



Leadership and Management in Adult Care

About Us

We're a passionate, lived experience-led team delivering training and consultancy across health and social care.

With over 30 years' experience, our teams have worked with organisations such as the NHS, local authorities, and large care groups to develop and roll out training programmes, safeguarding strategies and more.

Our training is shaped by those who know care best. Every member of our training team brings a unique depth of insight, either through active roles on the social care frontline or through personal lived experience. This brings authenticity, empathy, and relevance to every session, making learning practical and deeply impactful.

We don't just deliver training. We partner with organisations to understand their needs, support workforce development, and drive meaningful change in practice.

Our mission is to empower people, shift cultures and drive quality.

Quality assured care learning that is current, accessible, real and engaging



2,600

Care staff trained



200+

Courses delivered



94%

Average course rating

EXCELLENT



Based on 52 reviews

Google



Sue Middleton

9 April 2025



Just had Oliver McGowan training with one stop training. very engaging and easy to understand, easy to follow but



Laura Templeman

8 April 2025



We had Jenny and the team come to my workplace and carry out the training for Tier 2 Oliver McGowan, we all found the

Commitment to Quality

We're proud to hold a number of nationally recognised quality marks that reflect our commitment to delivering safe, inclusive, and impactful training across health and social care. These endorsements are more than just badges. They represent our dedication to meeting national standards, championing lived experience, and continuously improving the way we support learners and services.

Each [Quality Mark](#) we hold has been earned through rigorous assessment and reflects the trust placed in us by organisations such as the Department of Health and Social Care, Skills for Care, Highfield, and the Hertfordshire Care Professional Academy.

We value 1Stop as an independent business and organisation, who are able to really understand our needs. They are an excellent partner of ours and we really value working with them – Druglink

Funding for Training

1Stop Training are proud to be a Hertfordshire Care Professional Academy Quality Assured Training Partner for the year 2025/2026.

If you are a care service based in Hertfordshire, and you are an [HCPA Member](#), you can access funding for social care training.



Training subjects that can be funded include: Adult safeguarding and capacity, Care Planning and Recording, Caring for individuals living with Dementia, Fire safety, Food hygiene, Infection prevention and control, Medication administration, Mental Capacity, Moving and Assisting people, Supporting Autistic individuals and Supporting individuals with a Learning Disability. Terms and conditions apply. [Click here to find out more.](#)



**Department
of Health &
Social Care**

Eligible adult social care employers in England can also claim staff training costs from the Adult Social Care Learning and Development Support Scheme, provided by the DHSC. The LDSS is available for non-regulated care staff, including deputy and Care Quality Commission-registered managers and agency staff, within the adult social care workforce.

[View funded training courses and qualifications here.](#)

Funded opportunities include the Oliver McGowan Training and the Level 2 Adult Social Care Certificate. You can read more about the LDSS scheme and eligibility criteria [here](#).

Course List

Course	Overview	Delivery Method	Duration	Maximum Number of Learners
Compassionate Leadership	Coming Soon	-	-	-
Equality and Diversity for Managers	Coming Soon	-	-	-
Health and Safety for Managers	This advanced one-day course equips managers and supervisors with the knowledge and tools to lead on health and safety in the workplace. Participants will explore legal responsibilities, risk assessment processes, and the hierarchy of control across a range of workplace hazards, including manual handling, hazardous substances, DSE, and fire safety. The course also covers accident investigation, staff welfare, and strategies for fostering a positive safety culture. By the end of the session, learners will be prepared to support strong leadership, compliance, and continuous improvement in workforce wellbeing.	Virtual or In Person	6 hours	16
Leading Services for Autistic People (Tier 3)	This course is designed for leaders and senior practitioners in adult social care who are responsible for shaping and delivering services for autistic	Virtual or In Person	6 hours	16

	<p>people. Learners will explore key legislation including the Human Rights Act 1998, Mental Capacity Act 2005, Mental Capacity (Amendment) Act 2019, Equality Act 2010, and the Care Act 2014, and reflect on their responsibilities under each. The course supports critical evaluation of organisational policies and practices, focusing on how they promote safety, autonomy, and wellbeing. Participants will examine how legal literacy, positive risk-taking, and defensible decision-making contribute to rights-based care. Strategies for developing inclusive, trauma-informed cultures and leading capable, responsive teams are introduced. Learners will also assess how well services meet the Accessible Information Standard, implement reasonable adjustments, and embed co-production to promote empowerment, choice, and control across service provision.</p>			
Level 5 Safeguarding Adults Accredited Course	Coming Soon	-	-	-
MCA and DoLS for Leaders and Managers (Adult Social Care)	<p>This full-day course is designed for leaders and managers in adult social care who are responsible for ensuring lawful, person-centred practice under the Mental Capacity Act (MCA) and Deprivation of Liberty Safeguards (DoLS). Learners will analyse the</p>	Virtual or In Person	6 hours	16

	<p>legislative framework and associated codes of practice, exploring how the principles of the MCA guide assessment, support planning, and care provision. The course covers best practice in capacity assessments, approaches to maximising decision-making, and how to identify and respond to arising and accumulating risks. Participants will examine restrictive practices and deprivation of liberty, including how to meet legal requirements and recognise when thresholds are met. The session also explores partnership working in best interest decisions, evidencing proportionate restrictions, and how case law informs current practice in capacity, consent, and defensible decision-making.</p>			
MCA for Leaders and Managers (Adult Social Care)	<p>This course is designed for leaders and managers in adult social care who are responsible for ensuring lawful, person-centred practice in relation to capacity and consent. Learners will explore the legal framework underpinning the Mental Capacity Act, including its principles, codes of practice, and relevance to care planning and treatment decisions. The course covers best practice in capacity assessment, when and how to make and record best interest decisions, and the importance of taking a less restrictive approach. Participants will examine</p>	Virtual or In Person	6 hours	16

	<p>the best interest checklist, the powers and limitations of Lasting Power of Attorney, and the differences between advance statements and advance decisions to refuse treatment. The session also introduces the roles of the Court of Protection (COP) and the Office of the Public Guardian (OPG), and explores how case law continues to shape practice in capacity, consent, and the provision of care.</p>			
Safeguarding for Leaders and Managers (Adult Social Care)	<p>This course is designed for leaders and managers in adult social care who are responsible for embedding effective safeguarding practice across their services. Learners will explore the legal, policy, and practice frameworks that underpin safeguarding, and examine how legal literacy supports confident, defensible decision-making. The course introduces strategies for embedding professional curiosity, identifying risk factors linked to closed cultures, and applying the principles of Making Safeguarding Personal. Participants will analyse the challenges of positive risk-taking, understand the distinction between 'considering' and 'suspecting' abuse as outlined in NICE guidance, and learn how to escalate and manage complex cases through partnership working. The session also covers the safeguarding enquiry</p>	Virtual or In Person	6 hours	16

	process and approaches to developing a confident, competent workforce that consistently delivers safe, person-centred care.			
Supervision and Performance Management	<p>The aim of this course is to equip health and social care professionals with the knowledge, skills, and confidence to engage in effective supervision practices that promote high standards of care, professional development, and organisational accountability. Through a comprehensive exploration of supervision models, roles, responsibilities, and performance management strategies, participants will develop a deep understanding of how supervision functions as a vital tool for reflective practice, staff support, and service improvement. The course also emphasises the importance of a whole-systems approach, encouraging the creation of a supervision culture that is embedded within organisational values and supported by robust structures and processes.</p>	Virtual or In Person	6 hours	16



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