**Briefing regarding the Oliver McGowan Mandatory Training for the Somerset RCPA (Registered Care Providers Association)**

**April 2023**

**1 INTRODUCTION AND BACKGROUND**

1.1 In November 2019, the Government published *Right to be heard* its response to the consultation on proposals for introducing mandatory learning disability and autism training for health and social care staff.

1.2 The response included a commitment to develop a standardised training package which draws on existing best practice, and the expertise of people with autism, people with a learning disability, their family carers as well as subject matter experts.

1.3 Subsequently from 1 July 2022 the Health and Care Act 2022 included a duty for ICB and Local Authority regulated service providers “to ensure that each person working for the purpose of the regulated activities carried out by them receives training on learning disability and autism which is appropriate to the person’s role”.

1.4 A two tier model of training has been developed to meet this duty, named after Oliver McGowan whose death and a subsequent campaign by his family highlighted the need for health and social care staff to be better trained in the needs of people with a learning disability and autism.

1.5 Both tiers of training require health and social care staff to complete an e-learning module. Tier 1 training is for health and social care staff who require general awareness of the support autistic people or people with a learning disability may need. A live virtual training session delivered by a training facilitator supported by two Experts with Lived Experience, one with a learning disability and one with autism is also required to meet the learning outcomes of Tier 1

1.6 Tier 2 training will be delivered to health and social care staff with responsibility for providing care and support for an autistic person or a person with a learning disability, regardless of how often that may occur. In addition to the e-learning session attendance at a one day training course is also required, delivered face by a training facilitator and two Experts with Lived Experience.

1.7 Health Education England has been tasked with facilitating the implementation of the Oliver McGowan Mandatory Training, (OMMT), across ICSs in England. In the South West region this has been supported by South, Central and West Commissioning Support Unit, (SCW CSU).

1.8 In Somerset there are around 30,000 staff, (headcount), who will be required to complete OMMT. Eighty per cent, (24,000), will require Tier 2 training, including public facing and certain commissioning roles. The remaining 20% will require the shorter Tier 1 training.

1.9 Health Education England originally tasked each ICB with the job of rolling the training out to all NHS Health providers but have since revised this to include Social Care staff too. There remains some challenge about which Social Care groups should be included, current guidance states only that Social Care groups should be decided locally at the discretion of Health.

1.10 Somerset is further ahead than most systems with c100 colleagues from Somerset NHS Foundation Trust, Somerset County Council and the ICB nominated for pilot sessions, while also having a smaller task compared to other parts of the region e.g. 47,000 colleagues requiring the training in Bath, Swindon and Wiltshire.

**2 CURRENT POSITION**

**2.1 Governance**

2.1.1 A Somerset Delivery Group has been formed, chaired by the ICB Associate Director of Safeguarding, Mental Health, Learning Disability and Autism. Group membership includes the ICB Quality Lead for Mental Health and Learning Disability and Workforce Programme Lead, and both clinical and workforce representatives from Somerset NHS Foundation Trust, Somerset County Council Adult Social Care, from third sector providers Discovery and Autism Somerset and includes Experts with Lived Experience, (Appendix 1).

2.1.2 Somerset ICS is represented at the Regional OMMT Steering Group by the ICB Associate Director of Safeguarding, Mental Health, Learning Disability and Autism, Quality Lead for Mental Health and Learning Disability and Workforce Programme Lead.

2.1.3 Regular updates are provided to the Chief Nurse, ICB People Board and ICB Directors to illustrate progress and challenges.

2.1.4 A dedicated mailbox has been set up in the ICB to manage all communications in relation to this new initiative.

**2.2 Finance**

2.2.1 Each ICB in the South West has been provided with funding for 2022/2023 to build capacity to introduce the OMMT. HEE have been very clear that this will not meet the full costs of implementation.

2.2.2 The funding provided is helping to build capacity and infrastructure locally to recruit and train facilitators and Experts by Experience as well as establishing a local delivery model.

**2.3 Workforce**

2.3.1 HEE has invested in both virtual and face to face training for Experts with Lived Experience and training facilitators who will be delivering both tiers of the training. Once trained the trios (consisting of a facilitator and 2 Experts by Experience) are asked to record a trial training session which is submitted to HEE for validation before they can deliver the training to staff. To date 7 Somerset trios have been trained and are currently going through their evaluation.

2.3.2 HEE have suggested that the most effective way to manage the roll out of the OMMT is by commissioning a provider to recruit, employ and manage all of the trainers and Experts with Lived Experience, organise the booking of training sessions and allocations of trainers to each session, manage the evaluation of each training session and collate relevant performance data.

2.3.5 In Somerset we have been fortunate to have an offer to deliver this service from Autism Somerset, a Community Interest Company whose activities benefit individuals, their families and carers who are affected by autism, including Education, Health and Social Care agencies charged with supporting individuals, families and carers. Autism Somerset already offers training and consultancy to public and private providers of that support, families, communities, schools and employers, so is ideally placed to deliver the taught elements of the OMMT.

2.3.6 A National Code of Practice is currently being drawn up, which will make provisions about the nature of the training including the content, delivery and the ongoing evaluation of the training. A full procurement will be undertaken for the long term delivery of this programme once the Code of Practice is in place.

* + 1. Tier 1 training covers all the Tier 1 capabilities of both the [Core Capabilities Frameworks](https://www.skillsforhealth.org.uk/info-hub/learning-disability-and-autism-frameworks-2019/%22%20%5Ct%20%22_blank)for supporting people who have a learning disability and autistic people.  Tier 2 training covers a careful selection of the learning outcomes from the [Core Capabilities Frameworks](https://www.skillsforhealth.org.uk/info-hub/learning-disability-and-autism-frameworks-2019/%22%20%5Ct%20%22_blank)’ Tier 2 capabilities, in addition to all the Tier 1 capabilities.   Individuals only need to do one training package either Tier 1 or Tier 2, whichever is most appropriate to their role.
		2. Appendix 2 provides further information as to the requirements of completion for Tier 1 and Tier 2. **Completing the E-learning by itself does not fulfil the requirements for the training.**
		3. Depending on their role, staff may require further capabilities in addition to those covered in the Tier 2 Oliver McGowan Mandatory Training on Learning Disability and Autism package. It is the responsibility of employers to determine any further capabilities their staff need and to put in place the appropriate provisions. Employers must continue to review the training needs of their staff and provide relevant training for each role.

**2.4 LEARNING SYSTEMS**

2.4.1 Working alongside Somerset County Council and Somerset NHS Foundation Trust, the ICB has scoped the requirements for hosting the e-learning training on Learning Management Systems. Agreement has been reached to use the ‘AICC’ function which allows both HEE and Somerset ICS to track learner completions.

2.4.2 Live course dates will be uploaded to both the Learning Centre, (County, District, Young Somerset, Micro providers), and OWL, (Somerset FT, YDH, St Margaret’s). We are considering whether other providers would access the e-learning module through one of these or through a different route e.g. ESR for ICB colleagues.

**3 NEXT STEPS AND RECOMMENDATIONS**

3.1 The Somerset Delivery Group to begin work to determine which staff groups should be prioritised for Tier 2 training from April 2023.

3.2 For care providers in Somerset to identify their own trios for workforce training. These trios to receive free accredited training via the Somerset delivery model to ensure they are in turn accredited to cascade the approved Oliver McGowan training to their own workforce. This free training offer will be available until March 2024. Names to be provided to OLIVERMCGOWANTRAINING (NHS SOMERSET ICB – 11X) Somicb.olivermcgowantraining@nhs.net

3.3 Larger care providers, who have more capacity, to consider offering training to smaller care provider workforce to ensure resilience across the Somerset system.

3.4 We are hoping to start delivering Tier 1 training from June 2023 and Tier 2 from July 2023. We are happy to offer any spare capacity to care provider staff although this is likely to be made available on late notice basis.

3.5 HEE has advised that each employer must decide on the level of training needed for each member of staff according to their role and previous learning / training provided already. The training should be structured to use the two-core competence frameworks:

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

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**APPENDIX 1**

Members of the Oliver McGowan Mandatory Training Somerset Delivery Group

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| Associate Director of Safeguarding, Mental Health, Learning Disability and Autism. ICB |
| Quality Lead, Mental Health and Learning Disability, ICB |
| Workforce Programme Lead, ICB |
| OMMT Support ICB |
| Supported Employment Manager, Discovery |
| Learning and Development, SFT |
| LD Liaison Nurse, Musgrove Park Hospital, SFT |
| ASC Learning and Development, Somerset County Council |
| Director, Autism Somerset |
| Communications Lead Officer ICB |
| Operational Service Manager, Adult Community Mental Health and LD Services, SFT |
| Somerset Autism Spectrum Service, SFT |
| Learning and Development, SFT |
| Operational Service Manager, Learning Disabilities, SFT |
| Strategic Manager: Acutes and Partnerships, Somerset County Council |
| Principal Social Worker for Adults, Somerset County Council |

**APPENDIX 2**

