

Learning Disability and Autism Training for Health and Care Staff in the UK



<p>Geography and scale: National, across the United Kingdom</p>	<p>Involved actors</p> <ul style="list-style-type: none"> • LeDeR Mortality Review • NHS (UK health system) • Department of Health and Social Care • NHS Health Education England • British Institute • British Institute of Learning Disabilities (BILD) • Gloucestershire Health and Care NHS Foundation Trust • Mencap • Pathways Associates Community Interest Group
<p>Type of disability: Learning disabilities and autism</p>	

Best practice description

Starting in April 2021, the NHS has mandated that all health and social care staff participate in mandatory training programs to meet the needs of people with learning disabilities and autism. The program is based on the 2019 Capabilities Frameworks that provide guidance for supporting people with learning disabilities and autism. As part of a pre-service training and professional development program, health and social care workers will be exposed to a curriculum that looks at:

- i) Understanding learning disabilities and autism
- ii) Personalized support
- iii) Physical and mental health
- iv) Risk, legislation, and safeguarding
- v) Leadership and management, education and research.

The program was designed in collaboration with people with disabilities and will be delivered by individuals with lived experience through face-to-face delivery and blended learning approaches. The program is administered to different tiers of health workers in either two half-day sessions or two full-day sessions (or both).

Origin / impetus for best practice

- [LeDeR mortality review](#) and Mencap reports demonstrated the need for better training to improve knowledge, skills and awareness of learning disabilities and autism among health and care professionals.
- The UK Government decided to consult people with learning disabilities and autism to implement a mandatory training for health workers.

Impact / results of implementing best practice

- Over 5,000 people participated in the consultation process to develop the training.
- 1.2 million NHS staff and 1.5 million adult social care staff in England are expected to take part in the training, when it is fully implemented.

Critical success factors for best practice

- Consultation process with people with disabilities, their families, and carers.
- Government responded to mortality reviews and developed action plan for improving health outcomes

Impact statement

Lessons learned

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Sources

[‘Right to be heard’: The Government’s response to the consultation on learning disability and autism training for health and care staff.](#) Department of Health and Social Care. 5 November 2019.

[Oliver McGowan Mandatory Training in Learning Disability and Autism.](#) NHS Health Education England. Accessed 8 February 2021

[Learning Disability and Autism Training for health and Care Staff: A Consultation.](#) Department of Health and Social Care. February 2019

Further links & information

- [Capabilities Framework for Supporting Autistic People](#)
- [Supporting Autistic people and/or people with a learning disability](#)