



The RCSLT strategic vision: 2022-2027

March 2022

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Our mission: To enable better lives for people with communication and swallowing needs

Our vision: A society that is inclusive of all with communication and swallowing needs

Our main areas of strategic focus:

1. EQUALITY, DIVERSITY AND INCLUSION: We will promote greater equality, diversity and inclusion, and embed anti-racism within the profession and in service provision

Our aspirations:

- A more diverse student population and workforce, at all levels of seniority, who are valued and can bring their whole selves to work.
- Everyone, including those from underrepresented groups such as members from a Black, Asian or minority ethnic background, who are LGBTQ+ or who have a disability, is fully included in the profession.
- Culturally and linguistically inclusive, co-produced services, made accessible to all.
- A profession empowered to tackle racism and discrimination in our services and society.
- A profession that works proactively to reduce health inequalities and the impact of socioeconomic disadvantage on service users.

2. CO-PRODUCTION: We will embed co-production with service users and their families and carers across all aspects of our work

Our aspirations:

- Co-production with service users, their families and carers, is embedded in all aspects of our work.
- Embedding co-production with and securing the endorsements of service user organisations in all aspects of our work.
- A profession that works together to build a society that is communication inclusive, and

supports better lives for people with speech, language, communication and swallowing needs.

- Service users and potential users of speech and language therapy services have accessible information that supports their needs.

3. FUNDING AND RECOVERY: We will learn the lessons of the past to ensure future provision is better than before

Our aspirations:

- Equitable access to services for all who need them.
- Adequate funding for education and research.
- A professional body that influences to secure resources and representation in all sectors.
- Mental, physical and financial wellbeing are prioritised, with action taken to ensure reasonable workloads, a better work-life balance, and psychological safety.
- A profession supported to learn from experience and share best practice at home and internationally.

4. INNOVATION AND EXCELLENCE IN RESEARCH AND CLINICAL PRACTICE: We will build the speech and language therapy evidence base and delivery of best practice in collaboration with service users

Our aspirations:

- Growth in the evidence base for speech and language therapy that drives continuous innovation and improvement in services.
- Evidence-based practice firmly established in the profession and outcomes measured routinely.
- SLT leaders who can advocate on behalf of their client groups.
- High-quality guidance and resources that support excellence in practice are accessible to all practitioners.
- Greater co-production of research and clinical guidance with service users.
- Greater interdisciplinary and international collaboration on research and clinical practice.
- A profession skilled to make the most of technological innovations, in a way that reduces inequalities.
- A profession that actively engages in supporting environmental sustainability.

5. WORKFORCE DEVELOPMENT: We will support the growth and development of the speech and language therapy workforce

Our aspirations:

- Attracting a more diverse workforce that better reflects the society it serves, is sufficient in size to meet society's needs, competent to do the work needed, and has ample opportunities for progression.
- Strong and compassionate SLT leaders who are empowered to make the case for the resources and conditions needed by the profession.
- Effective multidisciplinary team working where the value of speech and language therapy is understood.
- SLT apprenticeships are embedded, fuelling growth and greater diversity in the profession.
- More collaborative working between SLTs employed in different sectors.
- More support at every career stage, including greater flexibility within roles, and more training and development opportunities, especially for advanced practitioners and assistants.
- Research career paths made available for those who want them, and routes to collaboration established.
- A pre-registration curriculum and post-registration training that evolve to reflect our ambitions on EDI, as well as policy, research and technology developments.
- Better post-registration training and support for eating drinking and swallowing (EDS) management, with more EDS specialists to meet society's needs.

6. PROFILE AND OPPORTUNITY: We will champion the value and impact of speech and language therapy within society

Our aspirations:

- Decision-makers, system leaders, the public, the media, prospective SLT students, and other key audiences understand the value and impact of speech and language therapy as a result of the RCSLT's strategic communications, campaigns and influencing work.
- The lives of people with communication and swallowing needs are better understood and all aspects of society are open and inclusive to them.
- Decision-makers are persuaded of the case for current and future workforce needs in all sectors.
- Speech and language therapy and the RCSLT enjoy a high profile within the political and public spheres, at system level, and in the media.
- The RCSLT stands out as a leader among allied health professions, with greater recognition of the AHP contribution to the health and care workforce.

7. MEMBER ENGAGEMENT: We will empower members to lead the profession

Our aspirations:

- Members have a shared vision for their professional body.
- Members lead the profession through their professional body.
- Members are actively involved in ways that align with their interests and goals.
- The profession is empowered to articulate its value and influence for resources and representation at a local, system and national level, across all sectors.

8. ORGANISATIONAL EXCELLENCE: The RCSLT is recognised as an excellent organisation

Our aspirations:

- A Board of Trustees which is inclusive and transparent, ambitious, and accountable to members, working within an agreed set of values and behaviours.
- The RCSLT is a model of excellence in anti-racism and equality, diversity and inclusion.
- The RCSLT is financially sustainable, well-resourced and effectively governed.
- Staff see the RCSLT as an excellent employer that offers development opportunities, appropriate rewards, and fair and equitable treatment.
- Mental and physical wellbeing of RCSLT staff is prioritised, with action taken to ensure reasonable workloads, a healthy work-life balance, and psychological safety.
- The RCSLT embraces working practices and behaviours that are agile, collaborative, strategically focused and flexible.
- The RCSLT invests in developing our understanding of members through data. Technology and digital infrastructure are in place to serve members and manage the organisation effectively.
- The RCSLT is recognised as a model in inclusive communication and as an employer of people with communication needs.
- The RCSLT invests in processes to support sustainability and lower our carbon footprint.

For further information

The RCSLT's five-year strategic vision for the profession was co-created with members, service user partners, RCSLT staff, its leadership team and board trustees.

To give feedback on this document, contact our enquiries team at info@rcslt.org or 020 7378 3012.

To learn more about the RCSLT, visit [rcslt.org](https://www.rcslt.org).

The Royal College of Speech and Language Therapists (RCSLT) is the professional body for speech and language therapists in the UK. As well as providing leadership and setting professional standards, the RCSLT facilitates and promotes research into the field of speech and language therapy, promotes better education and training of speech and language therapists, and provides its members and the public with information about speech and language therapy.

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