



Department  
of Health &  
Social Care

**What people told us about our ideas  
for learning disability and autism  
training for health and care staff.**

**And what the Government will do  
next**



**Right to be heard  
October 2019**





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# 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.



We want all health and care staff who work with people with a learning disability or autistic people to have good training to help them:

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



We asked people what they thought of our ideas for learning disability and autism training for all staff who need it.



This report tells you:

- Some things that people told us about our ideas
- What the Government plans to do next



# 1. What people said about our ideas for learning disability and autism training



Many people told us what they thought of our ideas.



Most people liked the idea that health and care staff have to do the training.

Only a few people did not agree.

People were happy that the training should be about:

- Understanding learning disability and autism
- The law
- Giving people with a learning disability and autistic people extra support if they need it





People gave us other ideas for the training.

For example, making sure that staff find out what someone with a learning disability or autism needs.

Staff should not decide themselves.



There is a way to work out what skills staff need to support people with a learning disability and autistic people.

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

This depends on their job and the support they give people:

**1**

### **Group 1.**

This is health and care staff who work with people with a learning disability or autistic people from time to time.

They need to know general information about learning disability and autism.





Some learning disability training on the internet for this group should be ready by the end of March 2020.

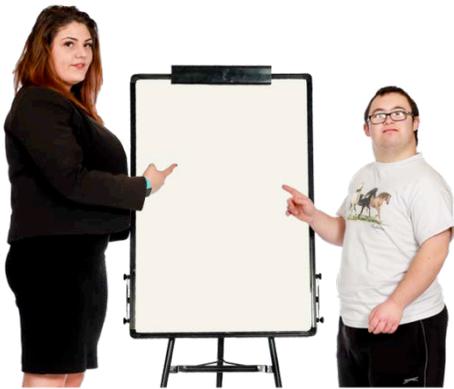
**2**

**Group 2.**

This is health and care staff who speak to people with a learning disability or autistic people 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 or autistic people and have special skills.

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



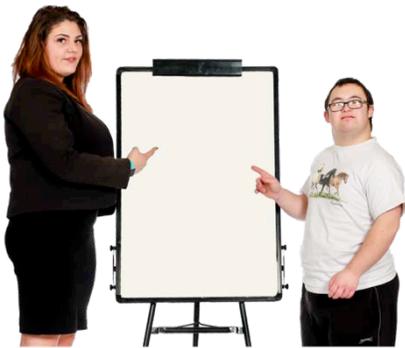


This group should have the training for people in Group 2 plus other training they need for their jobs.



Most people agreed that organisations should:

- Use this way to work out what learning disability and autism training their staff need
- Make sure staff get the training



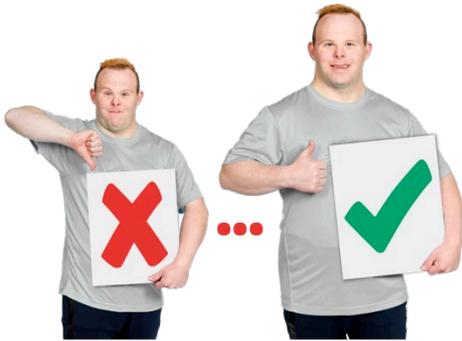
Many people thought that:

- Staff should have training in a room with people training them if possible. Not just training on the internet



- People with a learning disability and autistic people should help give the training. They should get paid something for it

## 2. What the Government plans to do next



We want to make sure that the learning disability and autism training is really good and helps to change things.

We will work with other organisations and governments in the UK to:

- Agree what people should learn on the training.

This is so everyone gets good training

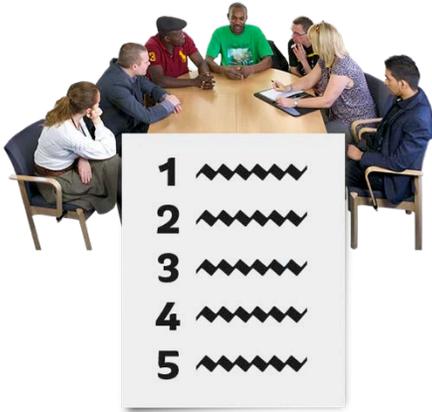
New staff should get training before they start working in health or care jobs

- Make sure health and care staff can get learning disability and autism training that is right for them.

This will depend on the job they do and the skills they need

We want to do this by March 2021.





We will work with other organisations to make some learning disability and autism training for health and care staff.

We will test the training first to see how it works.



The training will be for staff who speak to people with a learning disability or autistic people a lot and can make a big difference to their care.

For example, doctors, nurses and support workers.



We will also look at training for staff who may work with people with a learning disability or autistic people from time to time.

We will see if they can get training in a room with other people as well as the internet.

We want to do this by March 2020.



We will look at how the training is working and what needs to change.

We will ask people what they think about the training.

For example, people with a learning disability, autistic people and staff who do the training.



We will write a report about what we find out.

We want to do this by March 2021.



We will make some information for health and care organisations to help them:

- Know what kind of learning disability and autism training their staff need
- Make sure people with a learning disability and autistic people help give the training and get paid for it

We want to do this by June 2020.



We want to change the law so that health and care staff who need it **must** get learning disability and autism training.

We want to do this by April 2021.

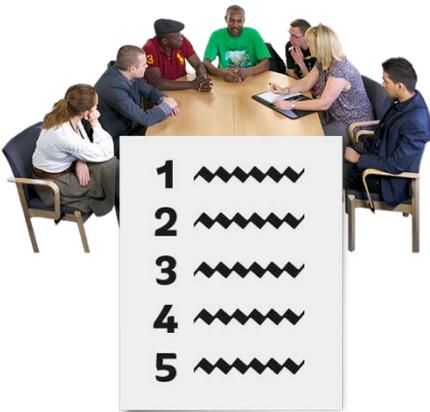
We want all health and care staff to get the right learning disability and autism training.

We will look at other changes that we might need to make for this to happen.

We want to do this by April 2021 for health staff and March 2021 for care staff.

We will work with an organisation called the Care Quality Commission (CQC).

They check health and care services to make sure they are safe.





The CQC can check that the learning disability and autism training is happening.

We want to agree how this will work by June 2020.