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15th June 2026
Internal Reference: 260531
Email:

Dear ,

Thank you for your request for information, which we received on **26/05/2026**.
We have considered your request under the Freedom of Information Act 2000.
Please ensure you quote the Internal Reference number above in any future correspondence.

Your Request

This is a request for information under the Freedom of Information Act 2000.

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; or
- An alternative training programme intended to meet the statutory requirements.

South East Coast Ambulance Service NHS Foundation Trust currently utilises the Oliver McGowan Mandatory Training on Learning Disability and Autism Tier 1 Part 1 e-learning package.

In addition, the Trust is implementing a Trust-wide Learning Disability and Neurodiversity Awareness (LDNA) Education Programme as an alternative ambulance-specific Tier 2 delivery model. The programme has been developed

collaboratively with the National Education Network for Ambulance Services (NENAS) and North East Ambulance Service and aligns with the intent of the Health and Care Act 2022 and the emerging Code of Practice requirements.

b) If an alternative training programme is used, please provide:

- The name and description of the training programme(s); and
- Any recorded rationale, policy, or assessment used to determine that the alternative programme satisfies the statutory requirement.

The alternative programme is titled the “Learning Disability and Neurodiversity Awareness (LDNA) Education Programme”.

The programme is designed to ensure staff receive role-appropriate training that enables them to provide safe, inclusive and high-quality care to autistic service users and people with learning disabilities.

The programme is delivered through a two-tier model:

Tier 1 – Awareness

- Applicable to corporate staff, support services staff and new starters.
- Delivered through a SECamb-designed e-learning package hosted on Discover LMS.
- Refreshed every three years.

Tier 2 – Patient Facing Roles

- Applicable to frontline operational staff, Emergency Operations Centre staff, 111 clinicians, Emergency Medical Advisors and Integrated Care staff.
- Delivered through trainer-led face-to-face education embedded within Key Skills and induction programmes.
- Refreshed every three years.

The rationale for implementation includes:

- Alignment with the Health and Care Act 2022 learning objectives and Core Capability Frameworks;
- Ambulance-service-specific learning content and operational relevance;
- Workforce abstraction and operational delivery considerations;
- Financial sustainability and value for money;
- National challenges associated with operationalising the co-facilitated Oliver McGowan Tier 2 model across ambulance services; and
- The statutory requirement being focused on training outcomes rather than mandated use of a single national package.

The Trust’s rationale, implementation plan and governance arrangements are detailed within the attached papers:





- “Position Paper on the delivery of a Learning Disability and Neurodiversity Awareness Education Programme (V1.1)”
- “Intention to deliver Learning Disability and Neurodiversity Awareness Educational Package (LDNA) paper”

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.

The workforce headcounts included below are a snapshot from the final day of the financial year (as of 31st March). This data is taken from the Electronic Staff Record (ESR). As requested, these figures include fixed term/temporary staff and bank workers:

Reporting Period	Headcount
As of 31 st March 2026	5228
As of 31 st March 2025	5253
As of 31 st March 2024	5105

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.

Please refer for the table below:

No training was done prior to 2024.

Reporting Period	Headcount
As of 31 st March 2026	5228
As of 31 st March 2025	5253
As of 31 st March 2024	5105

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

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

(Data as of 27th May 2026)





Training Tier	Staff Requiring Training	Staff Compliant	Compliance %
Tier 1	4,925	4,346	88.24%
Tier 2	3,241	2,569	79.3%

The Trust delivers learning disability and autism training using a tiered model aligned to staff role profile and patient contact requirements. We are currently still in delivery due to complete Q3 2026 -2027.

c) If training is only delivered at a single tier, please state number of staff recorded as being compliant with the training.

This is not applicable to the Trust.

d) The equivalent figures specifically for Psychiatrists and trainee Psychiatrists.

This is not applicable to the Trust.

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.

For reporting purposes, the Trust defines a staff member as compliant where all required elements of the relevant learning disability and autism training have been completed within the required compliance period and appropriately recorded on Trust reporting systems, including ESR, LMS Discover and PowerBI compliance dashboards.

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).

The Trust determines training requirements through its statutory and mandatory training framework, role-based education matrices and operational training needs analysis processes.

Training tiers are allocated according to role profile, level of patient contact and operational responsibilities.

In summary:

Tier 1:

- Corporate staff
- Support services staff



- **New starters**

Tier 2:

- **Frontline operational staff**
- **Emergency Medical Advisors**
- **Senior Health Advisors**
- **111 Clinicians**
- **Emergency Operations Centre clinicians**
- **Integrated Care staff**
- **Patient-facing new starters**

Please refer to the attached governance and implementation papers for further detail regarding role mapping, governance oversight and implementation methodology

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.

The Trust has identified the following documents within scope of your request:

- 1. Position Paper on the delivery of a Learning Disability and Neurodiversity Awareness Education Programme (V1.1)**
- 2. Intention to deliver Learning Disability and Neurodiversity Awareness Educational Package (LDNA) paper**
- 3. ETD Group governance documentation and associated implementation planning papers**

Copies of releasable documents are attached where applicable

Next steps

Some information held by the Trust is routinely published on our [website](#) and may be of assistance.

If you are dissatisfied with the Trust's response to your request, you have the right to ask for an internal review.

Requests for an internal review should be submitted within **40 working days** of the date of this response and should be sent to:

Richard Banks, Head of Corporate Governance at FOI@secamb.nhs.uk





The internal review will be conducted by an individual who was not directly involved in handling your original request, ordinarily the Trust's Data Protection Officer. We aim to complete internal reviews within **20 working days** of receipt.

If you remain dissatisfied following the outcome of the internal review, you may complain to the Information Commissioner's Office (ICO). The ICO generally expects complaints to be raised promptly following the completion of an internal review.

The easiest way to raise a complaint is via the ICO's website:
www.ico.org.uk/foicomplaints

Alternatively, you may write to:
Information Commissioner's Office
Wycliffe House
Water Lane
Wilmslow
SK9 5AF

Yours sincerely,

Corporate Governance Team
South East Coast Ambulance Service NHS Foundation Trust

