



Department  
of Health &  
Social Care



Easy  
Read

# Oliver McGowan draft code of practice

This is an Easy Read version  
of the Oliver McGowan draft  
code of practice on  
statutory learning disability  
and autism training



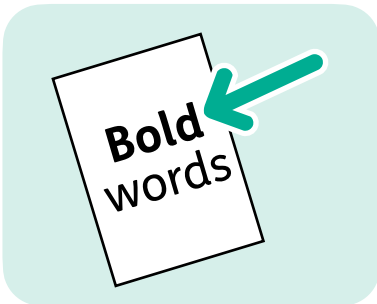
# Easy Read



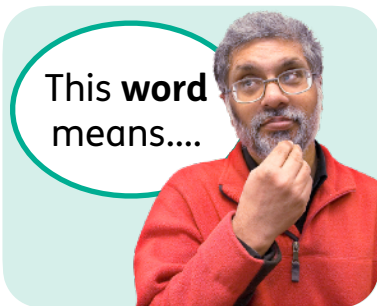
This is an Easy Read version of some information. It may not include all of the information but it will tell you about the important parts.



This Easy Read guidance uses easier words and pictures. You may still want help to read it.



Some words are in **bold** - this means the writing is thicker and darker.



These are words that some people will find hard. When you see a bold word, we will explain it in the next sentence.



Blue and underlined words show links to websites and email addresses. You can click on these links on a computer.

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# About this guidance



The law says that all health and care staff in services that are **registered** with the **Care Quality Commission (CQC)**:



- Must get training on learning disability and autism, and



- The training should be right for the job they do.



The **Care Quality Commission (CQC)** is an organisation that checks the standard of health and social care services in England.



**Registered** means the health and care services agree to be checked by the CQC.

This guidance is called a code of practice. Until we decide on the final version, we call it a 'draft'. The guidance explains:



- What training staff need to get to follow the law.
- What standards the training should follow.
- Why training is important.



You can also read this guidance if you, or someone you know, use health and care services.



It will help you understand what training their staff should have had.



The Government recommends that staff get training called The Oliver McGowan Mandatory Training on Learning Disability and Autism.

We will tell you more about Oliver McGowan on the next page.

# Oliver McGowan



Oliver McGowan was a happy teenager, who had a learning disability and was autistic.

In 2016, he became ill and died.



If the doctors and nurses had a better understanding of autism and learning disability, they could have cared for Oliver in a different way.

This could have saved his life.



Oliver's mother, Paula McGowan OBE, worked to make sure all health and care staff get training on learning disability and autism.



Paula's work led to The Oliver McGowan Mandatory Training on Learning Disability and Autism.



The Oliver McGowan Mandatory Training on Learning Disability and Autism has been tested on thousands of health and care staff.



This made sure that the training gives staff the skills they need to better care for autistic people and people with a learning disability.



You can find out more about Oliver by watching this video:

<https://www.youtube.com/watch?v=nHQrPVzTcMk>

# Standards



**Standards** are ways of checking that something, like training, is good enough.

There are 4 standards in the draft code of practice.



Next, we will tell you about each standard and how it should be followed.



# Standard 1



All staff must get training about the most important things when caring for autistic people and people with a learning disability.

This is called Tier 1.



Some staff must get more training, if they give care and support to autistic people and people with a learning disability.

This is called Tier 2.



Some staff must also get extra training, if they make a lot of choices that affect the care that autistic people and people with a learning disability get.

This is called Tier 3.

# Following this standard

Staff who have had Tier 1 training will know about:



- What a learning disability is.



- What autism is.



- How learning disabilities and autism affect people.



- How to know if someone has a disability which you cannot see.



- **Reasonable adjustments** - these are changes that can be made so that disabled people can use places and services like everyone else.



In Tier 1, staff will also think about how they think and behave around autistic people and people with a learning disability.

Staff who have had Tier 2 or Tier 3 training will know about:



- **Diagnostic overshadowing** - this is where a doctor thinks someone is ill because of their learning disability or autism, but they are not.



- Health issues that a lot of people with a learning disability and autistic people get.



- What the law says about caring for people with a learning disability and autistic people.

In Tier 2 and Tier 3, staff will also learn about:



- Reasonable adjustments in health, like **hospital passports**.



**Hospital passports** are documents that explain what support or changes a person with a learning disability or autistic person might need.



- **Ask Listen Do** - this is a way to make it easier for people and their families and carers to speak up about health services.



- Stopping giving people with a learning disability and autistic people medicines that they do not need.

They will also think about:



- How the things people believe can affect the care they give.



- How to speak to people in a way they can understand.



- Learning from the deaths of people with a learning disability and autistic people.



- When it is ok not to try to restart someone's heart after it has stopped.

Services should:



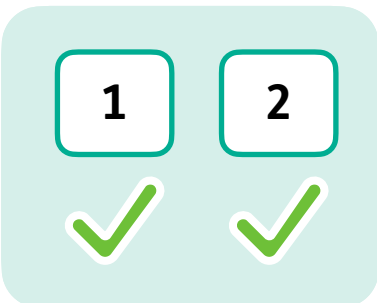
- Check what skills their staff have.



- Understand what training their staff need.



- Get their staff this extra training, if they need it.



Staff can learn Tier 1 and Tier 2 skills from The Oliver McGowan Mandatory Training on Learning Disability and Autism.



They will need to find other ways to get Tier 3 training.

# Standard 2



Staff should think about how they will use the skills they have learned from the training.

## Following this standard

Services should make sure that their staff get training which:



- Uses information and examples that are right for their staff.



- Talks to staff in small groups about how they can use their skills in their jobs.



- Gives people a chance to think about how they can work in a better way.

It is important that staff can:



- Learn.
- Change their work based on what they have learned.



The Oliver McGowan Mandatory Training on Learning Disability and Autism uses many different tasks and examples.



These can change so they are right for lots of different people, in lots of different jobs.



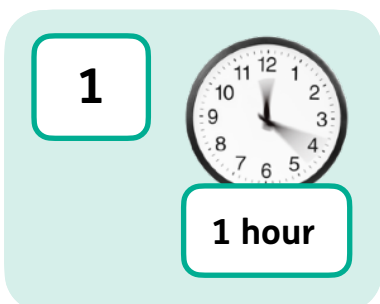
# Standard 3



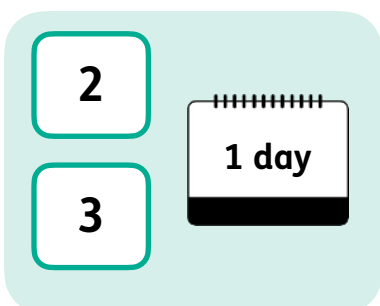
People with a learning disability and autistic people must be involved in giving staff training.

This means they should:

- Talk to staff.
- Be listened to.



For Tier 1 training, this should be for at least an hour.



For Tier 2 and Tier 3 training, this should be for at least 1 day.



All staff should also do online training that talks about Tier 1 skills.



It is very important to involve people with a learning disability and autistic people.



It helps people to learn more about issues that affect people with a learning disability and autistic people.



Training must involve:

- At least 1 person with a learning disability.
- At least 1 autistic person.

# Following this standard



Services should think about whether training properly involves people with a learning disability and autistic people.



Many different people should be involved.



Family members and carers can also be involved.



But family members and carers cannot give the training instead of a person with a learning disability or autistic person.



The Oliver McGowan Mandatory Training on Learning Disability and Autism meets Standard 3.

# Standard 4



All staff must get training that is good quality.

This means the training is based on good information and has been tested and checked.



People with a learning disability and autistic people must be involved in checking that training is good.



This is to make sure that the training is really good enough.

# Following this standard



Services should find training that has been checked.



It should not have been checked by the same organisation that is giving the training.



The Oliver McGowan Mandatory Training on Learning Disability and Autism has been checked by many different people and organisations.

# Working with people



People with a learning disability and autistic people must be treated fairly.

Organisations that provide training must:



- Follow the law when they work with people with a learning disability and autistic people.



- Treat people fairly, and make reasonable adjustments if they need it.



- Involve people from many different groups. Nobody should be unfairly left out.

Organisations that provide training must:



- Pay people with a learning disability and autistic people fairly.



- Train them on how to give the training.



- Give them any support that they need.

# What services must do



Services need to find training that is right for their staff.

They must also:



- Make sure staff get the support they need to do the training.



- Check that their staff have learned everything they need to learn.



- Make sure their staff get training about learning disability and autism at least every 3 years.



The Oliver McGowan Mandatory Training on Learning Disability and Autism will help services do all of this.



# Writing down information



Services must write down information about the training their staff has had.



This will let the Care Quality Commission (CQC) check that they are following the rules.

Services will need to show the CQC that:



- They have given staff training on learning disability and autism.



- This training follows the standards in this guidance.

# If a service does not follow the rules

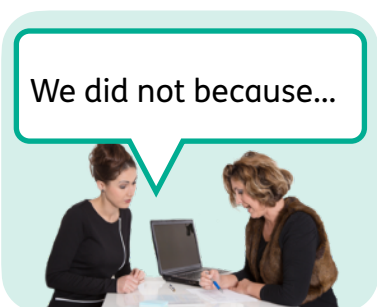


If a service does not follow the rules, the CQC can take action.



Action can include:

- Making services pay money.
- Giving services a public warning.
- Stopping the service caring for any new people until they follow the rules.



The service will need to explain why they have not followed the standards in this guidance.



You can read more about what the CQC can do here:

[www.cqc.org.uk/content/enforcement-policy](http://www.cqc.org.uk/content/enforcement-policy)

This information is not in Easy Read.

# The Oliver McGowan Mandatory Training on Learning Disability and Autism



The Government says that The Oliver McGowan Mandatory Training on Learning Disability and Autism is the best training for health and care staff.



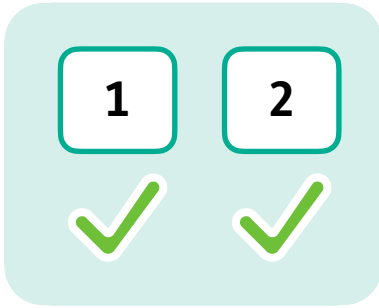
It has been checked by lots of different people and organisations.



The training has been made so that it works for different people in different jobs.



But it meets all of the standards.



The training teaches everything that staff need to know from:

- Tier 1.
- Tier 2.



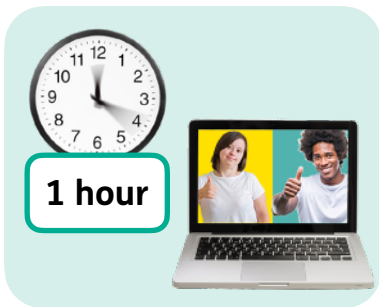
## Tier 1

Tier 1 training is for all staff.

In Tier 1 training, staff will:



- Complete online training.



- Take part in a 1 hour online meeting with a person with a learning disability and an autistic person.

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## Tier 2

Tier 2 training is for staff who support or care for people with a learning disability and autistic people.

In Tier 2, staff will:

- Complete online training.
- Take part in a 1 day training, in person. A person with a learning disability and an autistic person must help to give this training.



# Checking this information



We will check the information and standards in this guidance every 5 years.



We will change it, if we think we need to.

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