

Our Ref: NG/RM/26141
Date: 23rd June 2026

Nicola Griffiths
Deputy Director of Governance
North Staffordshire Combined Healthcare NHS Trust
Lawton House
Bellringer Road
Trentham
ST4 8HH

Reception: 0300 123 1535

Dear

Freedom of Information Act Request

I am writing in response to your e-mail of the 26th May 2026. Your request has been processed using the Trust's procedures for the disclosure of information under the Freedom of Information Act (2000).

Requested information:

We are seeking recorded information relating to your Trust's compliance with the statutory learning disability and autism training requirements for health and social care staff, introduced under the Health and Care Act 2022 and associated regulations, including the implementation of the Oliver McGowan Code of Practice.

Please provide the following information for your Trust.

1. Training programme used
 - a. Please confirm whether the Trust uses:
 - The Oliver McGowan Mandatory Training on Learning Disability and Autism. **Yes**
 - An alternative training programme intended to meet the statutory requirements. **N/A**
 - b. If an alternative training programme is used, please provide:
 - The name and description of the training programme(s); and **N/A**
 - Any recorded rationale, policy, or assessment used to determine that the alternative programme satisfies the statutory requirement. **N/A**
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.

	FY 23/24	FY 24/25	FY 25/26
Headcount	1241	2383	2383
Positions	1778	3345	3345

Chair: Janet Dawson
Chief Executive: Dr Buki Adeyemo
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Included in the above figures are bank, locum, fixed Term and permanent categories. Financial Year were used, as that is what the Trust use for our reporting method.

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.

- **2024- 2087**
- **2025- 1971**
- **2026- 2148**

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

- The number of staff identified as requiring that level/ tier;

March 2024

- **E Learning - 2087**
- **T1 - 430**
- **T2 - 1657**

March 2025

- **E Learning - 1971**
- **T1 - 447**
- **T2 - 1524**

March 2026

- **E-learning - 2148**
- **Tier1 - 444**
- **Tier 2 - 1520**

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

March 2024

- **E Learning - 83%**
- **Tier 1 - 31%**
- **Tier 2 - 16%**

March 2025

- **E Learning - 80%**
- **Tier 1 - 45%**
- **Tier 2 - 31%**

March 2026

- **E-learning - 81.84%**
- **Tier 1 - 55.41%**

– **Tier 2 - 53.62%**

- c. If training is only delivered at a single tier, please state number of staff recorded as being compliant with the training. **N/A**
- d. The equivalent figures specifically for Psychiatrists and trainee Psychiatrists.

March 2026

- **E-learning - 100 (65% Compliant)**
- **Tier 1 - 35 (31.43% compliant)**
- **Tier 2 - 64 (25% compliant)**

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.
 - **Level 1 compliance means a person is complaint in full course i.e.: 2 parts - e learning and Tier 1 training completed**
 - **Level 2 compliance means a person is compliant for the full course i.e.: 2 parts - e learning and Teir 2 training has been completed**
- 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).
North Staffordshire Combined Healthcare NHS Trust follows the Oliver McGowan/Core Skills Training Framework guidance to identify staff required to undertake training and at which level.

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 see Appendices 1-4 attached.**

The below exemptions have been applied to Appendix 2

Staff names have been removed and replaced with roles only as they constitute personal data and would contravene the principles of the Data Protection Act 2018 (in accordance with qualified exemption S40 (2)(a) of the FOI Act).

Financial costings have been removed as the Trust is applying Section 43 exemption to this aspect of the request as release of the information is likely to prejudice the commercial interests of any person (A person may be an individual, a company, the public authority itself or any other legal entity).

Reports regarding Oliver McGowan were delivered to external regulators by the Stoke and Staffordshire Integrated Care System (ICS), Should you wish to

contact the ICS, you will find information on how to do so here [Staffordshire and Stoke-on-Trent Integrated Care System \(ICS\) \(staffsstokeycs.org.uk\)](https://staffsstokeycs.org.uk)

If you are dissatisfied with the handling of your request, you have the right to ask for an internal review of the management of your request. Internal review requests should be submitted within two months of the date of receipt of the response to your original letter and should be addressed to: Dr Buki Adeyemo, Chief Executive, North Staffordshire Combined Healthcare Trust, Trust Headquarters, Lawton House, Bellringer Road, Trentham, ST4 8HH. If you are not content with the outcome of the internal review, you have the right to apply directly to the Information Commissioner for a decision.

The Information Commissioner can be contacted at: Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF.

Yours sincerely



Nicola Griffiths
Deputy Director of Governance

NORTH STAFFORDSHIRE COMBINED HEALTHCARE NHS TRUST
BOARD DEVELOPMENT SESSION
THURSDAY 11TH DECEMBER 2025, 9.15AM,
BOARDROOM, LAWTON HOUSE

ITEM	TIMING	TITLE	LEAD	ENC
1	0915	Arrival		Note
2	0925	Welcome and Apologies for Absence – Dr Roger Banks	Janet Dawson, Chair	Note
3	0930	Oliver McGowan Training – Learning Disabilities	SSICB and Thomas Cooper-Abbs – Co Trainer	Presentation
4	1115	Break		
5	1130	Oliver Mc Gowan Training – Learning Disabilities cont.....	SSICB and Thomas Cooper-Abbs – Co-Trainer	Presentation
6	1230	LUNCH		
7	1300	Oliver McGowan Training – Autism	SSICB and Edd Bennett – Co-Trainer	Presentation
8	1415	Break		
9	1430	Oliver McGowan Training - Autism cont.....	SSICB and Edd Bennett – Co-Trainer	Presentation
10	1555	Closing Remarks	Janet Dawson. Chair	Note

Date and Time of Next:

Board Development Seminar- Thursday 15th January 2026 at 2.00pm
Boardroom, Lawton House

Oliver McGowan Training BUSINESS CASE Approval for Revenue & Capital Cases	
Scheme Title	Statutory Training - Delivery of the Oliver McGowan Training at North Staffordshire Combined Healthcare NHS Trust
Directorate	People Directorate
Author	Associate Director of Education Education & Widening Participation Manager
Date	24 th December 2025
Links to Trust Strategy	• Quality – delivering personalised, safe, and effective care. • People – developing our workforce and ensuring Combined Healthcare continues to be a great place to work and to receive care. • Partnerships – delivering inclusive co-developed and co- delivered education with Experts by Experience. • Sustainability – Utilising MS Teams where appropriate and local venues as we work towards delivering net zero
<i>Governance information – Approved through internal governance processes</i>	
1.Executive Summary This business case seeks recurring Trust funding to support the mandated Oliver McGowan training. As of April 2025, this training now forms part of the Core Skills Training Framework (CSTF) and is a requirement for all NHS Providers. On 19 June 2025, the Department of Health and Social Care published the Oliver McGowan Code of Practice. This Code provides clarity on what constitutes training that is “appropriate to the person’s role” and offers guidance to ensure all staff receive such training. As a result, all CQC-registered providers are now required to ensure that staff training aligns with the standards outlined in the Code. This is essential to delivering the best possible outcomes for individuals. The CQC will reference the Oliver McGowan Code of Practice when assessing whether providers are meeting regulatory requirements. Oliver McGowan Training Options to deliver a joint training programme was explored with other NHS providers in 2024 and 2025 with no agreement reached. RISK In not achieving compliance for the Oliver McGowan Training within the regulated timeframe of 2 years (Sept 2025) the Trust will breach the Health and Social Care Act 2008 (Regulated Activities) Regulations 2014: Regulation 18. This has been updated by CQC to say: "Providers must ensure that all staff receive training in how to interact appropriately with people with a learning disability and autistic people, at a level appropriate to their role." Whilst the CQC cannot prosecute for a breach of this regulation or any of its parts, they can take regulatory action. We have not achieved compliance of 85% by September 2025.	

It is important to note that NSCHT is currently in a strong position with compliance figures significantly better than other local NHS providers. This is due to the comparatively small size of NSCHT, the use of the ICS offers and our commissioning of courses from the ICS.

2. Summary of Proposal

Two options:

1. Development of a substantive training team that will deliver Oliver McGowan Training to North Staffordshire Combined Healthcare NHS Trust with a long term view to deliver the training to other health and social care providers to support income generation and offset costs of a substantive training team.
2. Purchase places from other training provider.

3. Introduction & Background

3.1 Mandatory Training:

The Health and Care Act 2022 introduced a requirement that regulated; service providers must ensure their staff receive learning disability and autism training appropriate to their role. The Oliver McGowan Mandatory Training is the standardised training that was developed for this purpose and is the government's preferred and recommended training for health and social care staff.

Oliver's training is delivered in 2 Tiers; each Tier consists of 2 parts and staff need to complete either Tier 1 or Tier 2 dependent on their role.

The first part of both Tier 1 and Tier 2 is the e-Learning course. The second part of the training is either:

- Tier 1 - live 90 minute online interactive session for non-clinical staff
- Tier 2 – a full day face to face training for all clinical staff

The Staffordshire and Stoke on Trent ICS (ICS) supported a number of places on the training for the Trust. However, due to the large numbers of people requiring this training across the ICS, it was not possible to achieve the 85% compliance required utilising the system offer alone. **The ICS offer will cease on 31st March 2026.**

If the Business Case is agreed Trust compliance target of 85% will be achieved in 1 year from the commencement of the option chosen.

4. Measures and monitoring:

ICS Target = all partners achieving 30% compliance by 31/03/2025. Performance reporting for Oliver McGowan Training Tier 1 & 2.

NSCHT achieved the target set for March 2025.

4.1 Current Training Compliance:

E Learning (All employees): The Oliver McGowan e learning is delivered through the LMS and is required for all employees – **compliance 80%**

Substantive Employees only:

Tier 1: ICS external training (limited) - dates have been provided for staff to access. Currently 231 people have completed the training and 216 remain non-compliant = **52% compliance**

Tier 2: UHNM opened 3 places for NSCHT on every course they are delivering until the end of October 2024.

Utilising funds received from the ICS we commissioned 8 F2F courses running January to March 2025. 210 places were available. Each course was fully booked, and we had 24 DNA's over the 8 courses giving an attendance rate of nearly 90%. Currently 655 people have completed the training and 869 remain non-compliant = **43% compliance**.

A further 3 courses have been commissioned utilising ICS funding: January to March 2026.

No further funds remain to support ongoing commissioning of courses, and the availability of this option will cease March 31st 2026 as the Oliver McGowan Training Team in the ICS will close.

Bank Staff:

E Learning: Currently 158 have completed the training and 25 remain non-compliant = **86% compliance**

Tier 2: Training to be opened to Bank employees in Year 2 = 182 require training

4.2 Total Training Required:

Substantive employees:

Tier 1 = 447

Tier 2 = 1522

Bank Employees:

Tier 2 = 183 Bank employees required to complete Tier 2 (Year 2)

Additional:

New starts/students/trainees 300 (approx.) each year – Tier 1 & 2 dependent on role
3 yearly refresher training – *course requirements to be confirmed*

4.3 Training Delivery Requirements:

The essential requirements for the both the interactive (MS Teams) and face to face elements for The Oliver McGowan Mandatory Training on Learning Disability and Autism:

- Each training session must be co-delivered by two experts with lived experience and one lead trainer approved by NHS England. A list of approved trainers can be found on the Oliver McGowan webpages. Additionally, each session must include a trained health and wellbeing facilitator to support the expert by experience. This totals four staff members for each course delivered.
- Experts with lived experience must be remunerated for the work they undertake at a level equal to that which others who are not autistic or do not have a learning disability would receive for similar work. It is recommended nationally that this will be at or equivalent to agenda for change Band 5. (Job descriptions are available) The experts by experience are co-trainers who have to autism and/or a learning disability. They will need to complete the train the trainer course for the subject they wish to deliver. The Train the Trainer courses are 3 days for each subject and whilst these courses are free, attendees will require payment for attendance. Trainers and co-trainers need to comply with and agree to the conditions of delivery.

Tier 1: for all non-clinical employees: E Learning followed by a 90 minute webinar co-delivered by one lead trainer, two expert approved trainers and a wellbeing facilitator, therefore each session needs 4 staff for it to run:

1. A facilitating trainer
2. An expert with lived experience of autism co-trainer
3. An expert with lived experience of learning disability co-trainer
4. Wellbeing facilitator

Tier 2: for all clinical employees: consists of E Learning followed by two half-day face to face (in person) training sessions which may be delivered as one full day or two half days. The learning disability session must always be delivered first.

The session requires 4 people to deliver: 1 lead trainer, 2 expert trainers (half day each) and 1 wellbeing facilitator.

Tier 2: Session 1: Learning Disability module (half day) is co-delivered face to face (in person) by one lead trainer and 1 learning disability expert approved trainer and a Wellbeing Facilitator:

1. A registered trainer
2. An expert trainer with lived experience of learning disability co-trainer
3. Wellbeing Facilitator

Tier 2: Session 2: Autism module (half day) is co-delivered face to face (in person) by one lead trainer, 1 Autism expert approved trainer and a Wellbeing Facilitator:

1. A registered trainer
2. An expert with lived experience of autism co-trainer
3. Wellbeing Facilitator

Venue costs – Due to the numbers attending Oliver McGowan training each session (30) a venue would be required.

Income Generation: Opportunity: It is mandatory that all Health and Social Care staff complete the Oliver McGowan training under the Health and Care Act 2022.

National Training Provider Costs 2025:

Tier 1 MS Team's training: costs up to £Redacted per person, a course for 30 people could potentially income generate £Redacted per course. Once compliance is reached, 40 courses per year could be delivered externally.

Tier 2 full day face to face training: costs up to £Redacted per person, a course for 30 people could potentially income generate over £Redacted per course. Once compliance is reached, 40 courses per year could be delivered externally.

Possible income generation:

- Tier 1 – 40 courses per year = £Redacted
- Tier 2 – 40 courses per year = £Redacted

Total if every place was filled = £Redacted per year (which would cover the team costs plus surplus)

Option 2: Purchase Places on Oliver McGowan Courses from MPFT (or other providers)

Brief discussions have taken place with MPFT regarding joint training. Their preferred option would be for us to purchase places from themselves rather than a joint training model.

They would not be able to offer any places within this financial year and are unsure when they would be able to offer NSCHT the ability to purchase places on Tier 2 (face to face full day) due to their need to provide training to their own employees. They are currently not able to deliver Tier 1 training, and we would need to source this from other providers.

We have requested 30 courses per year (estimated by MPFT at £Redacted per person). Meeting held with MPFT on 27th November 2025. MPFT are currently undergoing an extensive MOC and were unable to confirm dates, costs and availability due to the current situation. When the MOC has completed they will be in a better place to advise on their offer.

- Tier 2 - 30 courses for 30 people per year @ £Redacted per person plus venue cost = Estimated Cost £Redacted
- Tier 1 - 10 courses for 30 people per year @ £Redacted per person = Estimated Cost £Redacted

Estimated Total Cost per annum = £Redacted - £Redacted *

*increased estimate if we are unable to secure an agreement with MPFT

7. Recommendations

In order of priority:

Option 1: Substantive Oliver McGowan Training Team



Employing a Practice Educator Lead and Expert Lead on substantive contracts and setting up an Experts by Experience Bank would enable us to reach compliance in 1 year and maintain compliance through 3 yearly refresher training and training new employees.

Additionally, we envisage that we would be able to income generate with a view to the OMG training team being fully or part funded through income generated.

The option to purchase from MPFT will not be available until at least 26/27.

MPFT are currently only able to deliver Tier 2 training, they have estimated costs at £Redacted per person.

Other providers have been sourced with costs ranging for Tier 2: £Redacted to £Redacted per person in addition to venue and trainer costs (travel/accommodation) but given demand there is limited availability. Tier 1 costs range from £Redacted - £Redacted per person – due to demand there is limited availability nationally.

Theme/category	Benefit / Success Measure	Start	End
Non cash releasing – Statutory education	- All Trust employees to complete e learning - All non-clinical employees to complete Tier 1 - All clinical employees to complete Tier 2	April 24	3 yearly compliance 85% target
Societal: Improved health of population	Reducing health inequalities	Jan 26	Ongoing
Staff:	Substantive posts support retention, wellbeing, and job security.	Jan 26	Ongoing

Option 1: If approved we would expect to commence recruitment in Q4 with rolling programme of Tier 1 and Tier 2 training commencing in Q1 26/27.

Priority for substantive employees for the first year before opening to Bank employees and income generating courses in year 2.

Option 2: If this option is approved places will be available to NSCHT employees from April 2026 as offered by MPFT and/or other providers.

Recruitment Options for Substantive Team (Option 1):

1. Support internal Trust Cost Pressures by recruiting to the Oliver McGowan Training positions from substantive employees through Expressions of Interest thereby saving on recruitment expenditure
2. Utilise Trust and ICS redeployment register
3. Open inclusive recruitment through NHS Jobs
4. Redeployment of ICS Oliver McGowan Training Team (April 2026)
5. Fund the Specialist Directorate to deliver the Oliver McGowan Training

10. Financial Assessment

10.1 Summary

Preferred Option 2

Option 2:
Cost table redacted

** Increased costs relate to Bank staff costs

*** Redacted

Option 2:

Purchasing courses from external providers to support a 3 year rolling programme: (3 yearly refresher training)

- Tier 2 - 30 courses for 30 people per year @ £Redacted per person cost = Estimated Cost £Redacted (local provider) additional costs: venues and petrol expenses
- Tier 2 – 30 courses for 30 people per year @ maximum £Redacted per person = Estimated Cost £Redacted (national provider) additional costs: venues, travel and trainer accommodation
- Tier 1 - 10 courses for 30 people per year @ £Redacted per person = Estimated Cost £Redacted

Estimated Total Cost per annum = Redacted

10.2 Financial Narrative

Option 1: The training will incur a cost of circa £Redacted for Q4 25/26 increasing to £Redacted in 26/27, £Redacted in 27/28 then £Redacted recurrently. With an option to income generate once compliance is reached to offset pay costs.

Option 2: Estimated Total Cost per annum = £Redacted

- plus bank staff attendance costs circa £Redacted
- plus travel, venue and accommodation expenses

11. Workforce Impact Oliver McGowan Training is a mandatory requirement, and we will be required to maintain this compliance 3 yearly which will be embedded in the LMS. We are still awaiting guidance on the compliance refresher following the initial rollout. Refresher training due to commence from Tier 1 - 90 minutes online. Tier 2 - 1 full day training. *26/27 : Tier 1 – 500 places : Tier 2 – 1200 places for substantive employees 27/28 : Tier 1 – 200 places : Tier 2 – 800 places substantive clinical staff (new starters and refresher training) : Tier 2 – 186 Bank employees (additional funds would be required in Year 2 as indicated above for attendance costs) *increase in place numbers against non-compliance data from 2026 to cover commencement of refresher training (3 yearly)
12. Activity Impact • Substantive employees as wellbeing facilitators: This will be in addition to their everyday roles. • The B5 trainer/wellbeing facilitator will manage and co-ordinate the experts by experience bank result in no impact on Nursing Bank • Substantive employees will complete the clinical training as required per job role and will be incorporated into their 24% time out.
13. Procurement Impact N/A
14. Informatics Impact We will be utilising the Trusts LMS to deliver the rolling prospectus and training records. Records to be monitored through performance.
15. Estates and Facilities Impact Training room use of Unit 23 and/or use of the boardroom cannot facilitate the numbers required nor has the availability to deliver the capacity required for the Oliver McGowan Training capacity is 20-25, therefore an external venue will need to be sourced. Longton Rugby Club is the most accessible and cost effective venue which will be Redacted per day, and 40 days a year will be required for Oliver McGowan.
16. Communications To utilise Newsround and LMS dashboard, prompting and reporting abilities
17. Risks and Mitigations The Oliver McGowan training is a nationally mandated training requirement. Utilising the ICS offer only will not achieve the compliance required within reporting requirements. Estimated compliance utilising ICS offer only is approximately 8 years. Approval of the business case as requested will achieve and maintain compliance at 1 year.

Risk No.	Risk Title	Likelihood (1-5)	Impact (1-5)	Residual Risk Rating	Mitigation	Risk Lead
1	Oliver McGowan Training	5	4	20	The proposed business case will significantly reduce the impact	Chief People Officer
2						
3						

Risk Matrix

		IMPACT How severe could the outcomes be if the risk event occurred?				
		Negligible/Insignificant 1	Minor 2	Moderate 3	Major 4	Catastrophic 5
LIKELIHOOD What is the chance of the risk occurring?	Almost Certain - 5	5 Moderate	10 Significant	15 High	20 High	25 High
	Likely - 4	4 Moderate	8 Significant	12 Significant	16 High	20 High
	Possible - 3	3 Low	6 Moderate	9 Significant	12 Significant	15 High
	Unlikely - 2	2 Low	4 Moderate	6 Moderate	8 Significant	10 Significant
	Rare - 1	1 Low	2 Low	3 Low	4 Moderate	5 Moderate

18. CQC Registration Assessment - Is this a CQC regulated activity in line with the statement of purpose? Could this change impact on the Trusts CQC registration requirements?

Yes, CQC updated their [statutory guidance on Regulation 18](#) in July 2022 to include 2 specific points about the new requirement:

- You must ensure that all staff receive training in how to interact appropriately with people with a learning disability and autistic people, at a level appropriate to their role.
- Staff must receive appropriate supervision in their role to ensure they demonstrate and maintain competence in understanding the needs of people with a learning disability and autistic people, including knowing how to support them in the best way.

19. Quality Impact Assessment (QIA)

The only available QIA relates specifically to CIP – Format examined and this business case does not impact in terms of reducing funds or services. There are however additional training requirements required that need to be factored in with regard to safer staffing as the Oliver McGowan Training is an additional requirement of 1 day's training for clinical staff. However, to not complete this training is not an option.

20. Equality Impact Assessment (EIA)

The Oliver McGowan Training is accessible to all and serves to improve Health Inequalities for those with learning disabilities and autism. **Appendix 1**

21. Data Protection Impact Assessment (DPIA)

Not required as recording is through the LMS and governance remains the same.

22. Sustainability Impact Assessment (SIA)

The impact is for the workforce and is social in nature. **Appendix 2**

23. Interdependencies

This is key to the Trusts CQC registration and compliance is legally required for the Oliver McGowan Training.

Approvals	
Group (as relevant)	Date
Execs	23.12.2025
Directorate Management Team	
Senior Leadership Team	
Relevant Committee	
Trust Board	
Please consider any internal approvals that are required before submission to SLT.	
Workforce	Deputy Director of People, OD, and Inclusion 03/12/2025
Infection Prevention and Control	Head of Infection Prevention & Control
Estates & Facilities	Associate Director of Estates
Informatics / Digital	Chief Information Officer
Finances	Assistant Director of Finance
Procurement	Deputy Director of Finance

Equality Impact Assessment (EIA) - Initial assessment	Yes/No	Less favourable / More favourable / Mixed impact
Does this document affect one or more group(s) less or more favorably than another (see list)?		
– Age (e.g. consider impact on younger people/ older people) – Disability (remember to consider physical, mental and sensory impairments) – Sex/Gender (any particular M/F gender impact; also consider impact on those responsible for childcare) – Gender identity and gender reassignment (i.e. impact on people who identify as trans, non-binary or gender fluid) – Race / ethnicity / ethnic communities / cultural groups (include those with foreign language needs, including European countries, Roma/travelling communities) – Pregnancy and maternity, including adoption (i.e. impact during pregnancy and the 12 months after; including for both heterosexual and same sex couples) – Sexual Orientation (impact on people who identify as lesbian, gay or bi – whether stated as ‘out’ or not) – Marriage and/or Civil Partnership (including heterosexual and same sex marriage) – Religion and/or Belief (includes those with religion and /or belief and those with none) – Other equality groups? (may include groups like those living in poverty, sex workers, asylum seekers, people with substance misuse issues, prison and (ex) offending population, Roma/travelling communities, and any other groups who may be disadvantaged in some way, who may or may not be part of the groups above equality groups)	N Y N N N N N N	More favourable
If you answered yes to any of the above, please provide details below, including evidence supporting differential experience or impact.		
Enter details here if applicable		
If you have identified potential negative impact: Staff do not currently all have the OMT and therefore service users could be disadvantaged; by completing the training delivery plan this will mitigate this inequality and improve overall awareness of autism and Learning disabilities and how best to support and make reasonable adjustments. - Can this impact be avoided? - What alternatives are there to achieving the document without the impact? Can the impact be reduced by taking different action?		
Enter details here if applicable		
Do any differences identified above amount to discrimination and the potential for adverse impact in this policy?	Yes / No	
If YES could it still be justifiable e.g. on grounds of promoting equality of opportunity for one group? Or any other reason	Yes / No	

Enter details here if applicable	
Does this document affect one or more group(s) less or more favorably than another (see list)?	
Where an adverse, negative or potentially discriminatory impact on one or more equality groups has been identified above, a full EIA should be undertaken. Please refer this to the Diversity and Inclusion Lead, together with any suggestions as to the action required to avoid or reduce this impact.	
For advice in relation to any aspect of completing the EIA assessment, please contact the Diversity and Inclusion Lead at Diversity@northstaffs.nhs.uk	
Was a full impact assessment required?	Yes / No
What is the level of impact?	Low / medium / high

Training Needs Analysis for the policy for the development and management of Trustwide procedural / approved documents

Please tick as appropriate

There is no specific training requirements- awareness for relevant staff required, disseminated via appropriate channels (Do not continue to complete this form-no formal training needs analysis required)	
There is specific training requirements for staff groups (Please complete the remainder of the form-formal training needs analysis required- link with learning and development department.	x

Staff Group	✓ if appropriate	Frequency	Suggested Delivery Method (traditional/ face to face / e-learning/handout)	Is this included in Trustwide learning programme for this staff group (✓ if yes)
Career Grade Doctor	✓		F2F	
Training Grade Doctor	✓		F2F	
Locum medical staff	✓		F2F	
Inpatient Registered Nurse	✓		F2F	
Inpatient Non-registered Nurse	✓		F2F	
Community Registered Nurse	✓		F2F	
Community Non Registered Nurse / Care Assistant	✓		F2F	
Psychologist / Pharmacist	✓		F2F	
Therapist	✓		F2F	

Clinical bank staff regular worker	√		F2F	
Clinical bank staff infrequent worker	√		F2F	
Non-clinical patient contact	√		F2F	
Non-clinical non patient contact	√		ONLINE	

Please give any additional information impacting on identified staff group training needs (if applicable)

This business case aims to reduce the current inequalities identified for our Neurodiverse and those with a learning disability in our staff team and in the communities that we serve.

Please give the source that has informed the training requirement outlined within the policy i.e. National Confidential Inquiry/NICE guidance etc.

NHS England

Any other additional information

Completed by	Education & Widening Participation Manager	Date	06/12/2024
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Sustainability Impact Assessment

Introduction

This Sustainability Impact Assessment (SIA) is a tool to help teams and individuals consider sustainability and the social value for new business cases. It can also be used to support proposed projects, programmes, and policies. A SIA will help to ensure that any adverse or negative environmental impacts to the organisation are identified and, where possible, mitigated, to ensure that sustainability is considered in all decision making.

Notes on completion and governance

SIA's are requested for all new business cases. It is requested that completed SIA's are forwarded to the Transformation Management Office.

Governance Structure for Sustainability at NSCHT



Responsible Person and Department		Jo Copeland Education & Widening Participation Manager				Date 6 th December 2024
Proposed Project / Programme / Policy / Business Case		Oliver McGowan and Clinical Skills Training Business Case				
Image	Area of Sustainability / Social Value	Description of Impact	Nature / Degree of Impact	Overall Impact*	How will impact be measured?	Actions to mitigate risks and enhance positive outcome
	Energy	Training will be face to face requiring heat and electricity	minimal	-1 Negative		
	Water	Refreshments and toilet facilities will be used twice a month		-1 Negative		
	Waste	Waste created by lunch and refreshments		-1 Negative		
	Capital Projects	n/a		0 Neutral		
	Travel and Transport	Travel to venues for 35 people a session		-1 Negative		
	Supply Chain (Inc climate related financial risk)	n/a		0 Neutral		
	Models of Care	Improving care if those with Autism and LD		+1 Positive		
	Adaptation	n/a		0 Neutral		
	Workforce	Improving patient outcomes		+1 Positive		
	Digital Transformation	Tier 1 is online		+1 Positive		
	Nature and Biodiversity			0 Neutral		
	<i>Jobs: Promote Local Skills and Employment</i>	Social Value	Building skills	+1 Positive		
	<i>Growth: Supporting Growth of Responsible Regional Business</i>	Social Value		0 Neutral		
	<i>Social: Healthier, Safer and more Resilient Communities</i>	Social Value	Improving services	+1 Positive		
	<i>Environment: Decarbonising and Safeguarding our World</i>	Social Value		0 Neutral		
	<i>Innovation: Promoting Social Innovation</i>	Social Value		0 Neutral		
TOTALS				1		

Review Questions
ENERGY – consider whether the project leads to: • an increase, or decrease, in the amount of electricity or battery usage • an increase, or decrease, in the amount of heating/hot water required • an increase, or decrease, in carbon emissions from building energy use
WATER – consider whether the projects leads to: • an increase/decrease in the amount of water used • an increase/decrease in substances to be disposed of to foul sewer
WASTE – consider whether the project leads to: • an increase or decrease in the amount of waste generated • a variation in the type of waste to be disposed of, affecting segregation i.e. more/less hazardous
CAPITAL PROJECTS – each building or refurbishment work should consider: • energy use, including natural light, ventilation and renewable energy • water use, including conservation measures • use of space as a community resource/social enterprise • enhancing green spaces & biodiversity
TRAVEL & TRANSPORT - consider whether the project leads to an increase or decrease in: • 'care miles' i.e. care closer to home, telemedicine, repeat appointments • access to services for vulnerable or disadvantaged groups • sustainable travel options, i.e. walking, cycling, public transport, electric car
SUPPLY CHAIN - all procurement related to the project should consider: • whole life costs, i.e. procurement vs. revenue costs (£ and carbon) • supporting local businesses, small businesses and social organisations • promotion of ethical procurement and labour standards • food/catering from local, seasonal and sustainable suppliers • social value, i.e. producing a local benefit through employment/training • wider health impacts, such as antibiotic use, air pollution, modern slavery
MODELS OF CARE - consider the impact the project may have on: • 'care miles' and delivering care in settings closer to people's homes • promoting prevention, healthy behaviours, mental wellbeing, living independently and self-management • reducing avoidable hospital admissions or admissions to residential care • delivering integrated care, streamlining care pathways
ADAPTATION - consider if the project is impacted by climate change, such as: • hotter, drier summers; milder, wetter winters; increased extreme weather events, including flooding and heatwaves • support for vulnerable groups, including the elderly, people with long-term health conditions and those with mental health illnesses
WORKFORCE: Consider whether your project can support social value by: • employment opportunities including disadvantaged groups, i.e. long-term unemployed, people with learning disabilities • training of existing staff or apprenticeship opportunities • health and wellbeing, flexible hours or childcare / carer support • increasing community resilience & a reduction in social isolation • reduction in health inequalities and access to services • increasing participation of patients, the public and strategic partners
DIGITAL – Consider benefits and risks to digital transformation / digital bychoice initiatives; - contributes positively
NATURE AND DIVERSITY – Consider benefits and risks to nature, and biodiversity ; - investment into net zero biodiversity