

RCSLT Equity, Diversity and Belonging (EDB) Action Plan (2025–2027)

The Royal College of Speech and Language Therapists (RCSLT) is committed to building a profession and organisation where every voice is valued, every identity respected, and every practitioner empowered to thrive. This summary outlines the key activities from our detailed EDB action plan, reflecting the nuance of our internal commitments while making the work accessible to members.

Priority 1: Championing diversity and fostering belonging

Aim: Create a transformative environment where diversity is celebrated, a deep sense of belonging is fostered, and different perspectives are acknowledged and respected.

Workstream	Measures	Timeline
Explore existing clinical and leadership mentorship models to support the development of EDB champions in workplaces and higher education institutions	Training/guidance scoped; existing models amended where appropriate to incorporate EDB	2025–2027
Explore advisor models for EDB roles	Roadmap towards potential development of EDB advisors	2025–2026
Conduct internal awareness needs analysis in relation to EDB	Needs analysis completed and shared with staff and Trustees	2025
Deliver internal EDB learning programme	Programme in place; measurable improvement in awareness	2025–2026
Develop a modular cultural competence/inquisitiveness toolkit and cultural intelligence resources.	Toolkit developed and promoted; intelligence resource bank developed and steadily populated	2025–2027
Consolidate inclusive language and accessibility guidance including inclusive branding and communications	Good practice published and promoted; materials reviewed and aligned with EDB standards	2025–2026
Analyse staff experience survey, ensuring EDB lens taken into account and develop action plan	Staff experience survey results analysed; action plan developed	2025

Workstream	Measures	Timeline
Conduct follow-up staff survey including EDB consideration	Survey completed; action plan updated	2026
Promote LGBTQIA+, disability, neurodiversity resources	Resources promoted across RCSLT platforms	2025–2027
Communication of disability survey results and action on findings, supporting Disability Working Group	Results shared; communications planned and implemented; guidelines published; group supported	2025
Finalise anti-racism training model and rollout including model of future of anti-racism work	Analysis complete; delivery model designed	2025–2027
Mark awareness days with campaigns	Awareness days/weeks/months actively marked	2025–2027

Priority 2: Equitable focus on all diversity groups – taking an intersectional approach

Aim: Promote safe, inclusive spaces where diverse experiences and challenges are shared openly and equitably.

Workstream	Measures	Timeline
Update and centralise EDB resources on website	Engagement tracked with updated resources	2025
Promote EDB strategy to members	Promotion plan implemented via Connect events, Bulletin, Hub days	2025–2027
Strengthen reference groups to address intersectional needs	Process agreed; engagement in intersectional issues	2025
Ensure intersectionality in leadership programme	Content updated to reflect intersectional perspectives	2025
Integrate intersectionality in RCSLT guidance	Lens shift developed and embedded	2025
Publish inclusive CYP gender identity position paper	Paper developed and shared with members; inclusive approach	2025

Priority 3: Affirming diverse perspectives

Aim: Cultivate a culture where diverse perspectives are embedded in all work and visibly valued.

Workstream	Measures	Timeline
Align workforce strategy with EDB commitments	Strategy published; alignment documented	2025
Increase diverse voices in RCSLT outputs	Contributors from under-represented groups increased	2025
Embed EDB in curriculum and NQP goals	Guidance updated; feedback monitored	2025
Recognise members contributing to EDB	Recognition processes and options implemented	2025
Embed EDB in international engagement	Guidance updated; practices reviewed	2025
Expand inclusive participation in conferences	Engagement and representation tracked	2025

Priority 4: Advocate for change

Aim: Integrate EDB principles across speech and language therapy and influence wider systems including education, health, justice, and social care.

Workstream	Measures	Timeline
Align EDB resources with current research	Updates published regularly	2025–2027
Promote SLT careers to under-represented groups	Resources inclusive; promotion plans executed	2025–2027
Collaborate with like-minded bodies (e.g., other AHP bodies, AHPF)	Partnerships formed; shared practices documented	2025
Support EDB in independent sector	Discussion with ASLTIP; support framework developed	Ongoing
Engage with policymakers on EDB	Meetings held; feedback incorporated	Ongoing
Refresh health inequalities toolkit	Toolkit updated and promoted	2025–2026
Co-produce research priorities with service users	Themes reflect lived experience	2025
Launch co-production toolkit	Toolkit developed and applied in planning	2026–2027

Priority 5: An accountable and transparent professional body and employer

Aim: Ensure transparency, effective allyship, and meaningful accountability within RCSLT.

Workstream	Measures	Timeline
Communicate strategy and progress	Communications plan implemented; annual impact reports published	2025–2027
Host virtual drop-in sessions	Sessions held; feedback gathered	2025
Review policies to embed EDB	Review complete; procedures updated	2025–2026
Gather and use staff diversity data	Baseline established; monitoring ongoing	2025
Encourage submission of member diversity data	Process developed; participation tracked	2025–2026
Finalise staff dignity-at-work policy	Policy published; support framework in place	2025–2026
Use data to guide decisions and policy	Diversity data integrated into planning	Ongoing
Enable EDB position statements	Process formalised; positions published as needed	2025–2027

This action plan is a living document. We are committed to learning, adapting, and collaborating with our members to ensure meaningful progress in equity, diversity and belonging across our profession.