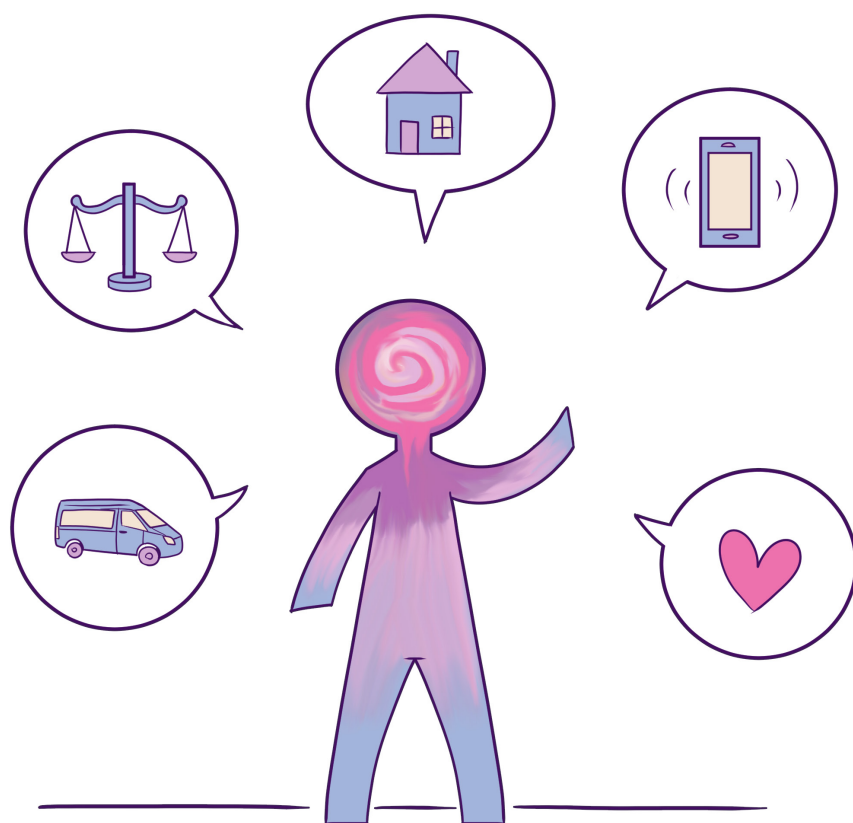


Learning Disabilities, Autism and Neurodivergence Bill: **Mandatory Training**



Learning Disability, Autism and Neurodiversity (LDAN) Bill

Mandatory Training



Easy Read



There is a lot of training for **public services** workers about the needs of neurodivergent people and people with learning disabilities.



Public services are things like NHS or social care, the police and prisons.

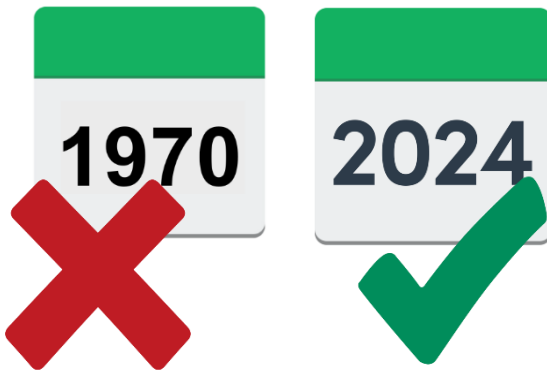


But this training is **voluntary**.

Voluntary means that people can choose to do the training or not.



Training for public service workers is different in different areas of Scotland.



Some training is good but some of the training is old and needs to be updated.



There is **stigma** about neurodivergence and learning disabilities.

Stigma is a strong negative feeling about something or someone that a lot of people have. Stigma is unfair and undeserved.



This stigma means that people who work in public services might think things about neurodivergent people and people with learning disabilities that are not true.



For example, health and social care workers might think something a person does is because of a person's neurodivergence or learning disability without looking at anything else that could be wrong.

This is called **Diagnostic Overshadowing**.



This can be upsetting for neurodivergent people and people with learning disabilities.



It can also make it more difficult for neurodivergent people and people with learning disabilities to use public services and be fully included in their communities.



Some people think that all public services workers need **mandatory** training on disability awareness.

Mandatory means something must be done.



Some people think that only some public service workers need training on the needs of neurodivergent people and people with learning disabilities.

What did the Lived Experience Advisory Panel (LEAP) think?



The **Lived Experience Advisory Panel (LEAP)** is a group made up of neurodivergent people and people with learning disabilities to help advise the Scottish Government on this Consultation.



LEAP members think that mandatory training is needed for public service workers about meeting the needs of neurodivergent people and people with learning disabilities.



This means that public services must make sure that all workers have training on the needs of neurodivergent people and people with learning disabilities.



LEAP members said they are often misunderstood by people who work in public services.



For example, health and social care workers might not understand that someone with a learning disability is in pain.



LEAP members said it is important that training is **trauma-informed** about the needs of neurodivergent people and people with learning disabilities, and people from other cultures.



Trauma-informed means you think about the past experiences of someone and how these past experiences might make them feel.

The worker should focus on what the person needs for support and not what is “wrong” with them.



LEAP said neurodivergent people and people with learning disabilities should be included in the design of the trauma-informed training.



LEAP said neurodivergent people and people with learning disabilities should also be trainers.



LEAP said neurodivergent trainers and trainers with learning disabilities should have support to deliver training and be paid fairly for their work.

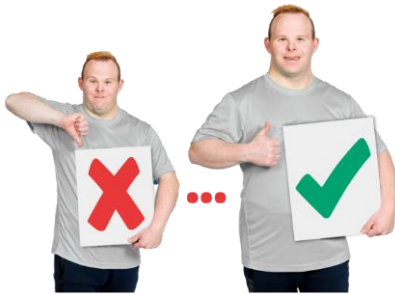
Where do the Scottish Government want to get to?



The Scottish Government want neurodivergent people and people with learning disabilities to feel listened to, valued and understood by public service workers.



The Scottish Government want all public services workers to be confident and skilled at meeting the needs of neurodivergent people and people with learning disabilities.



This would make public services and communication better for everyone.

What happens now?



There is already some work on training about the needs of neurodivergent people and people with learning disabilities in Scotland.



There are training opportunities available to people who work in the public sector.

But they can choose not to do this training.



The Scottish Government fund many groups to give training and make learning materials on autism and learning disabilities for NHS workers.

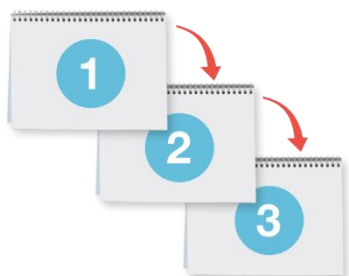


The Scottish Government support neurodivergent people and people with learning disabilities to help make training and resources for health and social care.

What can the Learning Disability, Autism and Neurodiversity (LDAN) Bill do?



The Bill can make sure all public service workers have mandatory training on the needs of neurodivergent people and people with learning disabilities.



The Bill could make training mandatory in stages:



1. The Bill could make health and social care workers have mandatory training about autism and learning disability.

This is the law in England and Wales.



2. In Scotland, health and social care workers could get mandatory training about the needs of all neurodivergent people and people with learning disabilities.



3. The Bill could then make sure training is mandatory in all public services. For example: the police and in prisons.



The Bill can think about how neurodivergent people and people with learning disabilities can be a part of all areas of mandatory training.

What do you think?



1. Which of these proposals do you agree with? Please tell us why.



2. Which of these proposals do you not agree with? Please tell us why.



3. Is there anything else that we should consider which is relevant to this topic?