

Ref. No: 2588
Date: 26/05/26
Subject: statutory learning disability and autism training requirements

REQUEST & RESPONSE

1. Training programme used

a) Please confirm whether the Trust uses:

- The Oliver McGowan Mandatory Training on Learning Disability and Autism; or
- An alternative training programme intended to meet the statutory requirements.

b) If an alternative training programme is used, please provide:

- The name and description of the training programme(s);

and

- Any recorded rationale, policy, or assessment used to determine that the alternative programme satisfies the statutory requirement.

Currently the mandatory training for Learning Disability and Autism is completed using the national Oliver McGowan e-Learning module. The Trust is currently reviewing options regarding future higher levels of training.

2. Workforce size

Please provide the total number of staff employed by the Trust (headcount), using your standard reporting methodology, for each of the last three completed reporting years; and please state the reporting period used (e.g. calendar year, financial year). This should include temporary/bank/agency/locum staff.

Substantive staff

End of reporting year – Apr-Mar 2024 = 10738

End of reporting year – Apr-Mar 2025 = 10975

End of reporting year – Apr-Mar 2026 = 11119

Bank staff

End of reporting year – Apr-Mar 2024 = 4644

End of reporting year – Apr-Mar 2025 = 4794

End of reporting year – Apr-Mar 2026 = 4731

3. Training eligibility and compliance data

For each of the last three completed reporting years (using your standard annual training compliance reporting cycle and stating the reporting period used), please provide:

a) The total number of staff identified as requiring learning disability and autism training.

End of reporting year – Apr-Mar 2024 = 10,512 staff
End of reporting year – Apr-Mar 2025 = 10,761 staff
End of reporting year – Apr-Mar 2026 = 10,671 staff

b) If training is delivered at different levels/tiers, for each level/tier:

- The number of staff identified as requiring that level/tier;
- The number of staff recorded as being compliant with that level/tier;

Not applicable

c) If training is only delivered at a single tier, please state number of staff recorded as being compliant with the training.

End of reporting year – Apr-Mar 2024 = 8152 staff

End of reporting year – Apr-Mar 2025 = 9541 staff

End of reporting year – Apr-Mar 2026 = 9807 staff

d) The equivalent figures specifically for Psychiatrists and trainee Psychiatrists.

Not applicable

4. Definitions and methodology

Please provide definitions and methods used to compile the figures above, including:

a) Your definition of “compliant” for reporting purposes, including whether this requires completion of all required components of the relevant training.

Currently compliance is evidenced following completion of the Oliver McGowan e-Learning module available via ESR which is renewed every 3 years

b) Any internal guidance, policy, criteria, or role-mapping used to determine:

- Which staff are required to undertake the training; and
- Which staff are required to complete different levels/tiers (if applicable).

All substantive staff employed by the Trust are required to complete OMMT eLearning module every 3 years

5. Governance, reporting and audit

Please provide copies of any recorded reports, audits, dashboards, committee papers, board reports, or submissions to external regulators from the last three completed reporting years related to monitoring, auditing, or reporting compliance with these training requirements.

Please find attached the Quality Committee report from April 2024, which includes a reference to OMMT at Appendix 3 and Subject Matter Expert (SME) actions at Appendix 4.

By July 2024, the Trust had shifted its focus towards improving compliance in areas with a red RAG rating (below 80%). At that time, OMMT compliance had improved to 82% (Amber).

Executive Reports covering the period from April 2024 to September 2024 demonstrate a continued improvement in OMMT compliance, increasing from 77.5% (Red) in April 2024 to 86.3% (Green) by September 2024, at which point it exceeded the Trust’s 85% target and was subsequently removed from the report.

OMMT has sustained compliance above the required threshold to the present day and continues to be monitored through monthly divisional reporting, as evidenced in the attached MTC Report from Mar 2026.

