's Campaign was born. The campaign is led by Oliver's mother, Paula McGowan OBE, who believes that all health and social care staff need appropriate and **meaningful** training to help them to understand people who have a learning disability and autistic people.

The government has subsequently published 'Right to be heard', and has committed to developing a standardised training package which draws on existing best practice, and the expertise of people with a learning disability, autistic people, and subject matter experts.

Some of the course content includes sensitive and potentially distressing information and stories of Oliver's tragic story.

If you are affected by any of the content, it is important to discuss this with your employer, and access the appropriate support.

A Managers guide to the Oliver McGowan Mandatory Training on Learning Disability & Autism - Oct 6tl

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