



Oliver McGowan Mandatory Training on Learning Disability and Autism

Pilot Project 2023-24 in Devon

Aiming to save lives by ensuring the health and social care workforce have the right skills and knowledge to provide safe, compassionate and informed care to autistic people and people with a learning disability.

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Oliver McGowan Mandatory Training on Learning Disability and Autism

Background - Oliver's Campaign

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

It was recognised that this needed to change - and turning desire into action was galvanised by Paula McGowan OBE. Paula set up and leads #OliversCampaign which she started following her son Oliver's tragic death in an NHS hospital in November 2016.

Paula believes 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.



“A life wasted due to these particular doctors not communicating effectively with family and other practitioners who knew him well and were in daily contact with the hospital. We believe the doctors were arrogant and ignorant and believed they knew Oliver better than his parents. They did not consult wider, when there was ample opportunity to do so.” Paula McGowan, Oliver McGowan's Story, www.olivermcgowan.org

Oliver McGowan Mandatory Training on Learning Disability and Autism continued

National Trials

In 2018, Paula McGowan launched a parliamentary petition to address this need - getting over 56,000 signatures. As a result, the Government published '[Right to be heard](#)' which included a commitment to develop standardised mandatory awareness training on learning disability and autism for health and social care staff.

This training was designed and tested during 2021 (involving over 8,300 health and care staff) and then independently evaluated by the [National Development Team for Inclusion \(NDTi\) in partnership with My Life My Choice and bemix](#).

The Health and Care Act (2022)

In 2022 the Government introduced the legislative requirement for Care Quality Commission (CQC) registered health and social care service providers to ensure employees receive awareness training on learning disability and autism. This includes hospitals, dentists, ambulances and care homes, and the care given in people's own homes.

Code of Practice

A [draft Code of Practice is currently in public consultation](#) (until 19 September 2023). It outlines what is required to meet the legal requirement to ensure staff receive training on learning disability and autism, appropriate to their role. Following this consultation, the Government will review the responses to inform any final changes.

The Oliver McGowan Mandatory Training on Learning Disability and Autism was designed and co-developed for this purpose. The training has also been mapped against the Skills for Care Core Capabilities Frameworks.



It is the Government's preferred and recommended training for health and care staff to undertake.

Oliver McGowan Mandatory Training on Learning Disability and Autism continued

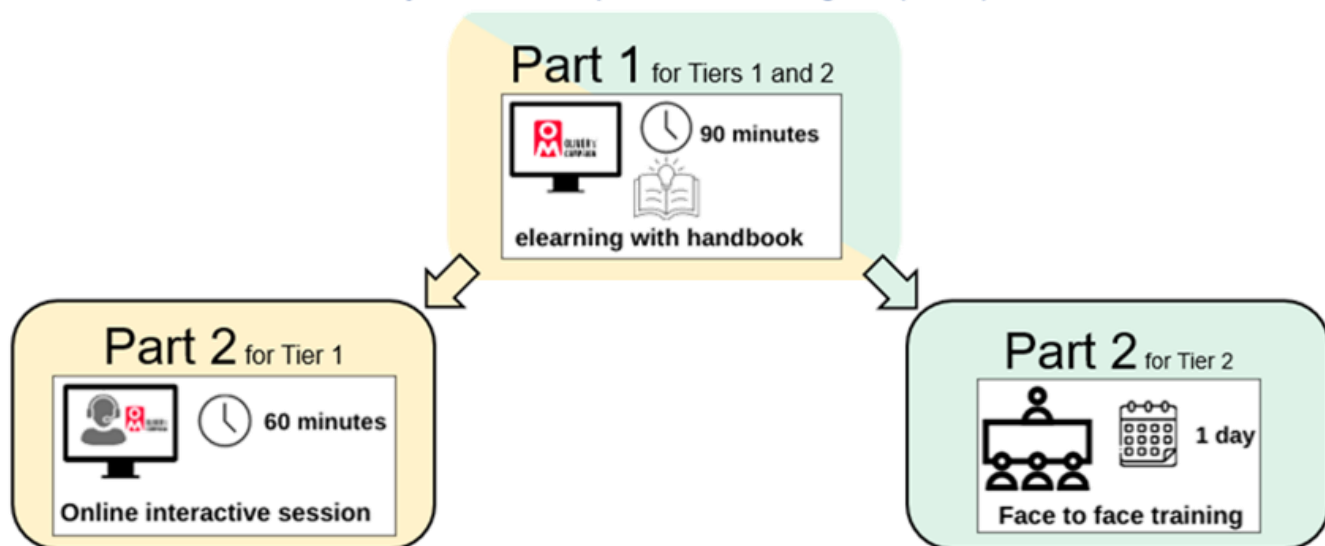
Training Content

The Oliver McGowan Mandatory Training on Learning Disability and Autism has been developed with expertise from people with a learning disability and autistic people, as well as their families and carers.

It has been designed to be delivered in two tiers so **all** staff working across CQC registered services receive the right level of training. Both tiers are split into two parts:

- Part 1 for both Tiers is a [90 minute e-learning package](#) which is available on NHS England's e-learning for healthcare (elfh) website. It is free to access but you will need to register an account.
- The Part 2 element of the training for both tiers is delivered by Trios of Trainers, comprising two Experts by Experience (an autistic person and a person with learning disabilities) and a Facilitator. For Tier 1 this element is a one-hour online workshop; for Tier 2, the training is delivered face-to-face, either as one full day session, or it can be split into two half-days to suit working arrangements.

Everyone must complete the e-learning first (Part 1)



Oliver McGowan Mandatory Training on Learning Disability and Autism continued

Video

In June 2023 a new animation about The Oliver McGowan Mandatory Training on Learning Disability and Autism was released by NHS England and Skills for Care. The animation has been co-designed and co-produced with autistic people and people with a learning disability. It is aimed at helping staff and employers across health and social care to understand Oliver's Training and why it is so vitally important.

[Click this link to view the video on You Tube](#)

Trigger Warning: This animation features the real-life story of the death of a young autistic person with a learning disability. It also highlights the stark health and care inequalities people with a learning disability and autistic people face, which some viewers may find upsetting.



Oliver McGowan Mandatory Training Devon Pilot Project

Introducing Integrated Care Systems

As part of the Health and Care Act (2022), Integrated Care Systems became legal entities with statutory powers and responsibilities.

Integrated Care Systems comprise two key components:

- Integrated Care Boards (ICBs) who are responsible for planning and funding most NHS services in the area (NHS Devon), and
- Integrated Care Partnerships (ICPs) are statutory committees that bring together system partners (including local government, the voluntary, community and social enterprise sector (VCSE), NHS organisations and others) to develop a health and care strategy for the area.



One Devon Pilot Project Team

A pilot project has been developed and a project delivery team is hosted by NHS Devon. The team comprises:

- Project Leader is Natasha Goswell (ICB Professional Practice and Workforce Lead)
- Project Manager is Sue Windley (ICB Programme Management Office Project Assurance Manager)
- Project Administrator is Amy Carrington (ICB Senior Administrator)

The team report to two Steering Groups as part of the project assurance and governance process:

- South West Regional Steering Group, comprising representatives from the ICSs, local government, Skills for Care, Bristol Autism Spectrum Service, South West Dental practitioners, South West Ambulance Service NHS Trust
- Devon ICS Steering Group, comprising representatives from all the NHS Trusts, Primary Care, 3 local authorities, care homes, hospices and VCSE organisations.

Oliver McGowan Mandatory Training Devon Pilot Project continued

Devon Pilot Project Aims

Funding has been made available by NHS England for the ICS (One Devon) to deliver the Oliver McGowan Mandatory Training for Learning Disability and Autism across the county (including Torbay and Plymouth).

The pilot project will aim to:

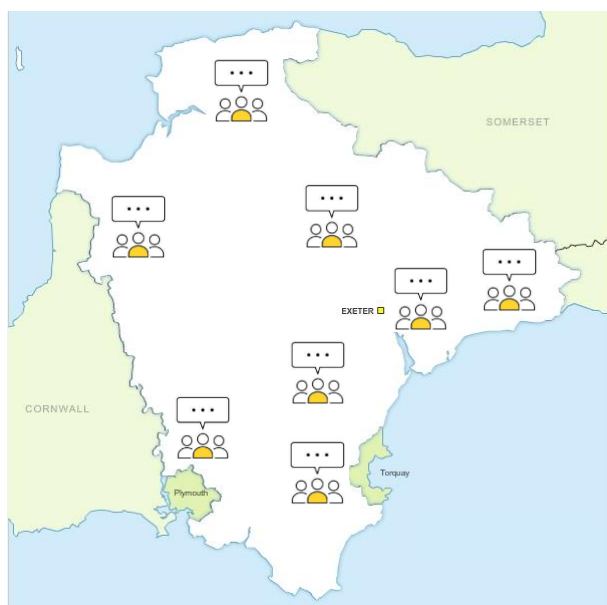
- Develop a network of Senior Facilitators / Trainers to deliver Train the Trainer training and provide on-going support for Trios of Experts by Experience.
- Recruit, train and manage teams of Trios of Experts by Experience to deliver mostly Tier 2 Part 2 training sessions to approximately 600 employees across the health and care sectors in Devon
- Test Tier 2 Part 2 delivery methods to minimise disruption to work schedules / job types
- Develop bespoke booking / tracking system to work across partner organisations and provide records of attendance for trainees.

Living Options Devon

[Living Options Devon](#) have been contracted by NHS Devon to provide the recruitment, management and pastoral care for all the Experts by Experience and Facilitators/Trainers.

They are an Exeter-based charity who provide a wide range of support services for disabled people, people with long term health conditions and members of the Deaf Community.

They will act as an umbrella organisation linking in with the VCSE organisations' network across the county.



Oliver McGowan Mandatory Training Devon Pilot Project continued

Expected Pilot Project Benefits

- With the estimated large numbers of employees requiring the training (see Risks and Challenges), the pilot project will ensure unforeseen challenges can be overcome in advance of the full roll-out.
- Increased awareness across the health and care sectors of the needs and required [reasonable adjustments](#) for people with learning disabilities and autistic people.
- Identify optimal training delivery approaches that meet benchmark standards whilst minimising disruption to work patterns for health and social care staff.
- Develop and test a bespoke booking / tracking system that integrates with the learning management systems of all partner organisations to enable portability of training accreditation.
- Establish links with inter-dependent projects and other local ICS regions to share knowledge and best practice.

Pilot Project Challenges

- Numbers - it is estimated over 60,000 health and care colleagues across Devon will be required to complete the training, over a three year refresher cycle.
- Time - employees have been encouraged to complete the Part 1 e-learning since November 2022 but the training and development required for Part 2 delivery means it will be available in October 2023 at the earliest (see Project Plan for estimated dates for training delivery).
- Money - whilst the Devon Pilot Project is fully funded until March 2024, it is yet to be confirmed how the full roll-out will be funded.
- Data Tracking - ensuring bookings are accredited across different organisations maintain Information Governance and Data Sharing requirements.

Oliver McGowan Mandatory Training Devon Pilot Project continued

What we have achieved to date (January to June 2023):

- Completed the planning, governance and funding requirements for the pilot project.
- Delivered presentations to local Autism and Learning Disabilities Boards / Forums, and started general communications to raise awareness of the pilot project.
- Identified and planned management and pastoral care requirements for the Experts by Experience, including consulting on best contract approaches (to avoid disruption to benefits) and benchmarking salaries.
- Recruited administrative and project support staff.
- Developed recruitment and induction information and documentation, including Easy-Read versions.
- Recruited Senior Facilitators / Trainers to deliver the Train the Trainer sessions.
- Started recruiting the first tranche of Experts by Experience to deliver the Part 2 training for the pilot project.



Oliver McGowan Mandatory Training Devon Pilot Project

continued

What we are doing next (July 2023 to March 2024):

July to September 2023:

- Review and comment on the public consultation for the Code of Practice.
- Continue promotional activities to increase awareness of the pilot project.
- Start induction process for the recruited Trios of Experts by Experience and deliver their Train the Trainer sessions.
- Establish Information Governance and Data Sharing requirements for an online booking system, whilst developing the bespoke software.
- Publish the Part 2 session dates (Tier 1 online and Tier 2 face to face) and book host venues.
- Collate and book first groups of participants to complete Tiers 1 and 2 Part 2 training (to be taken from teams working across the health and care sectors).
- Host practice sessions for newly trained Trios to gain confidence and develop their training delivery knowledge to gain their training accreditation.
- Establish feedback and evaluation methods for pilot project.



October 2023 to March 2024:

- Update training requirements (if needed) according to the final Code of Practice to prepare for full roll-out.
- Continue recruiting/ training of additional Trios to prepare to deliver Tiers 1 and 2 Part 2 sessions to full contingent of health and care staff in Devon (60,000+).
- Develop and test bespoke booking software in preparation for full roll out.
- Review feedback and pilot project evaluation to provide recommendations for full-scale delivery.

Oliver McGowan Mandatory Training Devon Pilot Project

continued

Expected Benefits





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Pilot Project 2023-24 in Devon

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