

**Delegation to education staff**

***Practice* Based Scenario**

**About this document**

This document is designed to take you through a practice-based scenario to help you reflect on what you might do if faced with a similar situation. It can be used to guide your thoughts and prompt discussion with your colleagues. Working through this document counts towards your continuing professional development (CPD). Your reflections on this document are not assessed and you do not have to send your responses to the RCSLT.

You can work through it on your own, with a colleague or supervisor, or in groups, eg as part of an RCSLT Hub or Clinical Excellence Network.

This document is broken into five parts:

1. **The scenario:** for you to read
2. **The issues to consider:** for you to gather your thoughts on practice issues relating to this scenario
3. **Next steps:** for you to plan out what you would need to do next
4. **Prompts for consideration:** RCSLT prompts for further consideration
5. **Sources of further information:** links to professional guidance
6. **Update your CPD diary:** for you to do
7. **The scenario**

**You offer a service to mainstream schools in your area. It is primarily a consultative model with some 1:1 input. Not everyone involved is happy with this model and SLT recommended programmes are not always effectively carried out by education staff.**

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**What can you do to improve the situation?**

1. **The issues to consider**

**What do you need to consider?**

Think about the above scenario and its implications and jot down your notes about issues you may need to consider. Please feel free to use extra sheets of paper if you need. Or, if you are in a group, you may like to record on a whiteboard or flipchart.

1. **Next steps**

**What steps do you think you need to take next?**

1. **Prompts for consideration**

It is recommended that you think about the following prompt questions and formulate a considered strategy to deal with the problem.

Remember that if you are faced with a similar situation you will need to think about it in relation to the frameworks within which you work, such as the Health and Care Professions Council (HCPC) Standards, RCSLT professional guidance and resources, local and national policies and also policies of your employer (or your own policies if practising independently). See related information on these webpages and consider the list of prompts to help with your thinking.

Please note that this list is not exhaustive and does not constitute legal advice.

**Prompt questions to consider**

* What are the benefits(s) to the consultative model, and for whom?
* What are the legal requirements, professional standards, and local policies around asking education staff/families to undertake SLT activities?
* Do you need to make people more aware of the potential benefits of a whole school approach e.g. your organisation, education staff, parents, other services?
* Are you confident in asking teaching assistants to undertake carry over activities?
* Are appropriate screening/assessment processes in place?
* Is training for education staff/parents meeting the need, and are expected outcomes clear?
* What are the reason(s) that programmes are not being carried out effectively and how could these be rectified? For example is it:  
  - insufficient management buy-in  
  - lack of understanding of the purpose of the activities   
  - lack of available therapy resources   
  - lack of time to undertake tasks  
  - insufficient training/modelling  
  - limited therapy experience of SLT
* Could the relationship with any independent SLT(s) operating in the school(s) be improved for an improved outcome for the child/parents.

1. **Sources of further information**

**The following information in the professional accountability and autonomy, and professional guidance sections of the RCSLT website is also particularly relevant:**

4 - [Delegate appropriately](https://www.rcslt.org/professional-autonomy-and-accountability-guidance#section-8)

**Please also see the following:**

* HCPC standards and RCSLT guidance
* Delegating appropriately pages
* Upskilling the wider workforce pages
* Case studies

1. **Update your CPD diary**

Working through this scenario counts towards your continuing professional development (CPD). Once you have completed this scenario, please record this learning and your reflections in your CPD diary.