RCSLT

RCSLT Connect Scotland: Shaping the Future of Speech and Language Therapy Together

17 September 2024





RCSLT

Welcome and housekeeping

Glenn Carter Head of Scotland office, RCSLT





Why?

RCSLT

The SLT community

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

> The Royal College

Shaping the Future of Speech and Language Therapy Together

- Reflect on the future of speech and language therapy
- Learn how we can **achieve long-term positive and sustainable change** in some of the complex systems that we work in
- Explore how we can embed the **evidence base** into our day to day work
- Learn more about harnessing the power of AI in speech and language therapy
- Explore eating and drinking with acknowledged risks within a Scottish perspective
- **Network** and develop closer professional links
- Hear updates on current and future work and projects applicable to RCSLT members and why and how members can get involved





Housekeeping

- Toilets
- Fire Safety
- Tea & Coffee
- Lunch
- Café Kiosk

- Accessibility 'How can I help?'
- Evaluation form
- Workshops
- X handle

Stalls

- RCSLT Scotland
- Enquiries
- Sponsor
- NES

RCSLT



Outline

Time	Item
10:00	Panel Discussion: Reflections about the future of SLT in Scotland
10:50	RCSLT Scotland Update
11:05	RCSLT Update
11:35	Break
11:55	Whole Systems Change
12:45	Lunch
13:40	Workshop 1
14:30	Break
14:50	Workshop 2
15:50 16:00	Close

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15:50 16:00	Close

RCSLT

Reflections about the future of Speech and Language Therapy in Scotland: Panel discussion

Irma Donaldson, Deputy Chair, RCSLT Carolyn McDonald, Chief Allied Health Professions Officer, Scottish Government Heather Cameron, AHP Director, NHS Lothian Fiona Flett, MHLD Lead SLT, NHS Grampian Pauline Downie, Professional Lead for SLT, NHS Lanarkshire



RCSLT

RCSLT Scotland update

Glenn Carter, Head of Scotland, RCSLT

September 2024





Increase the supply of speech and language therapists in Scotland

Supply

Γ**ή**

Funding

Protect and develop funding for speech and language therapy

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Priorities for RCSLT Scotland

Leadership

Support and develop leadership in the profession, empowering members to influence effectively.



Wellbeing & Engagement

Support the wellbeing and engagement of members

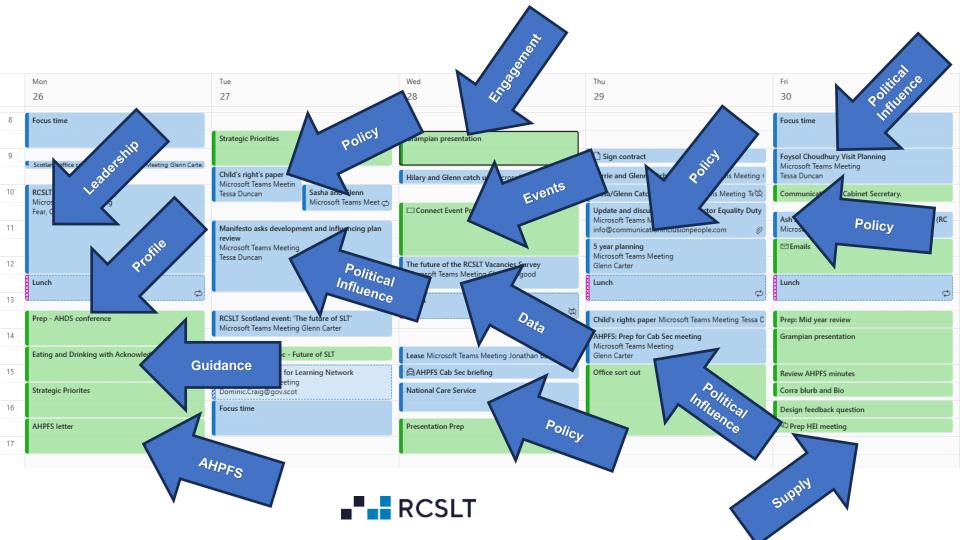
Profile

Raise the profile of speech and language therapists and the people they serve.

Policy

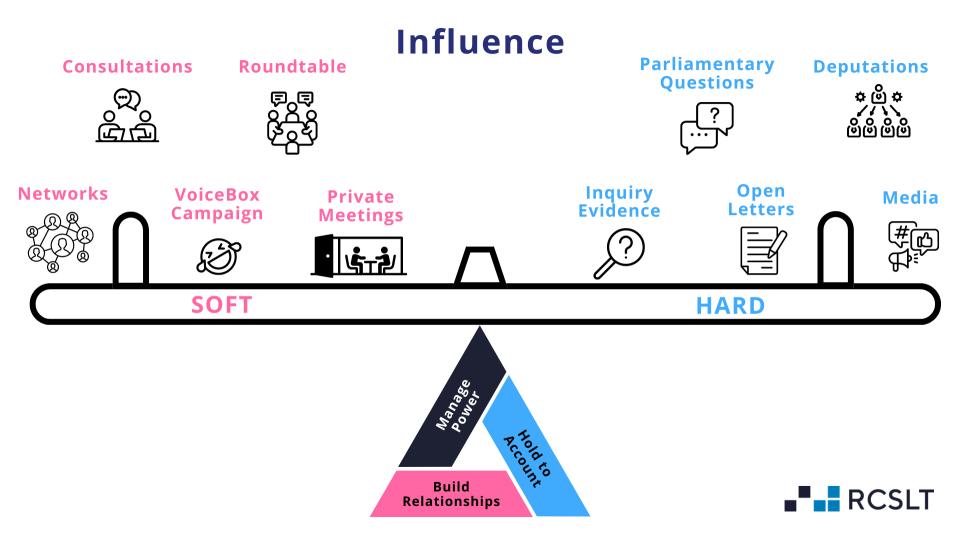
Improve and influence national and local policy





The art of influencing





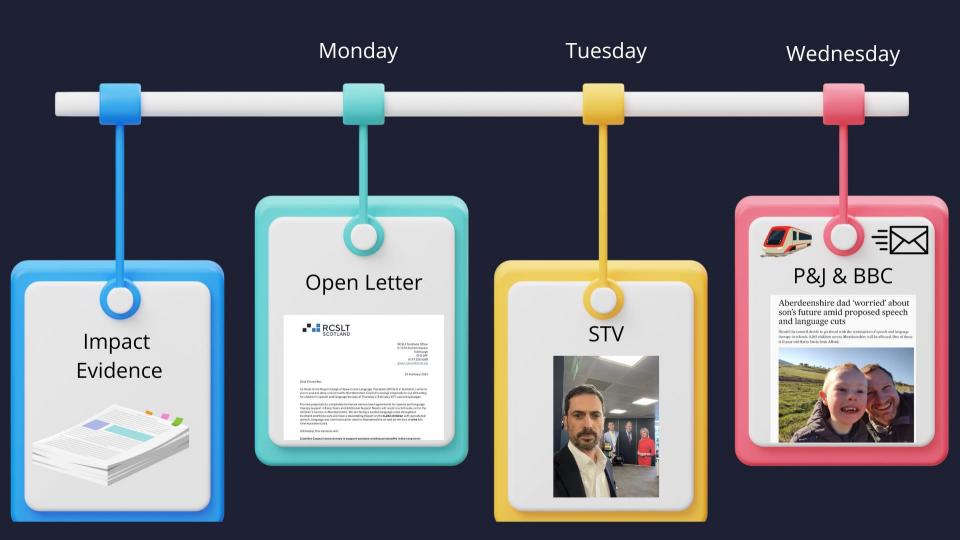
Hard Influencing

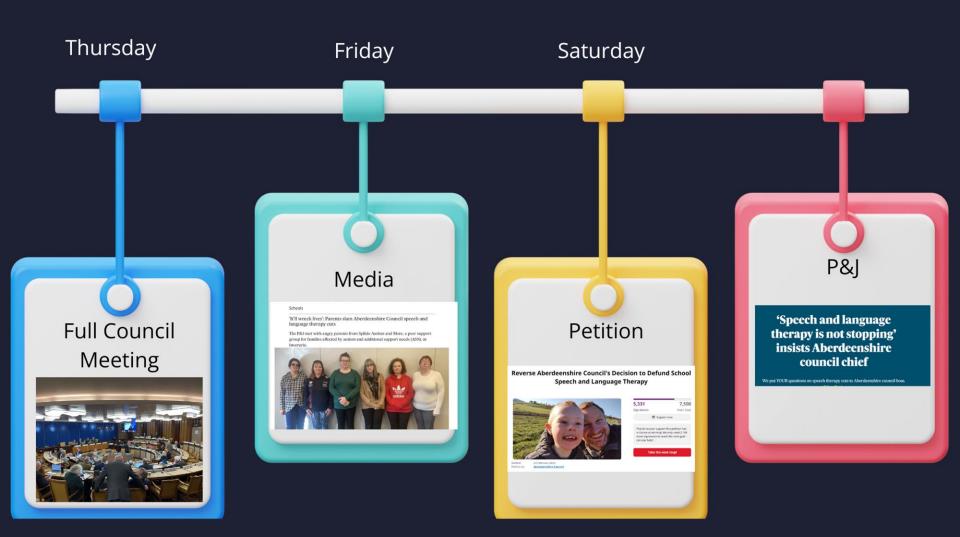


Aberdeenshire Council

- Proposed 100% cut to speech and language therapy
- 1 week notice
- Will this be bad for the members and the people they serve?
- Do we have time for softer influencing?
- Risk to Aberdeenshire and rest of Scotland







Reflections

- Right thing to do
- Learning a lot about local councils and power dynamics
- Opportunity to highlight how important SLTs are in education
- SLT isn't easy to cut

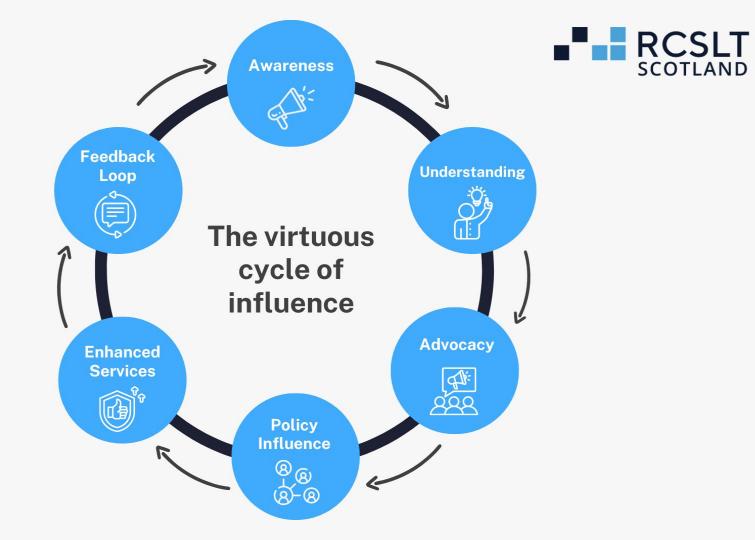


Soft Influencing









Purpose of the campaign

- To raise awareness of the joy and importance of communication
- To raise awareness of the importance of SLT
- To share and promote key messages and asks
- To build relationships with key partners
- For participants to have fun



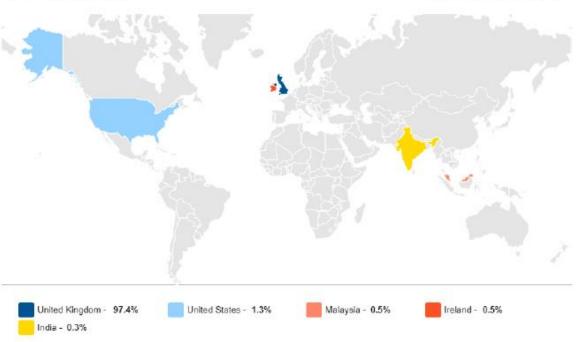


Nine Glenn Carter Royal College of Speech and Language Therapists Scotland

Coverage Summary 2024/01/15 - 2024/01/19

Coverage by Region

2024/01/15 - 2024/01/19



Total Mentions 388 Impressions 160.3M AVE(USD) 4.1M

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RCSLT - all media mentions

Key Messages

- **Higher numbers** of C&YP with comm needs
- Waiting times have increased over last 5
 years
- Communication is not a luxury; it is a fundamental human right
- Speech and language therapists are a precious resource













Presiding officer: "Can we do this every week?"

Campaign – Positives

- Raised the profile and visibility of SLTs
- Huge coverage in the media
- Improved relationships with partners and key decision makers
- Good will opening doors to politicians and other decision makers
- Presiding officer involvement
- Civil Servants very positive

Next Steps

Scottish Elections 2026

- Eating and Drinking with acknowledged Risks
- Advanced Practice
- Human Rights
- Inclusive Communication
- National Care Service
- Poverty



Supply

Increase the supply of speech and language therapists in Scotland

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Funding

Protect and develop funding for speech and language therapy

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Priorities for RCSLT Scotland

Leadership

Support and develop leadership in the profession, empowering members to influence effectively.



Wellbeing & Engagement

Support the wellbeing and engagement of members

Profile

Raise the profile of speech and language therapists and the people they serve.



Policy

Improve and influence national and local policy

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RCSLT

RCSLT projects and updates





Our main areas of strategic focus

- Equality, diversity and inclusion
- Co-production with service users
- Innovation and excellence in research and clinical practice
- Workforce development
- Profile and opportunity
- Member engagement
- Organisational excellence





Priorities and big-ticket items for 2024 / 2025

• Prioritise **leadership** in the profession including the launch of our leadership programme

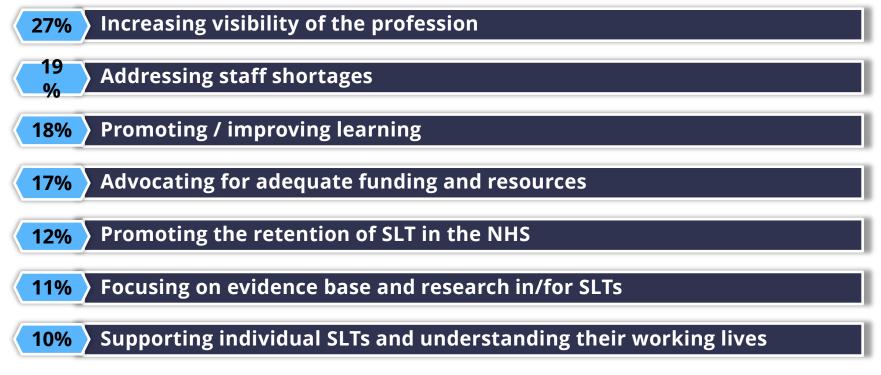
RCSLT

- Influence ahead of the **Scottish election** and respond to the outcome
- Undertake a **curriculum review** and a **guidance review** and develop enhanced roles for the SLT profession
- Build member engagement and the member journey informed by member research
- Focus on **building the profile of the SLT profession**, including through the 80th anniversary of the RCSLT
- Continue to focus on organisational excellence including the **People Strategy**
- Be a leader in all aspects of EDI including refreshing our commitment to antiracism
- Advocate for the SLT workforce, including by the development of an RCSLT workforce strategy and through sharing outcomes of the NHSE PB education reform programme across all four nations

Increasing the visibility of the profession and addressing workforce issues were key areas members felt the RCSLT should focus on



What areas or issues do you think the RCSLT should be focusing on? Open response coded into themes.



©SHIFT INSIGHT 2024 Base n = 1,000, 10% or more shown.

Guidance and resources





Who are the Professional Guidance team?



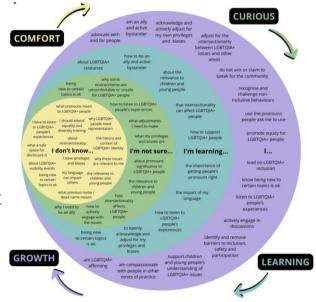
Supporting our colleagues

Recent guidance we have published:

- <u>Supporting disabled students</u> on a preregistration speech and language therapy courses, aimed at students, HEIs and practice educators.
- <u>Supporting SLTs with disabilities</u> in the workplace
- Working with the UK SLT Pride Network guidance and resources to support <u>LGBTQIA+</u> <u>colleagues in the workplace</u>
- Soon to publish guidance to support neurodivergent SLTs.

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 New resource for practice educators to help with supporting disabled students on placement.



LGBTQIA+ affirming zones of practice

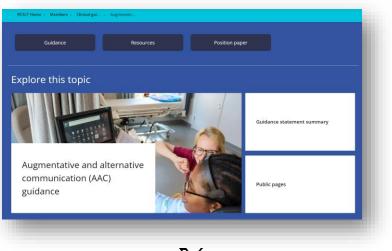


AAC

New <u>guidance</u> on augmentative and alternative communication (AAC) was published in May 2024. It was coproduced by SLTs, AAC users and their families/carers. As well as online guidance, there is a <u>resource list</u> available which signposts to other useful resources and evidence. A <u>position statement</u> has also been published aimed at policy makers, commissioners and service providers.

Our information for the <u>public</u> has also been updated for those who may benefit from increasing their understanding of AAC tools and techniques.

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Autism

Autism - guidance

This guidance was co-produced by autistic people, parents of autistic children and adults, and both autistic and non-autistic SLTs. (Last updated October 2023)

Page content

About



Definitions and Terminology

Setting the scene in autism:

Neurodiversity statement

Setting the scene in autism:

About

Spech and ranguage threapists (SLI) should approach the guidance with an amoreness that Anomalyse of a attion continue to onlive within the Actionging field of neurodinexity and with a diversity of views. Throughout, we reterance the need for endorse-based practice (EIP), SLIs are encouraged to think semitterily and reflectively, base limited actionaria of the rends and preferences of each individual of bill or adult and approach all sources of information with an open and critical immuble, and encoding consider.

This guidance was co-produced by autistic people, parents of autistic children and adults, and both autistic and non-autistic SLTs. For further details, see the contributors' section.

This guidance aims to:

 Support RCSLT members to receptine, assess, and offer intervention and support to austicit people (see Definitions and Terminology section) and their support networks, using EBP and meeting statutary requirements. This includes identifying and understanding related to occurring diagnosis and considering any other possible reasons why needs and intersecting identifies may present differently across

different settings. • Encourage RCGLT members to place the lived experiences of all autistic people and their families at the centre of practice, to advocate for reasonable adjustments and to recognise, avoid, counter and challenge discrimination. Decisions on approaches to intervention and support value in in the best interest of the autistic perron hased

en a well-informed choice and mutually considered by all involved stakeholders. Provide clarity and scope about the role of the SLT working with autistic people and support networks. This will include current and potential roles to advice RCSLT members, families, other provisional groups, commissioners and policy makers.

1 of 18

Setting the scene in autism: Overview

Our updated <u>guidance</u> on Autism was published in October 2023 and was coproduced by a working group of SLTs, autistic adults and parents of autistic children and young people.

It aims to be a useful resource for our members, providing guidance on evidencebased practice and encouraging critical thinking and self-reflection.

Alongside the guidance, there is a list of <u>resources</u>. There is also some new information for the <u>public</u> explaining the important role speech and language therapy can play in supporting autistic people.

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Dementia

The new <u>guidance</u> was coproduced with service users with dementia and is an excellent overview of the communication and eating, drinking and swallowing difficulties that people with dementia may experience. There are several case studies and examples of varying SLT roles in this area.

The <u>dementia position paper</u> has useful information to support the unique role of the speech and language therapist working with people with dementia as well as the benefits of providing and risks of not providing an SLT service.







Eating and drinking with acknowledged risks

In the summer of 2023, a landmark case saw the RCSLT eating and drinking with acknowledged risk <u>guidance</u> be referenced in the court of appeals. This complicated case caused concern for many members. In May 2024 we held a webinar to discuss how eating and drinking with acknowledged risk has developed since our guidance was published and to support better understanding of the nuances of the 2023 case.

The recorded 90-minute <u>webinar</u> is available via our YouTube channel and the themed questions with accompanying answers are in an FAQ document within our <u>resources page</u> EDAR from a Scottish perspective will be discussed in the workshops this afternoon and resources from this will be added to the webpages







Head and neck cancer

In December 2023, we updated our <u>head</u> and <u>neck cancer</u> member guidance, including a <u>position paper</u> and a new <u>laryngectomy</u> <u>competency framework</u>, as well as our information for the public.

These were all developed by a working group of expert SLTs. The updated information covers the treatment, impact, and risk factors for head and neck cancer and the role of speech and language therapy when working with patients with head and neck cancer.

Core Laryngectomy Competencies Framework

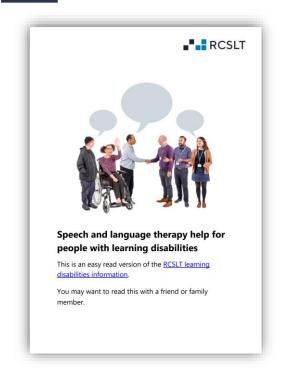
Name:

Clinical caseload/client group:





Learning disabilities



In May 2023, we published updated <u>guidance</u> for SLTs working with people with learning disabilities alongside a list of useful <u>resources</u>.

For the <u>public</u>, there is information outlining the role of speech and language therapy, including in <u>Easy Read</u> format.

We also published a new <u>position paper</u> for SLTs to help them support children, young people and adults with learning disabilities to maximise communication potential, reduce risk associated with communication and dysphagia and enable inclusion and access to education, employment, healthcare as well as the wider community and society.

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Long COVID

The new <u>guidance</u> provides a framework for understanding, assessing and treating individuals living with communication, swallowing, voice, and upper airway problems post COVID-19.

The <u>patient handbook</u> provides practical information that people can use to support self-management and is intended to be used before someone is referred to an SLT.

<u>Six new factsheets</u> cover the key symptoms of brain fog, stammering, swallowing, voice, throat changes, and reflux, and include advice on self-management.





Speech sound disorders

In February 2024, we updated our <u>guidance on</u> <u>speech sound disorders (SSD</u>), including a new <u>position paper</u> on Childhood Apraxia of Speech.

Our updated guidance provides a useful resource for our members looking for information on the sub-types of SSD, best practice guidance, an introduction to the evidence base and a springboard for further continued professional development in this area.

Specific public guidance has also been published in our clinical information section for anyone concerned about a child's speech sound development or who has responsibility for looking after or providing services for children in the UK.

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Thickened fluids

In March 2023 we produced a <u>position statement</u> on the use of thickened fluids in the management of people with swallowing difficulties.

This was followed by our <u>position paper</u> in January 2024 which gives an overview of the potential benefits and potential burdens associated with its use.

<u>Supporting resources</u> were developed to support the better understanding of the appropriate use of thickened fluids and to support person centred decision making.

This work highlights the need for clinicians to understand the research within their clinical specialism, to ensure the service user is making an informed decision, that everyone who is prescribed thickened fluids has a swallowing assessment first and those on longer term use should continue to be monitored by an appropriate professional.





Opportunities to get involved

Project	How to be involved
Awake craniotomy	Consultation on draft guidance - Winter 2025
Brain injury	Consultation on draft guidance - Spring 2025
Cognitive communication disorder	Consultation on draft guidance - Spring 2025
Curriculum review and placements	Register to join online workshops in October 2024 Consultation on draft guidance – Feb 2025
Dysfluency	Consultation on draft guidance - Winter 2024-25
Eating, drinking and swallowing	Consultation on draft guidance – October 2024
Meeting the HCPC standards	Consultation on draft guidance - Winter 2024-25
Parkinsons	Consultation on draft guidance- Winter 2024-25
Pharyngeal high- resolution manometry	Consultation on draft guidance- Summer 2025



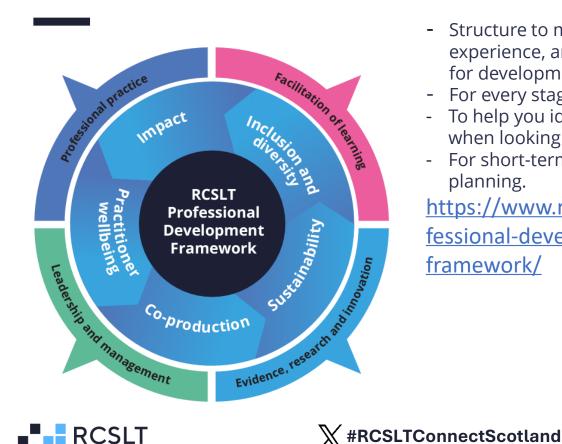
Visit <u>rcslt.info/current-projects</u> and check your monthly RCSLT enewsletter for more information.

Professional development





Professional development framework



- Structure to map existing skills and experience, and thereby identify areas for development.
- For every stage of your career.
- To help you identify transferable skills when looking at new or future roles.
- For short-term and long-term career planning.

https://www.rcslt.org/learning/pro fessional-developmentframework/



Latest CPD resources

 56 CPD scenarios <u>https://tinyurl.com/RCSLTPDS</u> <u>cenarios</u>





 Elearning for practice educators about supporting students with disabilities: <u>https://tinyurl.com/RCSLTAchi</u> <u>eving</u>

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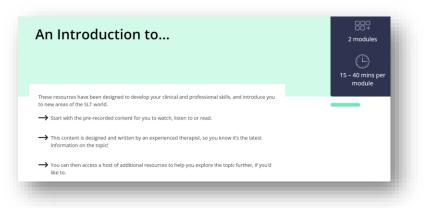






"An Introduction to..." series

- Designed primarily for students and NQPs, each module is a baselevel introduction to a specific topic.
- Each is written by an expert in the specific field or setting, and includes reflective questions and links to further learning.
- Available via the RCSLT CPD site: https://www.rcsltcpd.org.uk/courses/ an-intro-to/







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Walkthroughs of assessments

- Designed primarily for students and NQPs, each module is an introduction to the use of a specific SLT assessment.
- Each module is written by an expert SLT 'on the ground', who is experienced in using the assessment.
- Features FAQs, videos of the assessment being run, and guides to scoring and interpretation.
- <u>https://www.rcsltcpd.org.uk/courses/rcslt-how-to-formal-assessments/</u>

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Using the Psycholinguistic Assessments of Language Processing in Aphasia (PALPA)



The Psycholinguistic Assessments of Language Processing in Aphasia (PALPA) is a battery of 60 subtests, designed to prefile how an individual processes spoken and written language at a single word/sentence level.

Please note that this is not the official manual for the PALPA, and as such does not contain the detailed instructions for use. These can be purchased as part of the overall test kit via the publisher's website.

This tool is designed to help you get more familiar with formal assessments, once you have decided that formal assessment is appropriate, and carefully selected the most relevant one. This tool will help you understand how a particular formal

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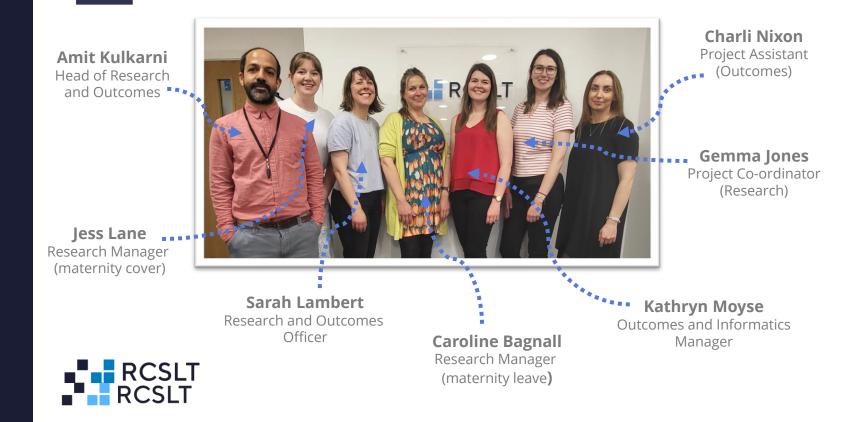


Research & Outcomes





Who are the Research & Outcomes team?



Existing RCSLT resources ...

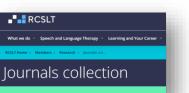


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ASK THE EXPERTS







Recent projects ...



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Other resources ...



Pre Doctoral Funding

CSO NHS Researcher Development Fellowship

The NHS Researcher Development Fellowship is an introductory fellowship aimed at NHS employees currently working as a Nurse, Midwife, allied health professional, pharmacist, healthcare scientist or other in a clinical role to enable them to explore research as part of their existing NHS role.

Doctoral Funding

CSO Clinical Academic Fellowships

These Fellowships (tenable in either health services or experimental/translational medicine research) are available for clinical professionals early in their career to do a PhD.

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Lectureships Early Postdoctoral Fellowship

Fellowship

CSO Innovation Academic Fellowships

CSO NHS Innovation Fellowship

Forms for Current CSO Fellows

CSO NHS Researcher Development



bout CAHPR V News Activities V Regions Resources V Events

Scotland

cahpr

Created from collaboration between the North of Scotland, South East Scotland and West of Scotland regional hubs, the aim of the CAHPR Scotland Consortium is to provide a network, deliver regular events and influence policy and practice to help support AHPs with an interest in research.

We also run a small annual bursary scheme to provide funding for AHPs to develop and disseminate their research.



Outcomes and informatics



RCSLT Online Outcome Tool

Ongoing development of the ROOT



Using ROOT data

Awareness raising and potential for research SNOMED CT project

Working on consensus for diagnosis terms





Opportunities to get involved

- Contribute to phase 2 of the <u>DLD research priority setting partnership</u>
- SNOMED and clinical terminology to find out more email <u>sarah.lambert@rcslt.org</u>
- Find out more about ROOT by registering, getting in touch or coming along to one of our lunchtime drop-ins: <u>www.root.org/welcome</u>

We look forward to meeting some of you at the EBP workshop today.

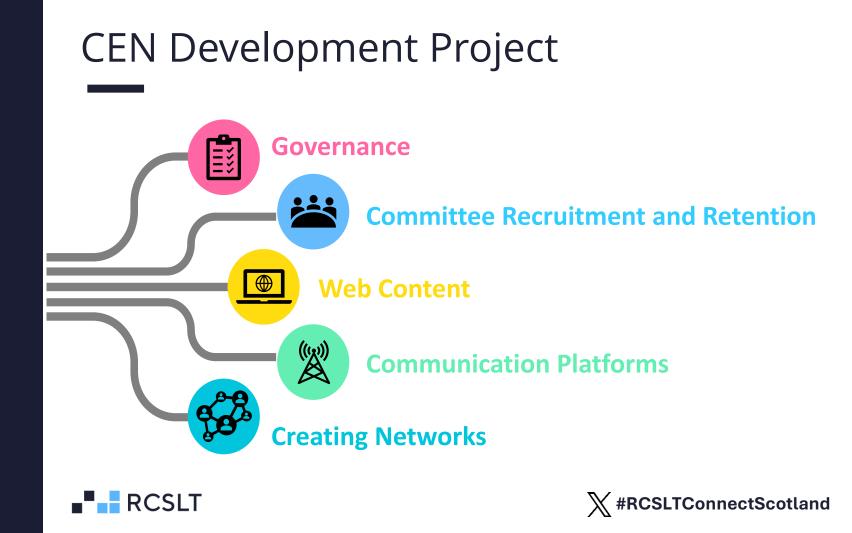




Clinical Excellence Networks







Why join a CEN?

CEN membership offers an array of opportunities including:

- CPD via study days, events, webinars and shared resources
- peer support from colleagues with a range of experiences
- networking opportunities
- support for career progression
- developing the evidence base
- contributing to professional guidance
- access to channels for involvement in research
- championing the value and impact of SLT through influencing
- links to the RCSLT and other stakeholders

The RCSLT views CENs as an integral and invaluable channel to access CPD. RCSLT members are encouraged to join at least one CEN relevant to their clinical or professional practice or area of special interest.





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How to find a CEN

www.rcslt.org/members/get-involved/clinical-excellence-networks/

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Search the CEN Directory:

- clinical area
- region
- client group (adult/paediatric/both)
- format (online/in person/hybrid)

Contact the CEN directly:

- membership process
- fees
- event dates
- communications platform



Opportunities to get involved

- 47+ CENs available in Scotland or UK-wide
- Attend individual events
- Join as a regular member
- Become a committee member









MEDICA

Break





Whole systems change – how do we achieve long-term positive and sustainable change in some of the complex systems that we work in?

Marie Gascoigne Director, Better Communication CIC



Lunch





Workshops





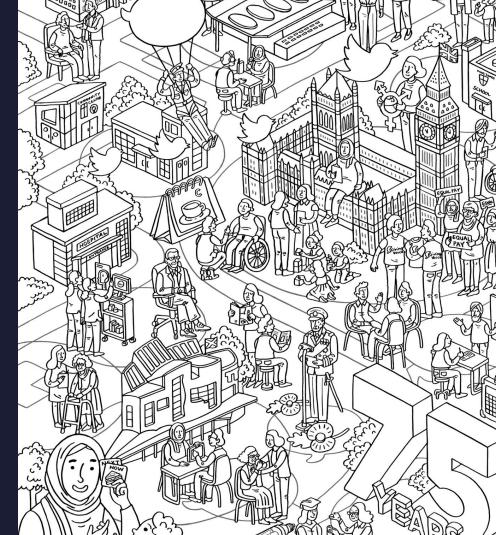
Thanks and close





Evaluation





SION IN HEALTHCARE

Evaluation





Thank you

[event title]



www.rcslt.org



@ RCSLT

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