The Oliver McGowan Mandatory Training in learning disability and autism

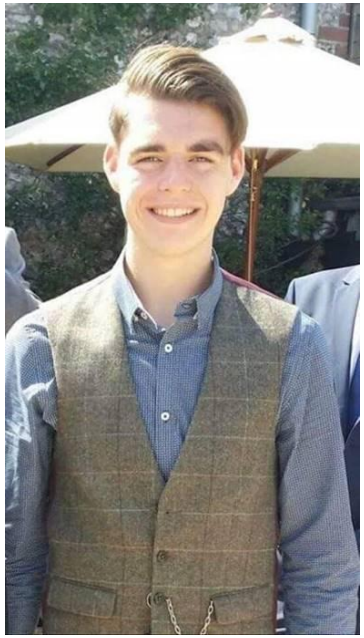
June 2023

Marie Lovell, Project Manager, Skills for Care &

David Van De Velde, Regional Lead for Mental Health, Learning Disabilities & Autism Workforce, NHS England

Training available

- Learning disability and autism training is now mandatory for staff in all services that are CQC registered.
- The Oliver McGowan Mandatory Training on Learning Disability and Autism is the government's preferred way to do this training.



Background

- In 2019, the Government said there should be training for staff who work with people with a learning disability and or autism.

- In 2020, 4 Trial Partners were chosen to co-produce and co-deliver training to 8000 health and social care staff in England.

- NDTi evaluated the training from the trials. They looked at which training courses were the best.

All of the evaluation, background & a video of Oliver's mother Paula talking about how important the training is, are available here

A statutory requirement

- An amendment to the Health and Care Bill to made it a statutory requirement from 1 July 2022 for all health and care staff in CQC regulated services to receive training on learning disability and autism appropriate to their role.
- Not just for staff working in learning disability and autism services, it is for all staff working in regulated services in health and care.
- The secretary of state is required to publish a code of practice. This will make provisions about the nature of the training including the content, delivery and ongoing evaluation of the impact of the training. The Code of Practice will offer guidance to employers about what training will satisfy the requirement of the Act.
- Oliver’s training is guaranteed to meet the requirements laid out in the code of practice. It is the only training with permission to include Paula McGowan OBE telling Oliver's story and use Oliver’s name. Oliver’s Campaign® is a registered trademark.
- Employers using The Oliver McGowan Mandatory Training on Learning Disability and Autism can have confidence that this training is recognised by national bodies advising on standards for the sector, as well as being the government’s preferred and recommended training.

Examples of substantial health inequalities experienced by people with a learning disability

Avoidable mortality 647 in 100,000 deaths of people with a learning disability were avoidable compared to 221 in 100,000 deaths of people without.

Breast cancer 47% of eligible people with a learning disability had a breast cancer screening compared to 62% of eligible people without a learning disability in 2021/22.

Cervical cancer 32% of eligible people with a learning disability had a cervical cancer screening compared to 69% of people without a learning disability in 2021/22.

Colorectal cancer 50% of eligible people with a learning disability had a colorectal cancer screening compared to 67% of people without a learning disability in 2021/22.

Chronic constipation 13% of people with a learning disability had chronic constipation compared to 1.3% of people without a learning disability in 2021/22.

Non-type 1 diabetes 7% of people with a learning disability had non-type 1 diabetes compared to 5% of people without a learning disability in 2021/22.

"Health and Care of People with a Learning Disabilities Dataset 2021-22"

Health inequalities and autistic people

Autistic people have a life expectancy that is between 20 and 36 years shorter than the general population [2]

The **national breast cancer screening rate** is approximately 13.1 % points lower and the **national colorectal cancer screening** rate is approximately 11% points lower for the autistic population compared to the non autistic population [1]

Population category	autistic national	ICB rate range
Autistic	48.8%	37.7% - 61.6%
Non autistic	61.9%	46.8% - 72.2%

Population category	autistic national	ICB rate range
Autistic	55.8%	41.9% - 64.4%
Non autistic	66.78%	56% - 73.9%

1 : "Health and Care of People with Learning Disabilities Dataset 2021-22" 2Hirvikoski et al. 2016; Guan and Li 2017.

Oliver McGowan Mandatory Training will support culture change by supporting various policies and programmes aimed for people with a learning disability and autistic people

Benefits

- The training is given by people with a learning disability and autistic people. They are paid for their time.

- Everyone in England can get the same training and learn the same important messages.

- The training was written by people with a learning disability, autistic people and their families.

- If people change jobs they take the learning with them..

- The training will be evaluated for 4 years, to see what difference it makes.

OLIVER'S CAMPAIGN

- This is the only training that can use Oliver's story, his name and the Oliver's Campaign logo.

skillsforcare

The Oliver McGowan Mandatory Training – Structure

Tier 1

For people who require general awareness of the support autistic people or people with a learning disability may need.

elearning with handbook

and

Online interactive session

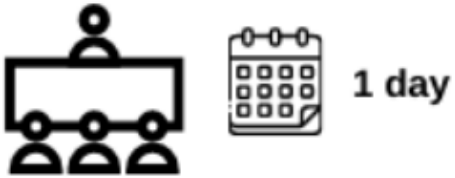
or

Tier 2

For people who may need to provide care and support for autistic people or people with a learning disability.

elearning with handbook

and



Face to face training

skillsforcare

The training sessions with experts

There will be 2 ways for employers and staff to access the part 2 training sessions.

1. Employers can deliver the training to their own staff using their own trainers.
Their trainers will be need to be **approved** trainers.
They may help smaller local partners by offering some training to them.

2. Employers can pay approved training providers to deliver the training to their staff
Training providers can have **approved** trainers to offer the training.

Trainers are approved by going on the official trainer training. All trainers delivering The Oliver McGowan Mandatory Training need to be trained and approved.

The trainer training is a cascade model. This means approved trainers can then train other trainers.

skillsforcare

Benefits

- Oliver's training is co-delivered with autistic trainers and trainers with a learning disability who are **paid** for their time, creating much-needed employment opportunities.

- 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. This means it is transferable from employer to employer. We are working to build it into staff passports, the Care Certificate and the Core Skills Training Framework.

- It is the only training with permission to include Paula McGowan OBE telling Oliver's story and use Oliver's name. Oliver's Campaign® is a registered trademark.

Ways to register

It can seem tricky to know the best way to register at first, but we are here to help.

At any point you can get help from;

- elfh support site

https://support.e-lfh.org.uk

- Contact us

support@e-lfh.org.uk

E learning Ways to register

There are several ways that workers can get an account:

- The employer can use the **bulk upload** service to arrange accounts for each of their staff
- Each member of staff can **register individually** using their individual (named) work or personal email address.
- Organisations can use their own **existing Learning Management System** – access to the content is provided via AICC links. SCORM files are not available.
- Using an **existing OpenAthens** account if the person already has one

Other popular courses on ELFH

- Care Certificate
- Communicating with Empathy
- Dysphagia Guide
- End of Life Care
- Mouth Care Matters
- Safeguarding Adults
- Safeguarding Children and Young People
- Statutory and Mandatory Training

Current position

- We are building the foundations for a nationwide roll out. The programme is working through partners in the 7 regions and the 42 Integrated Care Boards in England to build the trainer infrastructure and develop a sustainable model for the training.

- For very large employers we understand it may take **up to 3 years to roll out** to all staff. We anticipate the Code of Practice to specify a refresh every 3 years.

- Since November 2022, over **420,000 elearning launches which is the first part of Tier 1 and Tier 2** counted on the elearning for health platform – this does not include AICC links!

- The standardised training content and consistent delivery mean it is transferable from employer to employer. We are working to build it into staff passports, the Care Certificate and the Core Skills Training Framework.

- Approval received from National Institute for Health and Care Research for a **national longitudinal study**.

- We want to ensure that all health and care students and trainees are included, and we are suggesting a minimum of Tier 1 before first placement.

Current position

Speak Easy N.O.W.
@Speakeasynow22

This morning we held an induction session for our first group of Co-Trainers, who will be helping to deliver #OliverMcGowanMandatoryTraining on #LearningDisability and #Autism across #Herefordshire and #Worcestershire

Induction session for co-trainers with Speak Easy Now in Midlands (Feb, 2023)

Cohort 1 Lead Trainers led by Mencap and National Autistic Society (Jan, 2023)

rnal

skillsforcare

Regional contacts

- East of England- WorkforceTransformation.eoe@hee.nhs.uk
- London - MHWorkforce.London@hee.nhs.uk
- Midlands - midlandsmhlda@hee.nhs.uk
- North East and Yorkshire - mhney@hee.nhs.uk
- North West - mh-nw@hee.nhs.uk
- South East - Mentalhealthadmin.se@hee.nhs.uk
- South West - mentalhealth.sw@hee.nhs.uk

"…one of the best online sessions I have completed. It was relevant, engaging and is enabling voices to be heard and make a difference and positive impact. I am a parent of an autistic child as well as a health and social care manager. This training session fills me with hope! Fabulous session, thank you!"

"I believe it has opened my eyes and my heart to people with learning disabilities and to autistic people."

"Everyone should be able to learn something. I have been supporting people who have learning disabilities and autistic people for 30 years and learnt things from this training."

skillsforcare

Thank you