



Oliver McGowan Mandatory Training in Learning Disabilities and Autism Newsletter

Newsletter Date:

February 2021

Number 2

This is Oliver:



You can find out more about Oliver's story here...

<https://www.olivermcgowan.org/>

Training Needs Analysis linked to the 3 tiers of the Core Capabilities Frameworks.

<https://skillsforhealth.org.uk/info-hub/learning-disability-and-autism-frameworks-2019/>



Oliver McGowan Mandatory Training in Learning Disabilities and Autism

This training will ensure staff working in health and social care receive learning disability and autism training, at the right level for their role. As a result, they will have a greater understanding of people's needs, with better services and improved health and wellbeing outcomes.

The Oliver McGowan Mandatory Training will be co-designed and co-delivered by autistic people, people with a learning disability, family carers and subject matter experts. It includes face-to-face delivery and blended learning approaches.

There are four trial partners throughout England who will design and test different ways to deliver the training to find what works best. Trial and evaluation partners are each leading a consortium of diverse groups and networks involving 51 organisations.

All staff will get the first level of training (tier 1) and other staff will also get the second level of training (tier 2). The training will be free of charge across Gloucestershire.

Your questions answered...

Who are the trial partners?

The trial partners are British Institute of Learning Disabilities (BILD), Gloucestershire Health and Care NHS Foundation Trust, Royal Mencap Society/National Autistic Society and Pathways Associates Community Interest Company.

How were the trial partners selected?

The trial partners were selected by a panel which included: autistic people, people with learning disabilities and family members representing interest groups; representatives from Health Education England; Skills for Care; the Department of Health and Social Care; the Local Government Association and NHS England and NHS Improvement.

So, what is the process now?

Tier 1 is scheduled to begin in April and a Tier 2 pilot will take place in June. We aim to conclude both tiers by the end of

In Gloucestershire we are aiming to train:

- 5000 people - Tier 1, plus a 30-minute webinar.
- 700 people - Tier 2

Independent review into Oliver McGowan's LeDeR process

- In October 2020, a report by Fiona Ritchie OBE, Chair on behalf of Oliver's Independent Panel for NHS England and NHS Improvement was published.

- [click here](#)

→ Contact us

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November 2021. We are currently in development with our co-production team and stakeholders for both tiers.

Who is your target audience?

Tier 1 is for all staff in health & social care. Tier 2 for anyone who will have direct contact with autistic people and/or people with learning disabilities and their families. Managers will do their own training needs analysis and we are designing some guidance to help with this.

How do you intend to get information out to staff who need to attend the training?

We have a stakeholder list and will count on the managers and interested parties to cascade the information within their organisations as well as in local forums and partnership board meetings. We have champions on the project board who have some organisational steer, and Health Education England and Skills for Care are holding National Stakeholder forums.

Will you be running a pilot session?

On the 8th of December we shared our materials and plans for the content of the Tier 2 Oliver McGowan Mandatory Training with our 'critical friends' via Zoom. This has really helped to shape our final piece in readiness for further development and the pilot in June 2021.

How do people register to take part in the training?

Booking will be through Gloucestershire County Council learning management system 'Care to Learn' – we have paid for additional licenses so that those who wish to do the training can create an account. Details will be made available once the system is ready. The event will be a 'hybrid' event in that we will have people in the room as well as people online at home.

Who should attend the training in Gloucestershire?

We will be providing guidance for managers who will be required to undertake a Training Needs Analysis. The guidance will help local managers decide which staff are required to do Tier 1 and Tier 2 of the training. There is no longer a requirement for staff to do Tier 1 before they do Tier 2.

- Tier 1 is for staff who occasionally interact with people with a learning disability or autistic people
- Tier 2 is for staff who interact and have some responsibility of providing care for people with a learning disability or autistic people
- Tier 3 is for staff with a high degree of contact with people with a learning disability or autistic people

The Oliver McGowan Mandatory Training will not cover Tier 3 but commissioners within Gloucestershire will be considering workforce needs in due course.

[We are keen to hear from other people who may like to be part of the project board, or from people who would like to be added to the stakeholder mailing list now, or after the training is rolled out.](#)