

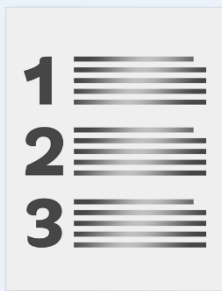
What did we do?



NDTi has done some work about training hospital staff to support people with learning disabilities better.



This work was paid for by the South Regional Health Education England Intellectual Disabilities programme.



There were 8 stages to the work.
This report is a summary of what we found out.



We were looking at what makes good learning disability awareness training.
In this report we will just call this “training”.

What did we find in stage 1?



We started by looking at what previous research could tell us.

We found 14 bits of research about learning disability awareness training for staff in hospitals.



We do not think all these studies were very good.



Not much research looked at if people started doing things differently after the training.

This is important. Training should help people to do their jobs better.



We did not find any research that looked if training led to better care and treatment for people with learning disabilities.



We did find that the training can lead to positive changes. After learning disability training, people knew more, were more confident and had a better attitude.



There was some evidence that delivering training can be positive for people with learning disabilities. This included getting paid and learning new skills.



We wrote an easy-read report about what we found from the previous research. You can read this [here](#).

What did we find in stage 2?



We sent 2 surveys to staff working in NHS Trusts in the South region.

We asked their views about learning disability awareness training for hospital staff.



The answers showed that nearly everybody who had done training thought it was useful.



Most people had not had learning disability awareness training. Most of these people would like to have it.



Staff said this training could help them provide better care to people with learning disabilities.



We wrote an easy-read report about what we found from the staff surveys. You can read this [here](#).

What did we find in stage 3?



We sent a survey to a group of healthcare experts. This type of survey is called a **Delphi Survey**. This is used in research to try to get an opinion from a group of experts.



We had a group of 57 experts. They came from the United Kingdom and 8 other countries. These included South Africa, Australia and Norway.



We found there was good agreement among the experts about lots of things about training including:

- the training should be delivered by hospital staff with people with learning disabilities and family carers
- what the training needs to cover



The experts did not agree on everything about the training including:

- how long the training should be
- if the training needs to be face-to-face



We wrote an easy-read report about what we found from the Delphi survey. You can read this [here](#).

What did we find in stage 4?



We did online interviews with staff working in NHS Trusts in the South region.



We interviewed 3 staff who deliver the training. They all worked in learning disability teams.



We interviewed 7 staff who had done the training. Most of them worked directly with hospital patients.



We asked questions about the content and the format of the training.



We also asked questions about what hospitals can do to help their staff provide better care and support for people with a learning disability.



We wrote an easy-read report about what we found from the hospital interviews. You can read this [here](#).

What did we find in stage 5?



We wanted to find out more about how experts by experience were involved in training. One NDTi researcher and one expert by experience did online interviews, asking about people's experiences.



We spoke to 10 people with experience of doing learning disability awareness training:

- 3 people with a learning disability
- 3 family carers
- 4 NHS staff

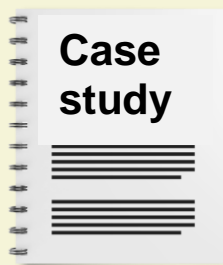


We wrote an easy-read report about what we found from the interviews. You can read this [here](#).



We listened to what we were told. We made a list of Do's and Don'ts for how to involve experts by experience properly in training. You can read this [here](#).

What did we find in stage 6?



We wanted to look at good examples of learning disability awareness training.

We call these examples Case Studies.



One NDTi researcher and one expert by experience did online interviews with two organisations who deliver training. We worked with them to write the case studies.



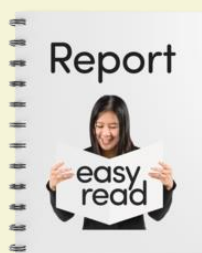
We asked an organisation called **Grapevine** about their learning disability awareness training course.

They cover the area of Coventry and Warwickshire.



Grapevine's 'Health Team' are a team of people with lived experience of a learning disability.

They have run training for NHS staff for over 10 years.



You can read the case study about Grapevine **here**.



We asked an organisation called The Oxfordshire Family Support Network about their learning disability awareness training course.

They cover all of Oxfordshire.



The Oxfordshire Family Support Network is a peer support network for family carers. They have run this training since 2017.



You can read the case study about Oxfordshire Family Support Network [here](#).

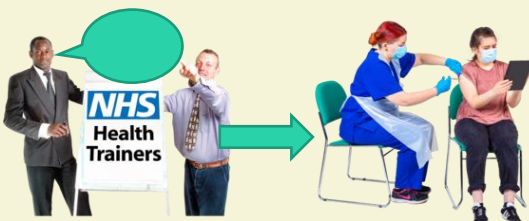
What did we find in stage 7?



After we had done all this work, the project team had meetings to talk and think about what we had found.



The work we had done told us a lot about the type of training that is needed.



We agreed that it would be useful to talk to some NHS staff about what we had found.

We wanted to ask their opinion about how learning disability awareness training can be put into practice.

What did we find in stage 8?



People from different NHS Trusts came to the workshop.

We started the workshop by telling the participants what we had found in our work so far.



We asked them action is needed to help the training lead to better care for people with learning disabilities.



We thought about what action is needed at different levels.



Hospital staff need to be supported by their managers.



Hospital Trusts need to make changes across their structures.

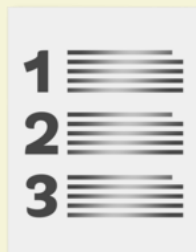


There need to be changes made to the wider system. This means all the people and organisations that need to work together to provide good care and support.



We wrote an easy-read report about what we found when we ran the workshop with people from different NHS Trusts. You can read this [here](#).

What did all this work tell us?



Here are some of the things we learnt about how the best training would be run.



The training needs to be long enough to allow time for discussions and questions.



Staff working in all jobs should attend the training. This includes senior staff.



Staff should be sent information about the training in plenty of time.



The training should give practical advice about how to support people with a learning disability.



Here are some of the things we learnt about the best way to involve experts by experience in the training.



There should be time for staff to socially meet the experts by experience. Take tea breaks and time to chat.



The training should include people who use different forms of communication.

This could be through videos or in person or both.



Offer a mix of support options for experts by experience. Having a co-trainer or a 'buddy' can help with nerves.



Here are some of the things we learnt about how learning disability awareness training can be put into practice.



Staff need further support after the training to help them put what they have learnt into practice.



Hospital staff need access to equipment and technology. Tablet devices were often useful for communication and distraction.



Staff could be sent links to new resources or short videos.

This can help remind them to use their training in their work.

Final thoughts



We know that people with learning disabilities have poorer health and do not always get the support and care they need.



In July 2022 there was a new law. This said health and social care staff must have training about learning disability and autism.



We hope that this work will help people to learn about what makes good learning disability awareness training.



It is important that this training makes a difference to the lives of people with learning disabilities, autistic people and their families and supporters.



We hope what we have learned in this project will help lead to better care for people.



Thank you to the South Regional Health Education England Intellectual Disabilities programme for supporting this work.

The pictures in this report are from PhotoSymbols: www.photosymbols.co.uk

