



**BEYOND LIMITS**  
Beyond the limits of conventional support

# Autistic People & People with a Learning Disability Training Policy

This policy clarifies our duty to ensure that staff receive training in learning disabilities and autism, including how to interact appropriately with autistic people and people who have a learning disability.

## INTRODUCTION

This CQC has clarified that from 1<sup>st</sup> July 2022, all registered health and social care providers must ensure that colleagues receive training in learning disability and autism. The training must include guidance and instruction on how to interact appropriately with autistic people and people who have a learning disability. The training must be aligned with the roles and responsibilities of colleagues and must be provided to all those who have contact with individuals who have a learning disability and autism.

Beyond Limits are committed to meeting all aspects of the above requirement. This policy clarifies what must be done to ensure continued compliance, which is firmly rooted in meeting the needs of all individuals accessing our care and support.

CQC statutory guidance introduced TWO specific points about the new requirement. As such, Beyond Limits must ensure colleagues receive:

1. Good quality training in how to interact appropriately with people with a learning disability and autistic people, at a level appropriate to their role.
2. Appropriate supervision in their role to ensure they demonstrate and maintain competence in understanding the needs of people with learning disability and autistic people, including knowing how to support them in the best way.

## REGULATION 18

Beyond Limits must continue to meet the requirements of [Regulation 18 of the Health & Social Care Act 2008 \(Regulated Activities\) 2014](#). Beyond Limits must ensure that:

- There are 'sufficient numbers of suitably qualified, competent, skilled and experienced staff to meet the needs of the people using the service at all times.

And that

- Colleagues receive 'the support, training, professional development, supervision, and appraisals that are necessary for them to carry out their role and responsibilities. They should be supported to obtain further qualifications and provide evidence, where required, to the appropriate regulator to show that they meet the professional standards needed to continue to practice.



## WHAT BEYOND LIMITS MUST DO AND DEMONSTRATE

### Beyond Limits must:

- Be able to demonstrate that the needs of every individual for whom care is provided has their needs met consistently and with utmost regard for their continued welfare.
- Ensure that colleagues receive high-quality training that will help them improve 'the experiences and outcomes of all individuals receiving care'.

### CQC expect that:

- All providers in all health and care sectors must review what training and support they provide to staff in various roles, to ensure they are meeting with their legal responsibilities. This must take full account of 'all [colleagues] who have contact with, or may potentially have contact with, an autistic person or a person with a learning disability, whether that person is using the service themselves or if they are accompanying somebody. It also includes ancillary staff, for example receptionists.
- No colleague or person involved with Beyond Limits is left out of training and development opportunities relating to autistic people or people with a learning disability, which means that each colleague's role must be assessed according to their role.
- Relevant training already provided must be reviewed and assessed for the suitability and effectiveness and monitored in terms of the impact upon improving practice. It is important that all colleagues are fully supported to meet the aforementioned training requirements.

## TRAINING

Training requirements are twofold. Firstly, it is imperative that all colleagues working at Beyond Limits undertake training that is relevant to their role and responsibilities. For those providing care and support, this means that the training must include a higher level of depth. Therefore:

- Colleagues providing care and support, in whatever capacity should complete Tier 1 and 2 Supporting Adults with a Learning Disability and Autism, or equivalent. The NHS ELFH (eLearning for healthcare) provides mandatory training that considers the support and care of adults who have autism, and a learning disability. It is aimed at both a universal and specialist audience, with a universal introduction followed by two more detailed sessions.
- Ancillary colleagues should complete good quality awareness training in supporting adults with a learning disability and autism. We recommend The Oliver McGowan Mandatory Training on Learning Disability and Autism, which is available on the [NHS ELFH](#) (eLearning for healthcare) portal.

