



OLIVER MCGOWAN TRAINING GUIDE



The Oliver McGowan
Mandatory Training
on Learning Disability
& Autism



OLIVER'S
CAMPAIGN

THE OLIVER MCGOWAN MANDATORY TRAINING ON LEARNING DISABILITY & AUTISM

Exists to save lives, ensuring health & social care workers have the right skills and knowledge to provide appropriate, safe, compassionate, informed care to autistic people and people with a learning disability.

This training programme is named after Oliver McGowan, a young man whose death shone a light on the need for health and social care staff to have better skills, knowledge and understanding of autistic people and those with a learning disability. For more information about Oliver's story, please visit www.olivermcgowan.org

The Health and Care Act 2022 introduced a statutory requirement that regulated service providers must ensure their staff receive learning disability and autism training appropriate to their role.



This training is the standardised training package that was developed for this purpose and is the government's preferred and recommended training for health and social care staff.

ABOUT THE TRAINING

The Oliver McGowan Mandatory Training is delivered by a facilitator and is co-delivered by 2 co-facilitators, 1 person with a lived experience of learning disability and 1 person with a lived experience of autism. The co-facilitators are known as Experts with Lived Experience (EWLE). They are employed by Hopeful Futures, and are paid at the equivalent of an NHS band 5 hourly rate.

This standardised package of learning can only be delivered by trained and approved accredited trainers. All trainers will have attended the relevant Train the Trainer programme, including Experts with Lived Experience. Because the training is standardised, this means that certification is transferable between employers.

ABOUT HOPEFUL FUTURES CIC

Hopeful Futures is a not-for-profit community interest company based in the London Borough of Newham. Our CIC was founded in 2016 by Alison and Simon Orphan, parents of an autistic young adult with learning disabilities and associated complex needs. Alison has worked in the voluntary sector in Newham for 30 years having previously co-founded two organisations both of which have been disability focused. Hopeful Futures was initially set up to provide support for Alison and Simon's son after he left school, as there was no alternative provision locally that could meet his needs. Since 2016, Jono has been supported by a staff team who help him develop his own portfolio of artwork, as well as accessing the local community. Hopeful Futures CIC is now registered with the CQC as a supported living provider.

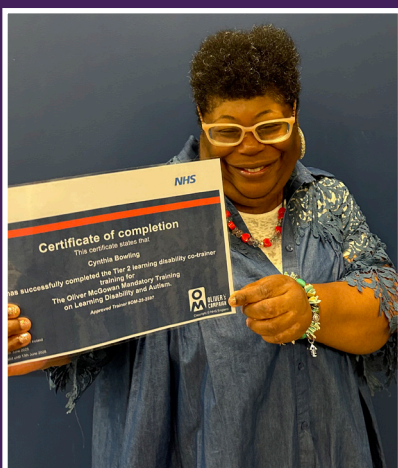


Since our inception in 2016, we have gone on to run numerous community projects all alongside local autistic people, those with learning disabilities and their families.



Our CIC was founded on and motivated by Christian faith but our vision was and is to serve all local people with learning disabilities and autism regardless of their faith or beliefs, to benefit Newham's diverse multi-faith and multi-cultural community.

As an organisation we possess clinical expertise and experience in the learning disability and autism sector with two experienced registered learning disability nurses employed within the company. We provide training & consultancy, with strong working relationships with our local NHS and social care teams who have commissioned us to provide learning disability and autism training for GPs, social workers, care providers and allied healthcare professionals. Our local Integrated Care Board has commissioned us to undertake quality oversight visits for autistic people and people with learning disabilities who are currently inpatients in mental health hospitals. This work helps to ensure that people are being supported well in hospital with good plans in place for when they leave.

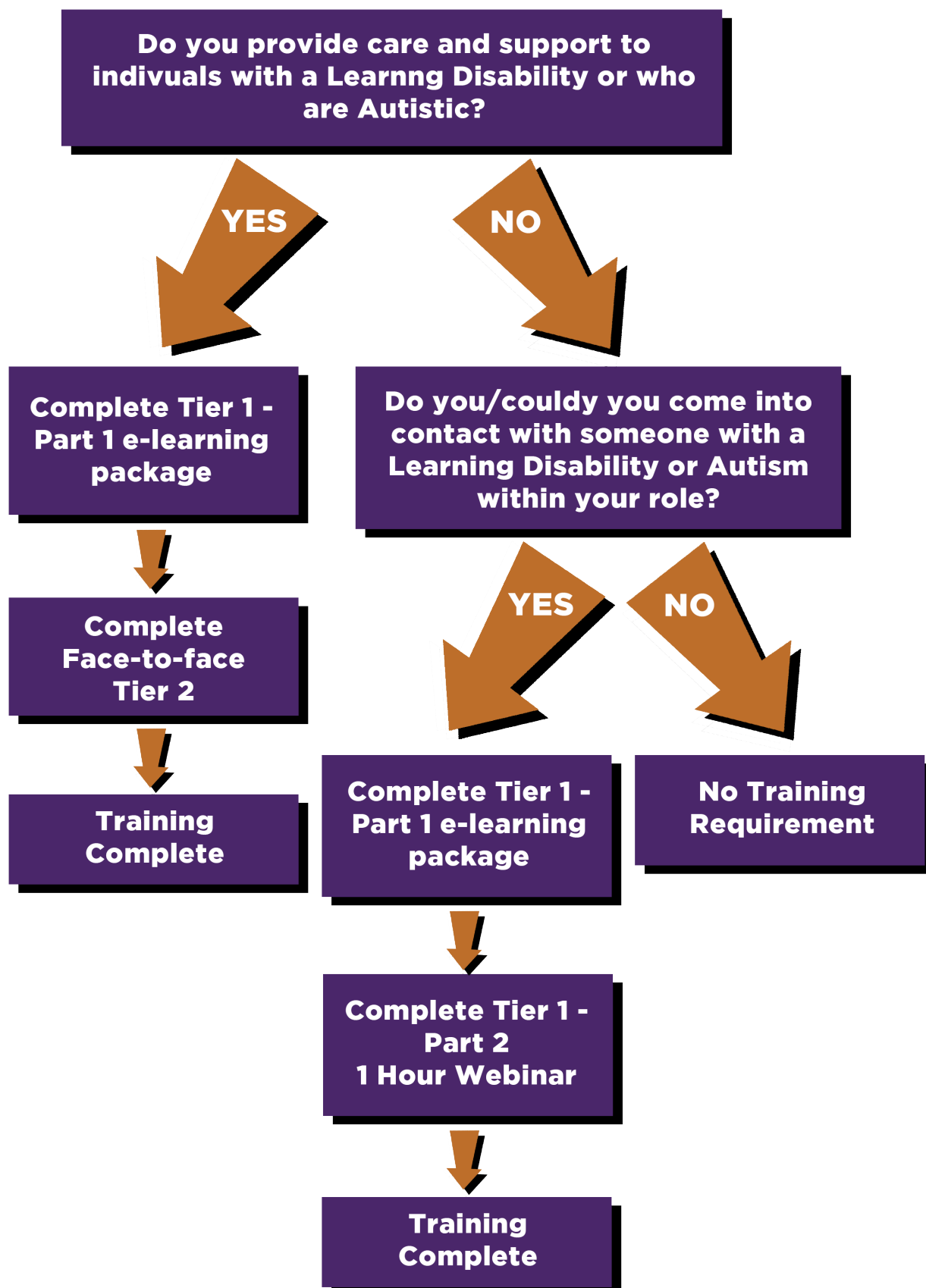


We are particularly passionate about employing people who have disabilities and those who are neurodivergent. Over 60% of our staff and directors are either autistic, have a disability or mental health need. We are delighted that the Oliver McGowan training project enables us to employ local autistic people and people who have a learning disability!

WHO SHOULD COMPLETE WHICH TIER?

The Oliver McGowan Mandatory Training on Learning Disability and Autism comes in two tiers and the route staff need to undertake depends on their job role.

Follow our flow chart to work out which Tier is appropriate to your role.



TIER 1

Tier 1 is for staff who may come into contact with individuals with a learning disability or are autistic as part of their day-to-day role. This includes roles such as housekeeping, administration, reception, catering and maintenance. The Tier 1 programme is designed to provide a general awareness of the support individuals may need.

TIER 1 - PART 1

This is a 90-minute e-learning package, which is accessible to all, online and free of charge. Tier 1 part 1 **MUST** be completed by all staff regardless of job role, before undertaking part 2.

The free e-learning can be accessed here: **CLICK HERE***

TIER 1 - PART 2

This is a one-hour, live, interactive webinar which is delivered by an approved trio, consisting of a key facilitator, an expert with lived experience of learning disability and an expert with lived experience of autism.

Course Content

This interactive session provides an opportunity for delegates to ask questions, listen and talk to someone with a learning disability and an autistic person who will share their own experiences.

The session requires delegates to be fully involved and interactive, to ensure they develop the knowledge and new strategies they can then take back to the workplace.

The session covers:

- How to ask an autistic person or a person with a learning disability how they need to be supported
- Group questions for discussion
- Sharing own thoughts and experiences
- Understanding the need for reasonable adjustments
- Myth-busting quiz
- Experiences of using services from trainers with lived experience



TIER 1 - PART 2 (continued)

Learning Outcomes

After attending the course, learners will be able to:

- Understand that everyone is different and has different needs
- Give an example of how you can support a person with a learning disability or an autistic person differently
- Give an overview of what 'reasonable adjustments' means
- Identify any changes in practice needed to enable excellent care and services for people with a learning disability and autistic people

All sessions are delivered via Microsoft Teams

Duration: 1 hour

Certification: Delegates will receive a fully accredited Oliver McGowan Certificate on completion of this course



TIER 2

Tier 2 is for staff who may need to provide care and support to those with a learning disability or to those who are autistic. Examples of staff who need Tier 2 training are doctors, nurses, social workers, support workers and allied healthcare professionals (please note this list is not exhaustive). This is a face-to-face training session which is delivered by an accredited key facilitator and two lived experienced, accredited co-facilitators, one with lived experience of learning disability and one with lived experience of autism.

Prior to attending Tier 2 training, delegates must complete the Tier 1 part 1 e-learning training, which can be accessed here: portal.e-lfh.org.uk/Component/Details/781480

Course Content

This Tier 2 course is mapped to the learning outcomes set out in "Right to be Heard" (DHSC, 2019) and Core Capabilities Frameworks for Supporting People with a Learning Disability and Core Capabilities Framework for Supporting Autistic People.

The morning session focuses on learning disability and the afternoon session on autism.



TIER 2 (continued)

In the learning disability session delegates will:

- Acknowledge and understand unconscious biases to avoid diagnostic overshadowing
- Learn from the Lives and Deaths review, including co-morbidities
- Learn STOM – Stop the overmedication of people with a learning disability campaign
- Understand what reasonable adjustments are and how to make them
- Understand how and when to use and apply the Mental Capacity Act 2005
- Know when to use and how to apply DNACPR
- Learn how to improve communication
- Understand the importance of the role of hospital passports and annual health checks
- Focus on self-reflection – what you can do differently



In the autism session delegates will:

- Understand why autism is described as an invisible condition
- Reflect on own values and beliefs
- Recognise potential triggers for anxiety
- Identify reasonable adjustments and ways to adapt practice
- Learn about legislation and resources for inclusive enabling services
- Implement actions from lessons learnt from Oliver
- Focus on self-reflection – what you can do differently

Learning Outcomes

After attending the course, learners will be able to:

- Give an overview of what a learning disability and autism is
- Explain the positive impact of applying legislation into the day to day lives of people with a learning disability or autism
- Reflect on own and organisational practice
- Action plan for required changes in practice

All sessions are delivered face to face

Duration: 7 hours

(half-day session on learning disability and half-day session on autism)

Certification: Delegates will receive a fully accredited Oliver McGowan Certificate on completion of this course.



PRICING



We are committed to being cost effective.

We know that training costs for this programme vary drastically from provider to provider. We also know that the social care sector haven't yet been provided with the additional finance required to cover the costs of this mandatory training.

We are incredibly passionate about the training subject and want health & social care staff to be able to access this training easily, without unrealistic pricing getting in the way.

We are committed to providing high quality training at the lowest possible price.

TIER 1	£330.00
TIER 2	£1,035.00



For Tier 1: £330 for up to 30 learners (the equivalent of £11 per person)

For providers in Newham: Tier 2: £1,035 for up to 30 learners (the equivalent of £34.50 per person)

For providers outside of Newham, additional travel costs will be added as needed.

We can travel to your location to deliver the training at your premises or we can support you by booking an appropriate venue.

We can also provide train the trainer courses for:


- Tier 2 facilitating trainers (2-day course)
- Tier 2 experts with lived experience of learning disability co-trainers (3-day course)
- Tier 2 experts with lived experience of autism (3-day course)

If you would like more information about the Train the Trainer Programmes, please contact Alice Amponsah on alice@hopefulfutures.net

Summary

As an organisation we are incredibly passionate about this training and are so excited to see the positive impact it has on the quality of care and support being provided.

We would love to train your organisation and staff members and invite you to please get in touch to find out more about how we can deliver this for you.

alice@hopefulfutures.net | 07832 249764 | hopefulfutures.net  [@hopefulfuturescic](https://www.instagram.com/hopefulfuturescic)