

Cover Sheet

Clinical Education and Training Committee: **Friday 30 January 2026**

Title: **Oliver McGowan Mandatory Training Part 2 January 2026**

Status: **For Decision**

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Executive Summary

1. System-wide (BOB) provision of part 2 Oliver McGowan Mandatory Training (OMMT) began rolling out across BOB in October 2025 with the target of delivering part 2 (tier 1 and 2) NHSE-funded training to 30% of the workforce in the first 12 months.
2. This paper provides the rationale for adding the Oliver McGowan Training part 2 (tier 1 and 2) as mandatory to staff learning records on MyLearningHub.
3. Although relevant groups of staff have been given access to book onto the relevant training for their role, uptake is low.
4. Making this training mandatory and visible as part of each individual member of staff's learning dashboard will prompt staff to book themselves onto this training to improve completion of training and overall Trust compliance.

Recommendations

5. The Clinical Education and Training Committee is asked to:
 - Support the prioritisation of OMMT training roll out for tier 1 and 2
 - Agree to this training becoming 'role specific' for staff groups according to the risk matrix approach (outlined in 3.6)
 - Review a further paper in March outlining options for sustaining training beyond Q2 2026.

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[Table can be updated by clicking 'Update Table' and should not be edited. This can be removed for most short papers of less than 10 pages. It is expected that the majority of papers will be shorter than this and not require this table.]

Oliver McGowan Mandatory Training Part 2 January 2026

1. Purpose

- 1.1. This paper provides an update on the current Trust compliance with part 1 Oliver McGowan mandatory training (OMMT) and outlines progress in the roll out of part 2 training (tier 1 and 2) across the Trust.
- 1.2. The paper provides the rationale for adding the Oliver McGowan Training part 2 (tier 1 and 2) as mandatory to staff learning records on MyLearningHub. This is required to ensure the Trusts' allocated training capacity for part 2 training is fully utilised, and to prompt staff to book themselves onto this training to improve completion of training and overall Trust compliance.

2. Background

- 2.1. The Health and Care Act 2022 requires CQC registered service providers to ensure their employees receive learning disability and autism training appropriate to the person's role.
- 2.2. The Oliver McGowan Mandatory Training on Learning Disability and Autism is the standardised training that was developed for this purpose and is the government's preferred and recommended training for health and social care staff to undertake. For further guidance follow [this link](#).
- 2.3. The OMMT on Learning Disability and Autism has 2 parts (elearning + interactive workshop), delivered in one of two Tiers. It is the employers' responsibility to ensure their staff have the appropriate training for their roles and therefore this involves additional training for all employees.
- 2.4. OMMT training is currently monitored through the OUH Learning Disability Steering Group and forms part of the quality priority for
- 2.5. System-wide provision of part 2 OMMT training began rolling out across BOB in October 2025 with the target of delivering part 2 (tier 1 and 2) training to 30% of the workforce in the first 12 months.
- 2.6. For staff who are '**non-patient facing**' in their role, they are required to do the elearning + 1 hour interactive webinar.
- 2.7. For staff who are '**patient facing**' they need to complete the elearning + 1 day classroom based workshop.

3. OMMT Training

Part 1 training - elearning

3.1 This training is mandated learning for all staff across the Trust and has been offered through the Trusts learning management system (MLH) since 2023.

3.2 Current overall compliance for the Trust is 83% (January 2026).

Part 2 training

3.3 Training provision from Oct 25-Sept 26 is being delivered by UTS training solutions and coordinated by a programme lead at Bucks Health and Social Care Academy on behalf of BOB. For tier 2 classroom based training, OUH are working in collaboration with OH to host training across a range of venues in Oxford / Banbury and making these sessions available to staff working in both Trusts.

3.4 Funding for this current 12 months period has been ringfenced for delivery of training to 30% of the workforce across the system. Therefore each Trust has been assigned a fair share allocation of training. For OUH this is as follows (OH data included for comparison):

Tier 1	Spaces	Courses	Per quarter
Oxford University	2050	68	17
Oxford Health			
Tier 2	Spaces	Courses	Per quarter
Oxford University	2967	99	25
Oxford Health			

3.5 All staff are required to attend either tier 1 or 2 interactive training. At OUH we have 3514 who are considered 'non patient facing' and assigned tier 1 webinar, with this reflected in their access to learning on MyLearningHub. There are 11829 staff who are considered 'patient facing' and should therefore attend a tier 2 whole day workshop.

3.6 Due to the volume of staff requiring tier 2 training, a risk matrix was applied to develop a phased roll out of the training across those areas deemed highest risk first. The risk matrix (shared by colleagues in Oxford Health) uses the following criteria:

3.6.1 Level of experience of staff team / service

3.6.2 Level of training of the staff team

3.6.3 Level of use of the service by autistic people or people with LD

Clinical areas and their risk scores are provided in appendix 1. Those areas with a score of 7-9 are in phase 1, phase 2 will be those with a score of 4-6

and phase 3 all other areas. Phase 1 commenced in October 2025, training will be made available to phase 2 areas from April 2026 and phase 3 is likely to start from October 2026.

Tier 1 and 2 training data

3.7 As of January 2026 training has been delivered to 5% of staff requiring tier 1 during this current training period (to end Sept 2026), and 9% of staff requiring tier 2 training.

Course Name	Target Audience	Total completions	Left to train from BOB fair share (to Q2 2026)	Left to train - overall
OUH Oliver McGowan Mandatory Training Part 2 Tier 1	3514	97	1953 (95%)	3417 (97%)
OUH Oliver McGowan Mandatory Training Part 2 Tier 2	11829	255	2712 (91%)	11574 (98%)

3.8 To achieve our fair share target by the end of Q2 2026, we will need to increase our training capacity and support a greater number of staff to be released to attend the training.

4. Request for part 2 training to be mandatory learning (role specific)

- 4.1. It is now mandated that healthcare providers ensure all their staff have completed a programme of learning appropriate to their role to support autistic people and those with learning disabilities who are within their care (CQC 2025).
- 4.2. This training is included within our learning management system (MyLearningHub) but is not currently assigned as mandatory learning (certification).
- 4.3. To support training roll out, fulfil the Trusts fair share of funded training and to provide compliance data for reporting, it is requested that this tier 1 and 2 training be made mandatory to staff groups as outlined in 2.5 and 2.6.

Tier 1 Training – (staff who are not in a patient facing role)

- 4.4. The target audience for tier 1 training is 3514 and the training capacity for this year is 2050. Therefore it is proposed that we graduate the implementation by division, targeting corporate division in Q4, followed by 2 clinical divisions in Q1&2.

Tier 2 Training – (Staff who are not in a patient facing role)

- 4.5. The target audience for tier 2 is significantly higher than tier 1 (11,829) and the time required to complete is a full day. It is proposed that training is assigned as mandatory to those areas in phase 1 immediately and then continue with the roll out as outlined in 3.6.

5. Risks and Mitigations

- 5.1. The use of a risk matrix to identify areas who would benefit most from the training has enabled us to take an informed approach to the roll out of the training
- 5.2. Making this training mandatory will mean it is included on staff learning dashboards and show as non compliant if not completed. Whilst this will support staff in booking and completing the training, the limit on capacity for this year may lead to staff remaining non-compliant for some time.

6. Financial/Resource Implications

- 6.1. The training provision is funded via BOB / NHSE funding until end of Q2 2026. A separate paper will be submitted to this committee with options for continuing the training provision beyond this time in March 2026.
- 6.2. The release of staff to attend the training has resource implications and for this reason there has been a lower amount of training planned through Q3/4 this current year to accommodate operational pressures.

7. Conclusion

- 7.1. Oliver McGowan Training, parts 1 and 2, is mandatory for all staff across the organisation to complete (CQC 2025).
- 7.2. Now the roll out of part 2 training is underway, the Trust is expected to fill its fair share of training places through this current year (oct 25-sept 26)
- 7.3. This paper has outlined a phased approach to the roll out of both tier 1 and tier 2 training and making this role-specific on MyLearningHub will ensure that staff in higher risk areas are made aware and complete the training in a timely manner.
- 7.4. Making this training role specific will allow for more comprehensive reporting of compliance internally across divisions and externally to BOB / NHSE.

8. Recommendations

- 8.1. The Clinical Education and Training Committee is asked to:

- Support the prioritisation of OMMT training roll out for tier 1 and 2
- Agree to this training becoming 'role specific' for staff groups according to the risk matrix approach (outlined in 3.6)
- Review a further paper in March outlining options for sustaining training beyond Q2 2026.

9. References

Care Quality Commission (2025) *Brief Guide: Mandatory Training Requirement on Learning Disability and Autism*. [<https://www.cqc.org.uk/guidance-providers/nhs-trusts/brief-guides-inspection-teams/mandatory-training-learning-disability-autism>]

10. Appendix 1

Tier 2 roll out – levels of risk

Division	Priority area	Risk level
SUWON	SEU	6
	Endoscopy	7
	Operating theatres	8
	Recovery nursing teams	8
	Day surgery units, TDA areas	6
	Surgical wards	7
	Maternity	6
MRC	ED/EAU	7
	AAU, ambulatory care team	5
	Diabetes, endocrine and metabolism	8
	Cardiac directorate	5
	General medical wards/CMU	8
NOTSSCAN	Childrens directorate	7
	Ophthalmology	8
	Neurosciences	6
	Operating theatres	8
	Recovery nursing teams	8
	Day surgery units, TDA areas	6
	SSIP	8
	Trauma	6
CSS	Pain team	5
	Psychological medicine	5
	Pre op teams	7
	Outpatients	8
	Here for health team	4
	Pharmacy dispensary/clinical pharmacy	6
	Radiology and imaging	7
	OCC	8

Corporate	Safeguarding team	5
	Operations team	9
	Executives / Duty Managers	9
	Practice development & Education	8
	Post graduate medical education	8
	Patient advice and liaison team	7
	Bereavement team	6
	Patient experience team	6
	Learning disabilities team	4
	Chaplaincy team	5
	Volunteers	7
	Porters	8
	Receptionists (all areas)	8