

This is an easy read version of the Royal College of Speech and Language Therapists (RCSLT)

five-year vision, 2022-2027

## Glossary

There are some hard words in this document. We have explained the hard words at the start. This is called a **glossary**.

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| Royal College of Speech and Language Therapists logo | The **Royal College of Speech and Language Therapists** (RCSLT) is the organisation that helps speech and language therapists in the UK and makes sure they do a good job |

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| A picture of a speech and language therapist with a client | A **speech and language therapist** is a health professional who helps people with communication and swallowing difficulties |
| A picture of a planning document | **Mission** is our overall aim |
| A picture with a think bubble showing what we hope for | **Vision** is what we would like to see happen |
| A picture of two hands in a handshake | **Equality** means every person is treated equally and fairly |
| A picture of a group with a wide variety of different people | **Diversity** means variety and celebrating our differences |
| A picture of a group of 3 different people in an inclusive circle | **Inclusion** means making sure no one is left out |
| A picture of a group of people surrounded by speech bubbles | **Co-production** means working together with people who know best about their needs |
| A picture of a group of people seen through a magnifying glass | **Research** means finding out what works |
| A picture of a speech therapist with a client | A **service-user** means anyone who uses speech and language services |
| A picture of a pile of bank notes | **Funding** means how the work will be paid for |
| A picture of a man thinking with a light bulb in the background | **Innovation** means coming up with new ideas |
| A picture of 2 people looking at a poster of many different types of people | **Workforce development** means making sure that you have the right people with the right skills to do the best job now and in the future |
| **A group of people sitting around a table for a meeting  A person sitting in front of a computer in a zoom meeting** | **Board of Trustees** means a group of people with legal responsibility for overseeing the funding and work of the RCSLT |

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| **A picture of speech therapist with thumbs up to her client  A picture of two people sitting at a table with food** | **RCSLT mission:** to help people with communication and swallowing needs to have better lives |
| **A picture of a group with a wide variety of different people** A picture of a group of 3 different people in an inclusive circle | **RCSLT vision:** a world that includes everyone with communication and swallowing needs |

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| Royal College of Speech and Language Therapists logo A picture of a target with arrow pointing to centre | RCSLT main aims |

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| A picture of two hands in a handshake A picture of a group with a wide variety of different peopleA picture of a group of 3 different people in an inclusive circle | 1. Equality, diversity, and inclusion |
| A picture of two hands in a handshake | We want to make sure speech and language therapists come from lots of different backgrounds |
| A picture of a group with a wide variety of different people | We want to make sure that people from different backgrounds are fully included in the profession |
| A picture of 2 people shouting at a person inside a red circle with the text 'no racism' | We want to make sure there is no racism or discrimination  We will not accept people being treated differently because of their colour, beliefs, gender, disability, or sexual orientation |
| A picture of a person in a wheelchair saying 'I need' | We want to make speech and language therapy services easy to access for everyone who needs them |

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| A picture of a group of people surrounded by speech bubbles | 2. Co-production with service users and their families and carers |
| A picture of a group of people working together | We want to include service-users, their families and carers in what we do |
| A picture of 3 people from different organisations | We want to involve support organisations and charities who help people with communication and swallowing needs |
| A picture of the UK communication access symbol. 2 faces in white on a blue background with circular arrows representing 2 way communication | We want to show everyone how to include people with communication and swallowing needs |
| A picture of an easy read document | We want to make information easy for people to read and understand |

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| A picture of 2 piles of banknotes with an arrow from one to the other | 3. Funding |
| A picture of 2 groups of people with speech bubbles | We want enough money so that everyone who needs speech and language therapy can get speech and language therapy |
| A picture of a group of people doing research | We want enough money for education and research |
| A picture of 3 piles of banknotes | We want enough money to help speech and language therapists get what they need to do a good job |
| A symbol of a flower with the petals representing physical, mental and emotional wellbeing | We want enough money to help speech and language therapists stay healthy and well |
| A picture of a person specification including knowledge, experience and skills | We want to learn from experience and tell people about best ways of working |

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| A picture of a light bulb A picture of a group of people in circle doing research | 4. Innovation and research |
| A picture of a group of people surrounded by speech bubbles | We want to improve speech and language therapy services based on what works best |
| A picture of an outcomes chart with ticks | We want to keep measuring how we are doing |
| A picture of a group of leaders | We want to have leaders who can speak up for people with different communication and swallowing needs |
| A picture of the UK communication access symbol. 2 faces in white on a blue background with circular arrows representing 2 way communication | We want to have information which is easy to understand |
| A picture of a group of service-users | We want to have more service-users involved in research |
| A picture of a speech therapist in the centre of 6 staff from other teams A picture of a map of the world | We want to work closely with health teams in the UK and across the world |
| A picture of a computer | We want to make sure that there is technology for everyone who wants and needs it |
| A picture of 2 people holding a sign 'save our planet' | We want to always think about the environment, and try not to harm the planet |

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| Royal College of Speech and Language Therapists logo | 5. Workforce development |
| A picture of 2 people looking at a poster of many different types of people | We want to make sure speech and language therapists come from different communities and backgrounds |
| A picture of speech and language therapy leaders | We want to support strong and caring speech and language therapy leaders |
| A picture of a speech therapist in the centre of 6 staff from other teams | We want to work well with other health professionals |
| A picture of 4 people talking together | We want to support different ways of people training to become speech and language therapists |
| A picture of 3 people in a 'virtual' appointment via zoom | We want to support speech and language therapists to work in different ways throughout their career |
| A picture of a group of people in circle doing research | We want to support speech and language therapists to do more research |
| A picture of 2 people standing next to a white board in a training workshop | We want training and development opportunities for speech and language therapists throughout their career |

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| Royal College of Speech and Language Therapists logo | 6. Profile and opportunity |
| A picture of a person who is a champion | We want to tell people about the difference that speech and language therapy makes |
| Royal College of Speech and Language Therapists logo A picture of a group of people surrounded by speech bubbles | We want to make sure that influential people and groups understand the value of speech and language therapy |
| A picture of a map of UK with people in each area | We want to make sure everyone understands how difficulties with communication and swallowing can affect lives |
| A  picture of a politician in a suit and tie in front of Westminster | We want to make sure people in government know about speech and language therapy and RCSLT |
| Royal College of Speech and Language Therapists logoA picture of a group of health professionals | We want to be a leader among other health professions |

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| Royal College of Speech and Language Therapists logo | 7. Our members |
| A group of people sitting at a table with a list of actions | We want to support speech and language therapists to share our vision |
| Royal College of Speech and Language Therapists logoA picture of a speech therapist with a client | We want speech and language therapists to lead this important work |
| A picture of a map of UK with people in each area | We want to support speech and language therapists to be involved at local and national level |

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| Royal College of Speech and Language Therapists logo | 8. Making RCSLT an excellent organisation |
| **A group of people sitting around a table for a meeting  A person sitting in front of a computer in a zoom meeting** | We want an inclusive and active Board of Trustees who work to the values of RCSLT and are open and answerable to members |
| A picture of a group with a wide variety of different peopleA picture of 2 people shouting at a person inside a red circle with the text 'no racism' | We want to show we are excellent in equality, diversity, inclusion, and anti-racism |
| A picture of 3 piles of bank notes | We want to make sure we have enough money to do this work now, and in the future |
| A person with hand extended standing in front of a group of people | We want to be an excellent employer |
| A symbol of a flower with the petals representing physical, mental and emotional wellbeing | We want to look after our staff really well |
| A person sitting at a desk in frontt of a computer with hands raised | We want to be a flexible organisation to help staff work the best they can |
| A group of people sitting around a table with a graph printout | We want to use technology and information to know what speech and language therapists need |
| A picture of the UK communication access symbol. 2 faces in white on a blue background with circular arrows representing 2 way communication | We want to show people we are good at inclusive communication and employ people with communication needs |
| A picture of 2 people holding a sign 'save our planet' | We want to work in a way that helps protect the planet |

This is the end of the RCSLT vision

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| A picture of a hand with a thumb up | Thank you for your interest. |
| A picture of an easy read document | This is the easy read version of the RCSLT five-year vision 2022-2027 |
| A group of people sitting at a table with a list of actions | The full document was produced by members, service users, RCSLT staff leadership team and trustees: [rcslt.org/vision](file:///C:\Users\maria.moore\AppData\Local\Microsoft\Windows\INetCache\Content.Outlook\ERP2U7IL\rcslt.org\vision) |
| A picture of a computer with an email logo | To give feedback contact the enquiries team at [info@rcslt.org](mailto:info@rcslt.org) or 020 7378 3012 |
| A picture of a computer with a click logo on the screen | To learn more about the RCSLT, visit: [rcslt.org](http://www.rcslt.org) |