

Oliver McGowan Tier 1 and Tier 2 Training

Which One Does Your Team Need



All care workers in England must make sure that all their staff receive the necessary training about learning disabilities and autism according to their job position. Selecting the correct level may be quite difficult especially for the manager responsible for organizing the training for his/her group of carers, nurses and support workers. The information below will help you identify the levels and decide which one suits the best. No matter whether it is e-learning or [on-site care training](#), having the knowledge of the difference between both will certainly save your time and guarantee the quality care provision.

What Is the Oliver McGowan Mandatory Training

The Oliver McGowan Mandatory Training for Learning Disability and Autism is the official training programme approved by the government for health and social care staff working in England. This programme is meant to help staff members gain the skills, knowledge and competence needed to ensure safe and respectful engagement of people on the autistic spectrum and people with learning disabilities.

The Oliver McGowan Mandatory Training for Learning Disability and Autism is organised into several tiers depending on the intensity of engagement between a healthcare professional and those he or she supports. Tier 1 is meant to offer general information and Tier 2 is designed for staff members who will have to provide direct support. There is also a higher

tier offered to specialists and leaders in their field of work. The core idea in all tiers is the same – that every individual should be heard and respected.

Why the Training Was Created

The training programme is dedicated to Oliver McGowan, a young boy who was suffering from autism and learning disability. He passed away at the age of eighteen in 2016 and received antipsychotic drugs without the consent of his parents. The tragic case of Oliver McGowan raised questions about the way health and care service professionals treated patients with such conditions and required a revision of their approach.

Paula and Tom McGowan became active advocates after the death of their son in order not to let any other families encounter a similar situation. As a result, there is a mandatory requirement in the Health and Care Act 2022 which requires registered providers to ensure the training of staff members on learning disability and autism that is appropriate to their position.

What Oliver McGowan Tier 1 Training Covers

Tier 1 represents the introductory stage of the programme and is designed for those individuals who require basic knowledge about learning disabilities and autism. This module is presented in form of e-learning and normally is completed by participants within ninety minutes at a comfortable rhythm which allows completing it even while on shift.

Its content covers introduction to concepts of learning disabilities and autism, its influence on communication and daily routines and the necessity to make reasonable adjustments. The importance of individual treatment of such patients and common misconceptions which result in poor treatment are discussed. Due to being delivered via Internet, Tier 1 is rather easy to implement within big teams of employees.

What Oliver McGowan Tier 2 Training Covers

This tier is meant for those employees who will play the role of delivering care and support services to autistic people and those people who suffer from a learning disability. This tier comprises the e-learning module which is provided in Tier 1 as well as the live interactive sessions lasting up to one day. The live interactive sessions are run by trained facilitators along with the persons who suffer from similar problems themselves and hence provide the learners the chance of receiving firsthand information.

Subjects taught in this tier include communication, behavior, reasonable adjustments, awareness of health inequalities, and decision-making for the individuals. The live interactive

session comprises no long lectures but includes discussions, scenarios, and reflections for the learners.

Key Differences Between Tier 1 and Tier 2

Whereas the major disparity between the two categories lies in depth. The first category is only limited to e-learning where the purpose is to raise awareness. However, the second category includes an additional live session where learners gain practical skills and confidence. Tier 1 is done individually and at any suitable time, on the other hand, Tier 2 requires a specific date where a trainer and some extra time away from daily work is required for each learner.

In addition, the major discrepancy between the two categories lies in their purposes. The purpose of the first category is to raise awareness about the importance of awareness training about learning disability and autism. While the purpose of the second category is to get prepared to put such awareness into action in the process of supporting the individual.

Who Needs Tier 1 Training in Your Team

Tier 1 is appropriate for those colleagues who require general information without being responsible for providing care and support as a function of their role. In most cases, this will include those colleagues who are likely to come across people on the autistic spectrum and people with a learning disability on an occasional basis.

- Receptionists and front of house staff
- Admin and office staff
- Kitchen, housekeeping and domestic staff
- Maintenance, driving and transport staff
- Finance, HR and other support staff
- Occasional volunteers

Even if the position does not require any kind of support role, Tier 1 will help colleagues in communicating effectively and creating no unintentional barriers in the way. Always refer to each job description in order to make sure that you are not mistaken in any way.

Who Needs Tier 2 Training in Your Team

Tier 2 is intended for people who may have to offer support to autistic individuals and those with learning disabilities. Most frontline positions fall under Tier 2. This tier includes support

workers, care assistants, senior carers, nurses, personal assistants, and outreach workers seeing their clients at home.



Tier 2 is suitable for team leaders and supervisors overseeing the work of the frontline employees. If you operate in the sector of services for people with learning disabilities or autism, most of your team members will require training under Tier 2. Those who perform more complex jobs will have to go through more advanced Tiers, which is why it makes sense to follow the national guidelines.

How to Decide Which Tier Suits Each Staff Role in healthcare training bristol

The only surefire way is to consider what each individual actually does instead of their official designation. Begin with making a list of all the positions in your organization and find out the frequency and type of contact this person has with the people with autism and the people with learning disabilities. The first category goes to Tier 2, whereas the second category goes to Tier 1.

It will be easy to complete this task using the [healthcare training bristol](#) Needs Analysis tool. Document all the roles, to which tier they are allocated and why, in order to provide an explanation in case of inspection. It is useful to involve the team leaders in this process because they know the way things are done in practice. In case of any doubts concerning some particular position, consult your training provider or the national guidelines on the matter to make sure that you do not overtrain or under-train.

What to Expect From Training Delivery and Course Length

E-learning of Tier 1 is done via online platforms and can be taken up at any point of time, allowing learners to complete the training in brief sessions. E-learning followed by a live session, which can either be online or face to face, is included in Tier 2, according to the choice of the service provider.

Live sessions in person tend to be most successful because of the ability of the learner to discuss real-life situations and ask questions to colleagues as well as practice. The preferred choice of most services is having the trainer attend at their location because it saves time and allows the discussion of the people being supported by them. Learners are kept in limited numbers in the group, and a certificate is always given on completion. Make sure you book early to get a slot.

Choosing a Trusted Training Provider for Your Care Team

An excellent provider means the difference between a tick-box exercise and a training that actually impacts on practice. Ensure that the provider offers the curriculum that has been approved nationally and co-delivery of the training by people who have had lived experience in this matter since it is very important for the programme. Also ensure that the trainer has experience in the care industry and can answer your questions and connect the training to your services.

Flexibility is also another factor to consider when choosing a provider of training. Ensure that the provider can hold the training at your premises, offer various dates for the training and even help with recording your training. Also seek feedback from other providers of care and ensure that there is good communication right from the point of enquiring.

Conclusion

It is important to know the difference between Tier 1 and Tier 2 in order to prepare proper training. While Tier 1 ensures that all the colleagues are informed about the problem of learning disabilities and autism, Tier 2 ensures that front-line staff have skills needed for supporting the individuals. Analyzing the responsibilities of people and choosing a good trainer, you will perform your job properly, but what is even more important is that you will improve the lives of people you are working with. Spend some time on thinking in advance and your team will be ready to support properly.