



Report to Multi -Professional, Workforce Training, Education and Finance Sub-Committee						
Agenda item:						
Date	23/9/2025					
Title	Oliver McGowan Training					
Author/Presenter	XXXX Head of Learning Disability and Autism					
Executive Director		Approved	Y		N	
Purpose of Report			Tick all that apply ✓			
To provide assurance		To obtain approval	✓			
Regulatory requirement		To highlight an emerging risk or issue				
To canvas opinion		For information	✓			
To provide advice		To highlight patient or staff experience				
Summary of Report						
Alert		Advise		Assure		
Purpose To inform of the plan for financing the Oliver McGowan Statutory and mandatory training within the trust.						
Introduction						
Key Issues and Risks						
Recommendation						
The Committee/Board is asked to: approve the financial requirement to continue offering Oliver McGowan training within the trust and to support identification of the funding stream for this.						
Enclosures						



Report Title

Strategic Priorities		
Priority	Tick ✓	Comments
Clinical services		
People		
Quality		
Sustainability		

Board Assurance Framework		
Strategic Risk	Tick ✓	Comments

Body of Report

Introduction

The Trust is fully committed to the delivery and embedding of the Oliver McGowan Mandatory Training on Learning Disability and Autism throughout the forthcoming financial year. Recognising the profound importance of this statutory training, we will ensure all staff will complete this and have put in the mechanisms and training dates. By prioritising this training, we reaffirm our dedication to patient safety, staff development, and the continual improvement of our services.

The training continues to be delivered by our central Birmingham and Solihull Team following an options appraisal last year and executive approval. Training is now being delivered in accordance with the new Code of Practice and we are due to be invoiced in November. This report is an updated version of what was presented previously due to now having our Children's and Young People division in the trust.

Summary of training requests, numbers, cost

Training requests are that the training continues to be made available via our Traffic Lights system and that bookings are managed centrally through the ESR system. This has been facilitated through our Learning and Development Team and our IT and Collaboration Lead at the ICS.

Original targets for completion provided for April 2025 and based on NHSE 30% target was:

- 311 x Tier 1 certifications - this will cost 25/ 26 @ XXX a head = XXX



- 1244 x Tier 2 certifications - this will cost 25/26 @ XXX a head = XXX
- This has been revised following the inclusion of our CYP colleagues

Tier 1 : Total required 1429 (539 required but have not completed the training, 73 haven't completed but do have a booking)

Tier 2 : total 5841 (2055 required but not completed training, 262 haven't completed the training but do have booking)

New headcount in total is c. 7,270

This accounted for a block contract of XXX which has not been amended as the additional number is subsidised. With a DNA rate of 25% the cost is around XXX

Information of cancellations and DNAS shown above

Divisional Breakdown across the different groups

Directorate	NHS MAND The Oliver McGowan Mandatory Training on Learning Disability and Autism Tier 1	NHS MAND The Oliver McGowan Mandatory Training on Learning Disability and Autism Tier 2
36 BSOL MH Provider Collaborative Locality	0.00%	-1.00%
436 Chief Executive Locality	30.77%	10.00%
436 Exec Director - Medical Locality	69.93%	60.61%
436 Exec Director - Nursing Locality	74.55%	73.11%
436 Acute & Urgent Care Service Locality	51.35%	65.91%



436 Children and Young People Locality	24.78%	37.80%
436 ICCR Locality	63.85%	72.06%
Specialties	68.70%	72.69%
436 Secure Services and Offender Health Locality	62.05%	69.95%
436 Exec Director - Resources Locality	72.25%	100.00%
436 Exec Director - Strategy People and Partnerships Locality	62.59%	64.86%
36 Trustwide Locality (Bank)	50.00%	44.44%