THREE60 TRAINING

FREE CHECKLIST · CARE PROVIDERS · 2026/27 · FILLABLE

The Care Provider's Mandatory Training Checklist

Every subject CQC expects you to evidence under Regulation 18, the law behind each one, how often it is usually refreshed, and the changes coming in 2026-27. Fill it in on screen, or print it for the office wall.

- Aligned to Regulation 18, the Oliver McGowan Code of Practice (final 06/09/2025) and the 16-standard Care Certificate
- Core set, new-starter requirements and role-specific extras, each with a link to the course that closes the gap
- The Employment Rights Act and Fair Pay Agreement dates that change what a good training record looks like

FREE · FILLABLE · INSPECTION-READY

Not sure where your gaps are? Email your staff list to support@three60training.com with the subject "Care TNA" and we will map it against this checklist for you, free, within 48 working hours. Details on the last page.

three60training.com
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Latest version: three60training.com/resources

THE LAW IN ONE MINUTE

What CQC actually requires

Regulation 18 of the Health and Social Care Act 2008 (Regulated Activities) Regulations 2014 requires that staff **"receive such appropriate support, training, professional development, supervision and appraisal as is necessary to enable them to carry out the duties they are employed to perform"**. CQC does not publish a fixed list; it reads your training against the needs of the people you support. Since 6 September 2025 the **Oliver McGowan Code of Practice** is the benchmark for learning disability and autism training and applies to every member of staff, care workers to receptionists and catering teams. Tick what you can evidence with an in-date record for every relevant person.

SERVICE NAME	COMPLETED BY	DATE	NEXT REVIEW

Core mandatory training, all staff

EVIDENCE FOR EVERY PERSON

DONE	TRAINING AND LEGAL BASIS	USUAL REFRESH	EXPIRES	EVIDENCE	COURSE
☐	**Oliver McGowan training on learning disability and autism** Health and Care Act 2022 s.181; Code of Practice final 06/09/2025 **Who:** every member of staff; Tier 1 indirect contact, Tier 2 care-giving roles	Per the Code			Approved delivery Ask us ↗
☐	**Safeguarding adults** Care Act 2014 ss.42 to 47; Regulation 13 (safeguarding from abuse) **Who:** all staff; managers to a higher level	1 to 3 years			Three60 Ask us ↗
☐	**Safeguarding children** Children Act 2004 s.11; Working Together to Safeguard Children 2023 **Who:** any service with contact with children or families	1 to 3 years			Online Pro Safeguarding Children ↗
☐	**Mental Capacity Act and DoLS** Mental Capacity Act 2005 and Code of Practice; Regulation 11 (consent) **Who:** all care-giving and supervisory staff	1 to 3 years			Three60 Ask us ↗
☐	**Moving and handling of people** Manual Handling Operations Regulations 1992 reg 4; LOLER 1998 for hoists; Regulation 12 **Who:** anyone who assists people to move; include a practical element	Annual common			Qualification Moving People Safely (RQF) ↗
☐	**Basic life support and first aid** Health and Safety (First-Aid) Regulations 1981; Resuscitation Council UK guidelines **Who:** BLS for care staff; enough first aiders for your risk level	Annual / 3 years			Classroom BLS and AED (RQF) ↗
☐	**Fire safety in care settings** Regulatory Reform (Fire Safety) Order 2005 art. 21; Building Safety Act 2022 s.156 **Who:** all staff including nights; evacuation plans and PEEPs	Annual common			Online Pro Fire Safety in the Workplace ↗

DONE	TRAINING AND LEGAL BASIS	USUAL REFRESH	EXPIRES	EVIDENCE	COURSE
☐	**Infection prevention and control** Code of Practice on the prevention and control of infections (HSCA 2008); Regulation 12 **Who:** all staff, including catering and domestic	Annual common			Online Pro Infection Prevention and Control ↗
☐	**Health and safety awareness** Health and Safety at Work etc. Act 1974 s.2; Management Regulations 1999 reg 13 **Who:** all staff at induction and on any change of role	Induction			Online Pro Health and Safety Level 2 ↗
☐	**Equality, diversity and human rights** Equality Act 2010; Human Rights Act 1998; Regulation 10 (dignity and respect) **Who:** all staff	1 to 3 years			Online Pro Equality and Diversity ↗
☐	**Data protection and confidentiality** UK GDPR and Data Protection Act 2018; Regulation 17 (good governance) **Who:** everyone who handles care records (special category data)	Annual common			Online Pro GDPR ↗
☐	**Sexual harassment prevention** Worker Protection Act 2023 (since 26/10/2024); "all reasonable steps" and third-party liability from 30/10/2026 **Who:** all staff; managers to a higher level	Annual advised			Online Pro Sexual Harassment: Employees ↗

"Usual refresh" reflects the Skills for Care core and mandatory training framework, awarding body rules and common CQC inspector expectations where the law sets no fixed interval. Your own policies, commissioners and risk assessments can require more. Course links open the matching Three60 course; "Ask us" opens a quote request for subjects we arrange through partners.

NEW STARTERS AND ROLE EXTRAS

Beyond the core set

New to care — INDUCTION STANDARDS

DONE	REQUIREMENT	WHAT GOOD LOOKS LIKE	COURSE
☐	**Care Certificate (16 standards)**	The 2025 refresh added standard 16, awareness of learning disability and autism. Complete within 12 weeks of starting for staff new to care; workbook plus observed competency, never e-learning alone. Not a legal requirement in itself, but the induction CQC expects to see.	Online Pro Care Certificate ↗
☐	**Level 2 Adult Social Care Certificate**	The accredited qualification route launched in 2024, aligned to the Care Workforce Pathway. Check current funding through the Learning and Development Support Scheme before you enrol.	Three60 Ask us ↗
☐	**Local induction record**	A signed induction covering your policies, emergency procedures, the people you support and their care plans. Keep it with the Care Certificate evidence.	Your record

Role-specific additions

WHERE THE ROLE REQUIRES IT

DONE	TRAINING	WHO AND DRIVER	COURSE
☐	**Medication administration**	Anyone giving or prompting medicines. Regulation 12 safe care; NICE guidance NG67 (community) and SC1 (care homes); competency assessed and re-assessed, not just a certificate.	Three60 **Ask us ↗**
☐	**Food hygiene Level 2**	Anyone preparing or handling food, including care staff who plate up. Assimilated Regulation (EC) 852/2004 Annex II Chapter XII.	Online Pro **Food Safety Level 2 ↗**
☐	**Allergen awareness**	Care homes are food businesses: written allergen information for the 14 allergens under the Food Information Regulations 2014.	Online Pro **Introduction to Allergens ↗**
☐	**COSHH awareness**	Cleaning, laundry and maintenance staff. COSHH Regulations 2002 reg 12.	Qualification **Level 2 Award in COSHH ↗**
☐	**Dementia awareness**	Where you support people living with dementia. Dementia Training Standards Framework, Tier 1 for all and Tier 2 for care staff.	Three60 **Ask us ↗**
☐	**Lone working**	Home care and community staff. Regulation 12 and the Management Regulations 1999 risk assessment.	Online Pro **Awareness of Lone Working ↗**
☐	**Mental health awareness**	People you support and your own staff. HSE Management Standards; the Fair Pay Agreement is expected to raise wellbeing expectations.	Online Pro **Mental Health and Wellbeing ↗**
☐	**Restrictive practice and positive behaviour support**	Only where restrictive interventions are used. Restraint Reduction Network Training Standards (certified training only).	Three60 **Ask us ↗**
☐	**Fire marshal and first aider**	Nominated persons per site and shift. Cover every rota, nights included.	Qualification **Fire Safety L2 ↗** · **EFAW ↗**
☐	**Safe recruitment, supervision and appraisal**	Registered managers and seniors. Regulations 18 and 19 and Schedule 3; CQC reads supervision records alongside training.	Three60 **Ask us ↗**

The records CQC asks for

EVIDENCE, NOT JUST CERTIFICATES

DONE	RECORD	WHAT IT NEEDS TO SHOW
☐	**A live training matrix**	One view of every person, every course, every expiry date. Our free spreadsheet does the red, amber and green for you.
☐	**Competency sign-offs**	Observed practice for medication, moving and handling and BLS, with assessor and date.
☐	**A refresher schedule**	Booked dates for everything expiring in the next 90 days.
☐	**Induction and Care Certificate evidence**	Signed, dated, with the observed competencies, kept for the length of employment.
☐	**Supervision and appraisal records**	Regulation 18 names these alongside training; inspectors read them together.

PLAN AHEAD

Coming in 2026-27 for care employers

Already in force check compliance

Oliver McGowan Code of Practice (final 06/09/2025) is CQC's benchmark for learning disability and autism training. The **Care Certificate** has had 16 standards since its 2025 refresh. The **sexual harassment prevention duty** (since 26/10/2024) already requires reasonable steps, and training is the first evidence asked for.

April 2026 in force

Employment Rights Act first wave. Statutory sick pay from day one, day-one paternity and parental leave, and annual leave records kept for six years. Rota and absence managers need to know the new rules.

1 October 2026 weeks away

Tribunal claim windows double from three to six months. Training and supervision records stay under the microscope for longer.

30 October 2026 weeks away

Harassment duties strengthen to "all reasonable steps", and employers become liable for harassment by third parties unless they took them. In care that includes harassment of your staff by residents, patients and relatives, so train teams on responding and reporting, not just their own conduct.

By the end of 2026 expected

Adult Social Care Negotiating Body is established under the Employment Rights Act, the first step towards a Fair Pay Agreement for 1.5 million care workers in England.

1 January 2027 due

Unfair dismissal qualifying period drops to six months and the compensation cap goes. Documented induction, training and fair-process skills for managers become essential from every new starter's first week.

April 2027 onwards expected

Fair Pay Agreement negotiations begin in April 2027, with the first settlement expected from April 2028, aligned to the expanded Care Workforce Pathway. Expect training and qualification expectations to rise with pay.

Score yourself. Count your unticked boxes across pages 2 and 3. **0 to 2:** inspection-ready, keep your matrix live. **3 to 6:** book the gaps this month, starting with anything safety-critical. **7 or more:** you are carrying real regulatory risk; get help now (we will map it for you, free, see page 6).

UNTICKED BOXES

Your 90-day fix list

BOOK IT, THEN TICK IT

GAP	OWNER	BY	BOOKED
			☐
			☐
			☐
			☐
			☐
			☐

CLOSE THE GAPS

From checklist to compliant

Three60 Training delivers Highfield Accredited online courses, Ofqual-regulated qualifications and classroom training from our Wolverhampton centre, with volume pricing for whole teams and certificates your inspector can verify. Most online courses take under two hours, so a new starter can be certificated before their second shift.

Free gap-mapping for your service

Email your staff list (just names and roles, plus any training dates you hold) and we will return it mapped against this checklist within 48 working hours: who is covered, who is expiring, who is missing what. Free, no obligation.

Email your staff list, subject "Care TNA"

Book a free 15-minute review

Or call **01902 382250**, weekdays 9am to 5pm. Email **support@three60training.com** with the subject line "Care TNA".

Book a review

More free tools

Popular with care teams

Care Certificate ↗	Online Pro, 16 standards
Safeguarding Children ↗	Online Pro
Moving People Safely (RQF) ↗	Qualification
Basic Life Support and AED (RQF) ↗	Classroom, Wolverhampton
Infection Prevention and Control ↗	Online Pro
Fire Safety in the Workplace ↗	Online Pro

Also free from us

Staff training matrix (Excel) ↗	Auto red, amber, green renewals
Training Needs Analysis workbook ↗	4 steps, about 20 minutes
Food business training checklist ↗	For your kitchen
Done-for-you TNA ↗	48-hour turnaround

Sources

Regulation 18, Health and Social Care Act 2008 (Regulated Activities) Regulations 2014 and CQC guidance on Regulation 18

Oliver McGowan code of practice on statutory learning disability and autism training, GOV.UK, final 6 September 2025

The Care Certificate, Skills for Care (16 standards, 2025 refresh)

Employment Rights Act 2025 timeline, Acas; October 2026 commencement dates, Blake Morgan, 12 August 2026

Unfair dismissal changes from 1 January 2027, DavidsonMorris; Adult Social Care Negotiating Body timeline, Nursing in Practice, 16 July 2026

Care Act 2014 s.42; Mental Capacity Act 2005; Manual Handling Operations Regulations 1992 reg 4; Health and Safety (First-Aid) Regulations 1981; Fire Safety Order 2005 art. 21; Code of Practice on infection prevention; Worker Protection Act 2023

Small print. Updated September 2026, version 2.0. This checklist is general information for planning, not legal advice. It reflects England (CQC) requirements; Scotland, Wales and Northern Ireland differ. Dates for upcoming legislation can move; check the sources above or take professional advice before relying on them. The latest version is always at three60training.com/resources. © Three60 Training 2026. Saturn Centre, Spring Road, Ettingshall, Wolverhampton WV4 6JX. 01902 382250.