



# Evaluation of the Oliver McGowan Mandatory Training in Learning Disabilities and Autism

An Interim Report  
NDTi November 2021





Oliver McGowan was an autistic teenager with a learning disability.



Sadly, Oliver died because he was given anti-psychotic medication when he was in hospital.



In the past, Oliver had a bad reaction to anti-psychotic medication. Oliver and his family told the doctors that he did not want or need the medication, but they gave it to him anyway.



After Oliver died, his mum, Paula McGowan (OBE) led a campaign for more training for health and social care staff.



In 2019 the Government said there should be training for all staff in health and social care to help them understand learning disability and autism.



This training must be given to all staff.

This is called Mandatory Training.



The training is named after Oliver and is called the Oliver McGowan Mandatory Training in Learning Disability and Autism.



It was agreed that autistic people, people with a learning disability and their families would help to plan the training.



In June 2020, four organisations were chosen to lead on delivering this training. These are the Trial Partners. They are working with lots of other groups and Experts by Experience.



The four organisations were:

- British Institute of Learning Disabilities (BILD)



- Gloucestershire Health and Care NHS Foundation Trust



- Royal Mencap Society



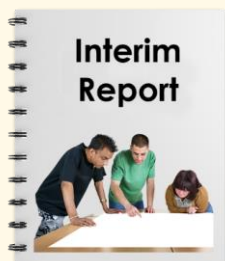
- Pathways Associates Community Interest Company.



The National Development Team for Inclusion (NDTi) are working with bemix and My Life My Choice to evaluate the training.



Together we make up the evaluation team. We are looking at how good the training is.



This report tells you what we have found out so far.

## Evaluation – What we are doing



We want to learn what the best way to train staff on what a learning disability and autism are by asking the following questions:



1) What is the best way to train staff who work in different jobs and different parts of the country?



2) What will it cost to deliver this training to all health and social care staff across the country?

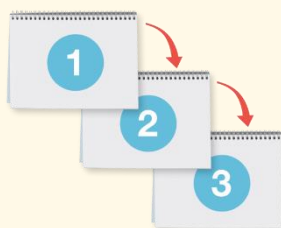


3) What can we do to overcome anything that makes it difficult to train people?



4) Are autistic people and people with a learning disability getting better care and support after staff have training?

## How we are doing the evaluation



To find the answers to the evaluation questions, we are doing different things.



### Observation

This means we are working with experts with lived experience to watch the training and see how it is being delivered to staff.

We worked together to come up with a check list for the observation of the training.



### Surveys

We have asked staff who get the training some questions. This is called a survey.

We have asked them before and again after the training to see what they have learnt. We ask them what they thought of the training.





## Follow up Survey

We ask them some more questions at least 2 months after they had the training.

We want to know if the training has helped them to do their jobs better.



## Telephone Interviews

We are interviewing some of the staff who have done the training. We want to see if it has helped them to work with autistic people or people with a learning disability better.



## Focus Groups

We will ask a group of people about the training they delivered. This will include trainers with lived experience.

They will be able to share their stories with each other and say what worked and what could have been done better.

## How the Trial Partners did the training



The beginning of the project was called the design phase.

This was time for the people delivering the training to decide what they were going to do and how they wanted to do it.



They all had to make sure that they were working together with people with lived experience.



The different trial partners are training people in different ways. We can test how well the different ways work.



or



Some of the partners do one training session and some do two sessions.



Some of them run the training online.  
Some of them run it face-to-face.  
Some have e-learning.



Covid-19 and lockdowns meant that the training didn't happen as quickly as it was planned and some people had to wait to make their films.

So the trial partners were given more time.

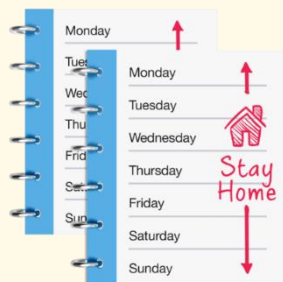




Because of Covid, Pathways Associates are not continuing as a trial partner.



Some of the trial partners had to change the way they were delivering their training.



Covid-19 meant that doing the training face-to-face was not always possible.



Some were given feedback and all were asked to keep the training focused on the important things.

## Checking the information in the training



The organisations were asked to show how their training covers the important subjects. The subjects that the LeDeR reviews said are important.



As soon as the trial partners had designed their training, they sent it straight to the NDTi.



The NDTi looked through the information to make sure that it included all the important information it needed to.

This is called 'benchmarking'.



Benchmarking means checking it covers all of the things it needs to do at the very least.



As well as the NDTi making sure they had all the right information, a team of people with lived experience, different skills and jobs looked at the training. This was the Quality Assurance Panel.



The Quality Assurance Panel check that the training gave the right messages and was accurate.

## A focus group with the training partners



In January 2021, we did a focus group with the groups delivering the training.



We wanted to know how the training was going and if there had been any things that they found hard.



There were four main topics that came up:

- 1) How to make the training interesting but give all the important information



Some groups were worried there was so much information that they had to share that the training might be a bit boring.



- 2) Having good relationships with the people you work with



Some of the groups said their training worked well because they had a good relationship with the people they worked with.



They made relationships with autistic people, people with a learning disability and their families.



### 3) How to co-produce the training well



There are lots of different groups working on this trial. All the groups have people with lived experience in them.

The Quality Assurance Panel wanted changes made to some of the training.

The trial partners found it difficult to ask their experts with lived experience to look at the training again and make changes.

Experts by experience had not expected the quality check and found it difficult to be asked to look at it again.



### 4) Getting people to come to the training

Groups said they found it hard getting people to come to the training.



Some professionals said it was hard to fit in the training around their jobs.

## What we know about people doing the training



Before anyone was given any training, we sent out a survey to ask about the people coming to the training.

2126 people filled out the survey.



They were asked how old they were.

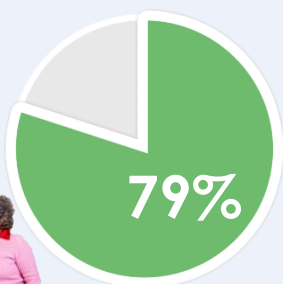
Most of the people were 25 – 64 years old and were women.



They were also from lots of different backgrounds and cultures.

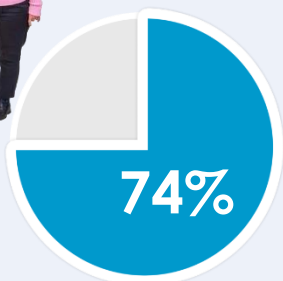


Most of the people were clinical staff like nurses or they were support workers but there were people from lots of different jobs.



Most of the people had done some training before.

79% of people had done some learning disability training



74% of people had done some autism training.



They mostly worked with adults in their jobs.

## What have we found so far?



Nearly everybody has told us they enjoyed the training.

Around 90% of the people so far said they liked the training.



One person said, “I thought the training was fantastic and very valuable, thanks so much to the team.”





Some people said they liked the training that was online because they could do it in their own time.



Other people said they liked the training because it was face-to-face as they liked talking to other people and sharing ideas.



They liked the experts with lived experience being involved.



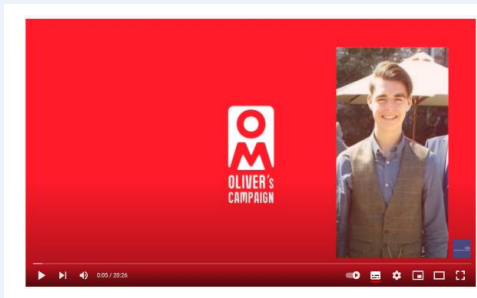
One person said, “Having the training run by experts by experience had a big impact on my learning as the key messages really hit home.”



They also said that they felt like they had learnt something from the training.



One person said, “I feel more confident in making sure my communication and approach when supporting someone with a learning disability/ an autistic person is fair and keeps them at the centre.”



People said they really liked the video about Oliver's story being used as part of the training.



We are still gathering a lot of information and data.



Once we have all the information we will write up a final report.

