Our Ref:99

May 2026

Doncaster and Bassetlaw Teaching Hospitals NHS Foundation Trust

**Freedom of Information Act Request**

I am writing to request 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.

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.

Oliver McGowan Mandatory Training on Learning Disability and Autism Used

**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 standard reporting methodology within the Trust includes the current categories:

- Permanent
- fixed term
- locum (i.e. fixed term or temporary) assignments

Bank is not included in standard reporting methodology.
The below figures provide headcount per year based on the Trust's standard reporting methodology:

| 25/26 | 24/25 | 23/24 |
|---|---|---|
| 7,466 | 7,436 | 7,574 |

The Trust has also provided the below figures which are outside of standard reporting methodology, but also include bank headcount. The below figures therefore include headcount for:
Permanent
Fixed term
Locum (i.e. fixed term or temporary assignments)
Bank

| 25/26 | 24/25 | 23/24 |
|---|---|---|
| 7,618 | 7,533 | 7,639 |

The Trust does not employ agency workers (agency workers are provided on an ad hoc basis as required by a third party) and it is therefore not possible to include agency in employee headcount.

**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.

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;

End of financial year period used and standard compliance reporting excludes colleagues on long term sick over 3 months, maternity leave and new starters during first 3 months. Oliver McGowan training not in place at DBTH end of March 2024.

| Reporting Period | Total Requiring | Tier 1 Required | Tier 1 Completed | Tier 2 Required | Tier 2 Completed |
|---|---|---|---|---|---|
| March 2026 | 6759 | 2172 | 954 | 4587 | 1923 |
| March 2025 | 6665 | 2249 | 741 | 4416 | 441 |
| March 2024 | n/a | n/a | n/a | n/a | n/a |

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. n/a

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**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. Requires completion of both e-learning and face to face elements of each tier.

b) Any internal guidance, policy, criteria, or role-mapping used to determine:

- Which staff are required to undertake the training; All colleagues employed by DBTH
- Which staff are required to complete different levels/tiers (if applicable). Currently aligned to national safeguarding training requirements. Eg if individual requires SG adult & children L1 then they complete OMMT Tier 1.

If you are not satisfied with the handling of your request, you have the right to request an internal review. Requests for an internal review should be submitted within 40 working days from the date of this response, and should be addressed to d.wraith@nhs.net.

If you remain dissatisfied after the internal review, you have the right to appeal to the Information Commissioner's Office (ICO). The ICO can be contacted at:

Information Commissioner's Office
Wycliffe House
Water Lane
Wilmslow
Cheshire
SK9 5AF
Tel: 0303 123 1113
Website: https://ico.org.uk/make-a-complaint/