



Department  
of Health &  
Social Care

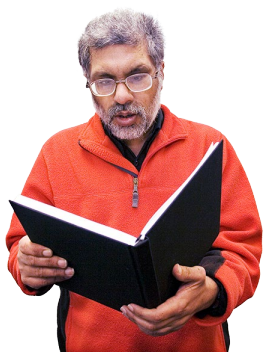
# Learning disability and autism training for health and care staff

Please tell us what you think of our ideas



February 2019



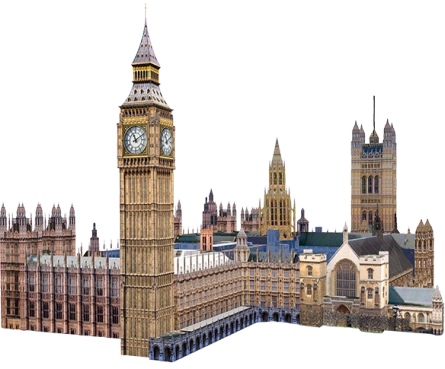


## What is in this document

	Page
About this document	3
1. What should be in the training	5
2. Giving staff learning disability and autism training	8
3. Making sure that people with a learning disability and autistic people are involved in the training	13
4. Making sure the training works well	15
How to tell us what you think	18
What next	19

# About this document

We are the Government.



This document is about learning disability and autism training for health and care staff.



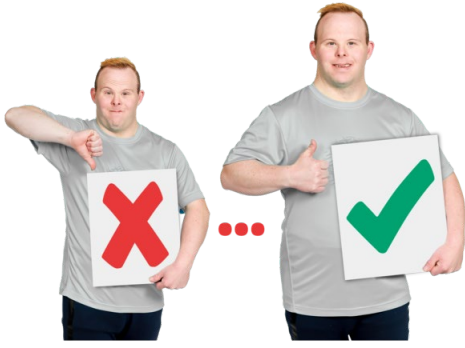
Health staff are people like doctors, nurses and dentists.

Care staff support people to live at home, look after themselves or do the things they need.

It is important that health and care staff who work with people with a learning disability or autistic people:

- Understand about learning disability and autism
- Know how to support people with a learning disability or autistic people in the best way





This has not always happened in the past.  
But it is important that it happens now.



This document has our ideas for how to make the learning disability and autism training happen for all staff who need it.



We want to know what people think of our ideas first.

There are some questions for you to answer in this document.

Or you can just tell us your ideas about learning disability and autism training on page 17.



Please tell us what you think by **12 April 2019**.

You can find out how on page 18.

# 1. What should be in the training

We think that the training should help health and care staff know:



- The different types of learning disability or autism and what they mean for different people.

This includes what people with a learning disability or autistic people might need.



- The best skills to support people with a learning disability or autistic people.

For example, this might be how to find out what people need by asking them or their families and carers.

Or how to change care and support to make it right for each person.



For example, someone may need information in a way they can understand or a quiet place with no bright lights.

We think that the training should help health and care staff know:



- How autism is different to learning disability.
- The right way to think about people with a learning disability and autistic people and why they should be treated fairly.



- What important laws say about the rights of disabled people, supporting people to make their own choices and treating everyone fairly.

**Do you agree with all of this?**



Yes



No



Not sure



**Question:**

Do you agree that staff should get training about autism and that it should be separate to learning disability training?



Yes



No



Not sure



**Is there anything you want to change or add?**

## 2. Giving staff learning disability and autism training

### Deciding what training staff need

We think that:

- All health and care staff who speak to or work with people with a learning disability or autistic people should have some basic training.



There will be training on the internet that all staff can do.

- Many staff may need more training than this.



Organisations should work with staff to see what kind of training they need and make it happen.





This will depend on what job staff do and how they work with people with a learning disability or autistic people.



There is a way to work out what kind of training staff need to support people with a learning disability.

It says there are **3 groups** that staff may fit into:



1

**Group 1.** This is all health and care staff who may work with people with a learning disability from time to time and need to know general information about learning disability.

Their training could be on the internet.



2

**Group 2.** This is health and care staff who speak to people with a learning disability a lot and can make a big difference to their care.

For example, doctors, nurses and support workers.

Their training should be face to face in a room with people training them.

# 3

**Group 3.** This is health and care staff who work a lot with people with a learning disability and have special skills.

For example, learning disability nurses, social workers and managers.



These staff should have the training for people in Group 2 plus other training they need for their jobs.

These staff could also give training to other staff and show them the right way to work.



- We think that organisations should use this way to work out what learning disability training staff need.



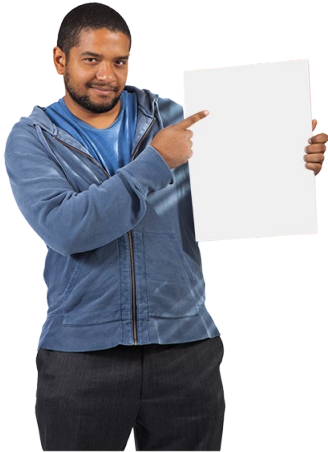
- There will be a way to help organisations work out what autism training staff need later in 2019.

## When to give staff the training



Staff could get the training:

- Before they start their job
- When they first get the job if they haven't had the training by then
- While they work in the job



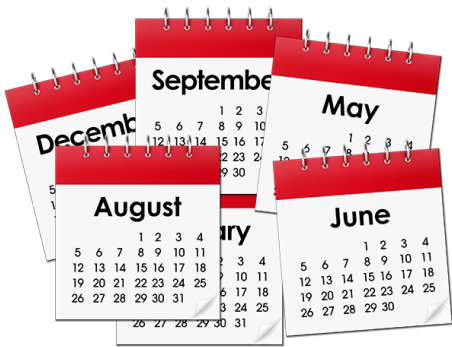
There should be a document to show what training staff have. Staff can take it with them if they start a new job.

## What the Government should do

We think the Government should:

- Change laws and rules so that organisations have to make sure that staff have the right learning disability and autism training.
- Look at support for organisations to decide what training their staff need.





- Say when all health and care staff should have learning disability and autism training by.



- Work with other organisations to agree what people should learn in the training.

**Do you agree with all of this?**



Yes



No



Not sure

**Is there anything you want to change or add?**



### 3. Making sure that people with a learning disability and autistic people are involved in the training

We think that:



- People with a learning disability and autistic people should help decide what is in the training and help give the training in a way that works for them.

They should get the support and money they need to do this.



- The Government should work with people with a learning disability, autistic people and organisations to agree how to make this happen.



- The Government should work with people with a learning disability and autistic people to make information for the training and decide how to make the training good.

**Do you agree with all of this?**



Yes



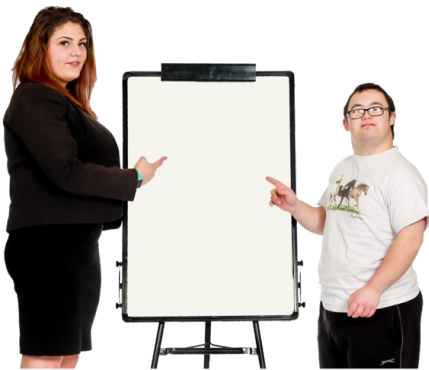
No



Not sure

**Question:**

How can we make it easy for people with a learning disability and autistic people to be involved in the training?



**Is there anything you want to change or add?**



## 4. Making sure the training works well

We think that the Government should:

- See if organisations called the CQC and Ofsted can check if the learning disability and autism training is happening.

These organisations already check services to see how they work.

- Find a way to check how many staff get the training.

We think that:

- The Government could wait a while and then look at how the training is helping to change things. For example, after 2 years.





- People who use health and care services could check services to see how well the training is working.

**Do you agree with all of this?**



Yes



No



Not sure

**Is there anything you want to change or add?**







**Is there anything else you can tell us about learning disability and autism training for health and care staff, like:**

- What should be in the training?
- What should health and care staff know?
- Any ideas you have for the training. Is there any good training you know about?
- How can people with a learning disability and autistic people help do the training or check how the training is working?
- The cost of the training
- Anything else we need to think about



## How to tell us what you think

Please tell us what you think of our ideas by **12 April 2019**.

### By post to:

Dementia and Disabilities Unit  
1N14  
Department of Health and Social Care  
Quarry House  
Quarry Hill  
Leeds  
LS2 7UE



### By email to:

[trainingconsultation@dhsc.gov.uk](mailto:trainingconsultation@dhsc.gov.uk)



## What next



We will look at what everyone says.

We will write a report with our answers in summer 2019.



We would like to use some of the things people tell us in the report we write.

Please tick this box if you are OK for us to use some of what you tell us in our report.

If you would like to tell us who you are, please write your name below.

**If you are giving us answers as part of a group or charity**

Please tell us the name of the group or charity instead.

But you do not have to tell us who you are.

