THE OLIVER MCGOWAN MANDATORY LEARNING DISABILITY AND AUTISM TRAINING

Supplementary Information

The Oliver McGowan Mandatory Training on Learning Disability and Autism is named after Oliver McGowan, whose death shone a light on the need for health and social care staff to have better training.

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

The Oliver McGowan Mandatory Training on Learning Disability and Autism is the standardised training that was developed for this purpose. The Oliver McGowan code of practice outlines how health and care providers who are registered with the Care Quality Commission (CQC) can meet the legislative requirement introduced by the Health and Care Act 2022 to ensure staff receive training on learning disability and autism, appropriate to their role. The code was updated in June 2025. Oliver McGowan code of practice - GOV.UK

About the training

The Oliver McGowan Mandatory Training on Learning Disability and Autism is co-delivered by trainers with lived experience of learning disability and autism who are paid for their time.
It is a standardised package that is delivered by trained and approved trainers.

The consistent content and delivery means it is transferable between employers. It is the government's preferred and recommended training and is recognised by national bodies advising on standards for the health and care sector.

About Pathways Associates CIC

Pathways Associates is a not-for-profit organisation operating as a social enterprise to deliver our vision, which is that disabled people live the lives they choose as equals in society and their local communities.

We facilitate the full inclusion of disabled people in community life, through partnerships with disabled people, families and organisations.

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Pathways Associates hosts a North West Self-Advocates Training Partnership which co-produces and co-delivers all of our training and as a small NW user led social enterprise, we are really proud to be able to employ and support experts from across the NW and wider to develop the skills and confidence and go on to train in order to be approved to deliver this training. We have used any surplus available to us to do this and for ongoing CPD and wellbeing support for our team.

We are an approved training provider for the Oliver McGowan Mandatory Training programme and are proud to have been awarded the Skills for Care Quality Assurance Tick in recognition of the quality of our delivery and training provision. We are also an accredited supplier on the Crown Commercial Service Learning and Training Dynamic Purchasing System (RM6219).

Training Structure

Training Tiers

There are two tiers of training and health and social care professionals will undertake Tier 1 or Tier 2 depending on their role in the organisation.

How do I know which Tier I/ my employees need to complete?

Tier 1 of The Oliver McGowan Mandatory Training on Learning Disability and Autism is for people who require general awareness of the support autistic people or people with a learning disability may need.

Tier 2 of The Oliver McGowan Mandatory Training on Learning Disability and Autism is for people who may need to provide care and support for autistic people or people with a learning disability. Depending on their role, staff may require further capabilities in addition to those covered in the Tier 2 package. It is the responsibility of employers to determine any further capabilities their staff need and to put in place the appropriate provisions.

Pathways Associates
Community Interest Company
TRAINING & DEVELOPMENT

Approved Trainer for The Oliver McGowan Mandatory Training

Quality Assured Care Learning
Government Recommended
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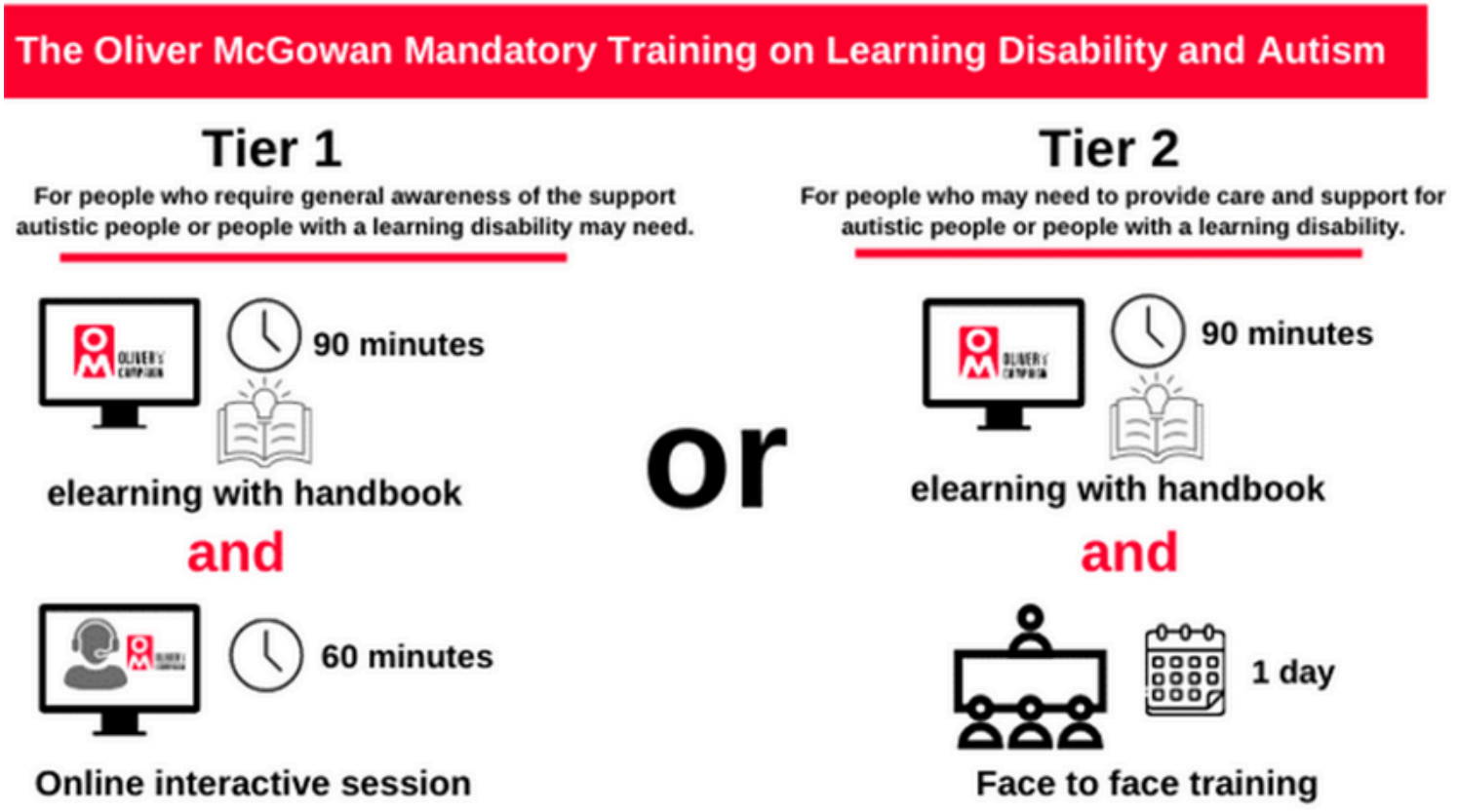
Training Structure

It is the employers' responsibility to ensure their staff have the appropriate training for their roles. The Tier Guidance (click on link) will help employers determine which tier their staff will need. Examples of roles mapped to tiers in the core capabilities frameworks can be found in the Code of Practice Annex A The Oliver McGowan draft code of practice on statutory learning disability and autism training - GOV.UK



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eLearning

Delegates will need to submit their eLearning certificate prior to the session.
The e:learning can be accessed HERE The Oliver McGowan Mandatory Training on Learning Disability and Autism - elearning for healthcare (e-lfh.org.uk). We will send you a guide to help you access the training.

A few days before you attend either Tier 1, or Tier 2 training, we will ask you to share your certificate with us. If you have not completed the online eLearning, we will ask you to attend a later workshop.

When you log onto the e-lfh platform don't forget to complete the pre and post evaluation survey or the system will not issue you a completion certificate.

There is also a really useful handbook that you can download, the handbook provides essential reference for the training.

Tier 1 workshop

This is a one hour workshop delivered online by a trio of trainers including a Facilitating Trainer, an Expert with Lived Experience of Learning Disability and an Autistic Expert.
Delegates must complete the online learning and submit their e learning certificate to us in order to attend this workshop.

Our flyer for Tier 1 training can be found HERE, this will explain more about the content of the training.

We will be offering a rolling programme of workshops throughout the year.

THE OLIVER MCGOWAN MANDATORY LEARNING DISABILITY AND AUTISM TRAINING

Tier 2 Is a full day consisting of a half-day course on learning disability (morning session) and a half-day course on autism (afternoon session).

Our flyer for Tier 2 training can be found HERE, this will explain more about the content of the training.

When you have completed both the e learning and either the tier 1 webinar OR the Tier 2 day (relevant to your role) we will provide a certificate of attendance/ completion. This can be shared with CQC as evidence that you have completed suitable training that complies with the mandatory learning disability and autism training requirement.

For more information about the opportunities for approved training please check out our brochures HERE

Expression of interest

To express an interest in any of the training we offer please complete the attached expression of interest so that we can establish a dialogue to create a plan together that meets everyone's needs https://forms.gle/Au6knBLYzyCJ7ndt6

Our costs are fully inclusive of all trainer fees, reasonable adjustment/ support for trainers, trainer expenses, employer/ payroll costs and event management including delivery support/ all individual certificates, electronic pre reading and workbooks for delegates, trainer CPD and wellbeing support before during and after the training for the team etc.

To obtain a quote and discuss costs please email us with some details about the tier and numbers of staff who require training and we will work out the most cost-effective solution for you.
For this or, if you need any further information, please do not hesitate to get in touch with us at training@pathwaysassociates.co.uk