

All CQC-registered providers to ensure their staff receive training on interacting with people with a learning disability and autistic people

From 1 July 2022, all health and social care providers registered with CQC must ensure that their staff receive training in how to interact appropriately with people who have a learning disability and autistic people, at a level appropriate to their role. This new legal requirement is introduced by the Health and Care Act 2022.

The government is also required to consult on and publish a Code of Practice, which would outline the content, delivery and ongoing monitoring and evaluation of the Oliver McGowan Mandatory Training, which it has developed. It is anticipated that the government will take at least 12 months to publish the Code of Practice.

CQC will provide statutory guidance until the Code of Practice is published. During CQC assessments and inspections of providers, CQC regularly look to see if staff are working with people appropriately, and if not, to consider what training and support has been provided to staff to ensure their understanding.

Following the introduction of this requirement, CQC will be looking to see whether staff have received such training and whether providers have assessed the competencies of their staff following training. CQC will not be looking at what the training itself has involved.

CQC have updated our statutory guidance to reflect these changes and will continue to engage with the Department of Health and Social Care (DHSC).

<https://www.cqc.org.uk/guidance-providers/regulations-enforcement/regulation-18-staffing>

Suitable training for staff

1. Remember the **Care Certificate** includes a standard (standard 9) on 'Awareness of mental health, dementia, and learning disability' – a free workbook is available at:

<https://www.skillsforcare.org.uk/Developing-your-workforce/Care-Certificate/Care-Certificate-workbook.aspx>

2. A FREE e-learning **Learning Disability Awareness Module** developed by partners across the West Yorkshire ICS can be accessed on the NHS Learning Hub. This can be accessed by all organisations, including NHS, VSCE, Social Care and Local Authority. The training is intended for all clinical staff, though any staff working with individuals with a learning disability will find the training useful. This module aims to give you an insight into the needs of people with learning disabilities, providing you with an opportunity to consider what it is like to have a learning disability. It explores the challenges faced by people with a learning disability, introducing you to their health, social and intellectual needs.

How do I get access?

This training (& other training on The Learning Hub) is FREE for members of Health & Care Workforce across West Yorkshire.

Enter <https://learninghub.nhs.uk> into the address bar of your browser.

If you already have an eligible e-LfH Hub account, sign in (A) using those details.

If you do not have an account, you can create one (B). When creating an account you will be asked to enter basic information on your role and place of work.

You will then receive an email that includes your username and a link to create a password.

