

# The Oliver McGowan Mandatory Training on Learning Disability and Autism

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Charlotte Dickens – 10<sup>th</sup> December 2025

## The Oliver McGowan Mandatory Training on Learning Disability and Autism

### Tier 1

For people who require general awareness of the support autistic people or people with a learning disability may need.



90 minutes



elearning with handbook

and



60 minutes

Online interactive session

### Tier 2

For people who may need to provide care and support for autistic people or people with a learning disability.



90 minutes



elearning with handbook

and



1 day

Face to face training

Or

- The introduction of the statutory requirement for training on Learning Disability and Autism aims to ensure that staff working at all levels across the Health and Social Care sectors receive high quality and appropriate training.
- The Code of Practice supports the implementation of the legislation by setting out the standards that the training needs to meet (both content and delivery).
- The Oliver McGowan Mandatory Training is the preferred and recommended training package developed by the Government to support registered providers to meet the legal requirements.
- The Code of Practice became final on 6<sup>th</sup> September 2025.

## Standard 1

All staff receive training that covers a minimum curriculum of capabilities from the 'Core capabilities framework for supporting people with a learning disability' and the 'Core capabilities framework for supporting autistic people' on the Skills for Health [Supporting autistic people and/or people with a learning disability](#) page. Further training beyond this minimum curriculum is proportionate and tailored to the requirements of staff at different levels and in different roles, taking into account the tiers and capabilities set out in the core capabilities frameworks.

## Standard 2

All staff receive training that enables them to explore how they will put their learning into practice. Examples include the provision of augmented materials and learning tools to help staff understand how to apply their learning to their specific work setting and the people they work with.

## Standard 3

All staff receive a minimum amount of live and interactive training that is co-produced and co-delivered by people with a learning disability and autistic people. For staff who require a general awareness of learning disability and autism, this is a minimum of one hour of live and interactive training with a person with a learning disability and an autistic person. For staff with responsibility for providing care and support for a person or people with a learning disability or autistic people and for staff with a higher level of autonomy, who manage complex care or lead on learning disability and autism services, this is a minimum of one day of in-person training. This is in addition to a compulsory e-learning module of at least 90 minutes covering the tier 1 capabilities set out in Standard 1 which all staff must complete.

## Standard 4

All staff receive training that is based on evidence and is quality-assured through trialling, ongoing evaluation and accreditation. People with a learning disability and autistic people must be meaningfully involved in these processes.

- Train the Trainer – a trio is required, including experts with lived experience
- Funding is now available to Social Care
- [Learning and Development Support Scheme for the adult social care workforce: a guide for employers - GOV.UK](#)

- [Oliver McGowan code of practice - GOV.UK](#)
- [The Oliver McGowan Mandatory Training on Learning Disability and Autism | NHS England | Workforce, training and education](#)
- [The Oliver McGowan Mandatory Training on Learning Disability and Autism - elearning for healthcare](#)