



# Oliver McGowan Mandatory Training

**HEALTH EDUCATION ENGLAND APPROVED**



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# Oliver's story

As an infant, Oliver suffered meningitis and received diagnoses of mild hemiplegia, focal partial epilepsy, a mild learning disability and high functioning autism. As a teenager, with several sporting accomplishments under his belt, Oliver began to train as a Paralympian.

In 2005 Oliver experienced seizures and was admitted to hospital, where he was given antidepressants. He was readmitted later that year when his seizures worsened. Despite having no diagnosis of psychosis or a mental health disorder, Oliver was held against his will and given antipsychotic medication.



This had a hugely negative impact on his mood and doctors noted that Oliver was sensitive to antipsychotics. After the removal of the medication, both his mood and the seizures returned to normal. In April of the following year, Oliver was admitted again with partial seizures. Again, antipsychotics were administered and Oliver suffered a range of distressing side effects. It was believed that his symptoms were behavioural and Oliver was moved to a specialist adult hospital where staff restrained him, prescribed further antipsychotic medication and failed to provide him with any privacy. Oliver was then transferred to a Psychiatric Intensive Care unit where he received support from a specialist learning disability team who immediately recognised that he did not need to be detained - they removed all antipsychotic medication from his treatment plan.

That October, Oliver experienced a cluster of partial seizures and was admitted to a general hospital. Staff sedated Oliver and, once again, gave him antipsychotic medication. Oliver became very unwell and staff suspected a life-threatening reaction to the antipsychotic medication. After a week on life support, Oliver tragically died on 11th November 2016. He was just 18 years old.

# Oliver McGowan Mandatory Training

Following Oliver's tragic death, his family have campaigned for years to see improvements made in healthcare. Their hard work has paid off - The Health and Care Act 2022 has written the Oliver McGowan Mandatory Training Framework into law. This is a standardised training package developed by Health Education England and Skills for Care. The training was designed, delivered and evaluated with the help of people with learning disabilities and autism. There are two different tiers of training available and it is the employer's responsibility to ensure their staff have the appropriate training for their roles.

## Tier 1

Tier 1 of The Oliver McGowan Mandatory Training on Learning Disability and Autism is for people who require general awareness of the support people with autism of learning disabilities may need. Tier 1 may be adequate for staff if people currently using the service are known and do not have a learning disability or autism. Equally, Tier 1 may apply to staff who do not have patient facing roles or do not make decisions about people who use the service, like an administrator, an on-site facilities person or a finance assistant.

## Tier 2

Tier 2 of The Oliver McGowan Mandatory Training on Learning Disability and Autism is for health and social care staff with responsibility for providing care and support for people with a learning disability or autism. This is anyone who provides, or who may be required to provide, a service to a person with a learning disability or autism, regardless of how often that may occur. This includes anyone who may be required to make decisions about the people who use the service.

# Training structure

The Oliver McGowan Mandatory Training on Learning Disability and Autism is standardised and to complete it, for both Tier 1 and Tier 2, individuals must complete a two-part training programme as detailed below. The mandatory, free eLearning course must be complete by everyone and is only the first part of the training - for both Tier 1 and Tier 2 there is a second part of training to complete.

## Tier 1

## Tier 2

### Part one

Complete the free eLearning course on elfh. If you are NHS healthcare staff, you can access this via the ESR.

### Part two

Attend a 60 minute  
online webinar

Attend a 6-hour  
classroom course

Following initial trials, evaluations clearly showed the importance and benefit of including people with lived experience in the training. As such, both the 60 minute online webinar and the 6-hour classroom course will be delivered by a trio of trainers. An experienced subject matter trainer will lead delivery, supported by a person who is autistic and a person with a learning disability, known as experts by experience.



Expert with lived  
experience of a  
learning disability



Autistic expert with  
lived experience



Facilitating trainer who  
is a subject matter lead

# Tier 1 Training

## Learning outcomes

Tier 1 of The Oliver McGowan Mandatory Training on Learning Disability and Autism covers all the Core Capabilities Frameworks' tier 1 capabilities.

- Talked with a person with a learning disability and an autistic person
- Thought about information that is wrong within society, about people with a learning disability and autistic people
- Listened to examples about how a disability or difficulty, cannot always be seen
- Understood that everyone is different and has different needs
- Explained the importance of not making assumptions about what people need
- Talked about types of reasonable adjustment

## Key information



**Duration:** 1 hour



**Maximum delegates:** 30



**Delivery style:** Webinar



**Delivery team:** HEE Trained Trio



**Cost:** £300+vat

Delivery of Tier 1 classroom training begins in February 2023 - scheduling now live

# Tier 2 Training

## Learning outcomes

- Avoiding diagnostic overshadowing
- Frequently co-occurring conditions (co-morbidities)
- The laws: Mental Capacity Act, Human Rights Act, Autism Act
- Reasonable Adjustments including Hospital Passports
- Culture (professional bias and subconscious beliefs); professional behaviour and impact on outcomes and other people's behaviour
- How to communicate in accessible ways
- How to understand what the person (and their family) is saying
- Ask Listen Do
- Learning from LeDer
- Annual health checks

## Key information



**Duration:** 6 hours



**Maximum delegates:** 30



**Delivery style:** Classroom



**Delivery team:** HEE Trained Trio



**Cost:** £900+vat

Delivery of Tier 2 classroom training begins in February 2023 - scheduling now live

# Train the trainer

## Tier 1



**Duration:** 4 hours



**Maximum delegates:** 9

Delegates must be trained in trios of 2 experts and a trainer



**Delivery style:** Webinar



**Delivery team:** HEE Lead  
Trainer Trained Trio



**Cost:** £900+vat

## Tier 2



**Duration:** 4 days



**Maximum delegates:** 5

Delegates can be trained without their trio



**Delivery style:** Classroom



**Delivery team:** HEE Lead  
Trainer



**Cost:** £2500+vat



# Meet the team



First Response Training have partnered with Your Ideas, a non-profit youth and community organisation based in Redditch, Worcestershire. Your Ideas support a range of young people and adults from a variety of backgrounds, specialising in supporting young people and adults on the Autistic Spectrum. All of our autistic experts with lived experience are members of the Your Ideas project.

## **Laura, Autism Expert by Experience**



My name is Laura and what I would love to be mostly known for is creative writing and online blogging. I was diagnosed with autism at the age of five and want to make a difference by addressing harmful misunderstandings of autism, to make the world a better place for autistic people.

## **Charlie, Autism Expert by Experience**

I'm Charlie, I'm a 22 year old living with a diagnosis of Autism (Asperger's Syndrome). I wanted to become a part of this program so that I can use my learnt experience of living with Autism to help and inform others which I hope will have a positive impact for autistic people. I am looking forward to sharing my knowledge with others.



## **James, Autism Expert by Experience**



Hello, my name is James. I am a 30 year old independent cartoon artist. I was diagnosed with autism before I was 5 years old and I wish to use my life experience to help educate others about autism and how to provide proper support for it.

# Meet the team



First Response Training have partnered with MacIntyre Charity. MacIntyre provide learning, support and care for more than 1,200 children, young people and adults who have a learning disability and / or autism. Their vision is simple, they want all people with a learning disability to live a life that makes sense to them. All of our experts with lived experience of a learning disability are supported by MacIntyre.



## **Jessica, Learning Disability Expert by Experience**

Hey I'm Jess. I'm 25 years old and I'm from Warrington. I love going to dance and drama and hanging out with my friends. The things I hope to get out of the training course are to make more people aware of Learning Disabilities and Autism and help get the word spread out that anyone with any learning disability can do anything they put their heart to.

## **June, Learning Disability Expert by Experience**

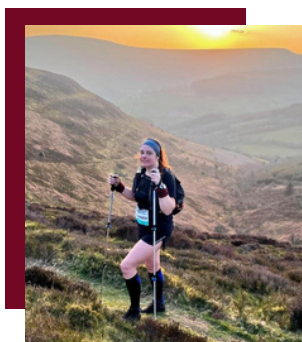
Awaiting bio



# Meet the team



All of our facilitating trainers have been handpicked from our team of 100+ highly qualified and experienced trainers and are subject matter experts with personal relevant experience. All of the team are Lead Trainers, trained directly by Health Education England and meet all of the criteria highlighted in the Facilitating Trainer person specification document.



## **Ashleigh, Facilitating Trainer**

I started out in domiciliary and agency care 20 years ago, working at a specialist care facility for people with Autism. I have developed a great passion for excellence in care and support, having witnessed and observed how incredibly different a person's experience of care and support and life is when the attitude, intentions and knowledge are truly on the side of the supported individual.

## **Toni, Facilitating Trainer**

Hi I am Toni! I have been involved with and advocated for vulnerable individuals both professionally and personally for more years than I care to admit. I have a daughter and a grandson who are on the autistic spectrum and I am excited to play my role in supporting people to have more control, choice and autonomy in their life, delivering countrywide growth and knowledge around the their needs.




## **Gary, Facilitating Trainer**

Hello, I'm Gary. I have lots of experience working with people with a learning disability in my roles within the Scottish Prison Service then working in a special education setting before managing residential units for young adults. I have also done 10 years volunteering with adults with both physical and learning disabilities.



# Contact us


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