Appendix 1: Speech and language therapy retention and waiting times - full survey data

About you

1. Where do you work?

Region	Number of respondents	% of respondents
England (East of England)	49	4.2%
England (London)	111	9.5%
England (Midlands)	214	18.3%
England (North East and Yorkshire)	73	6.3%
England (North West)	119	10.2%
England (South East)	144	12.3%
England (South West)	85	7.3%
Northern Ireland	139	11.9%
Scotland	86	7.4%
Wales	138	11.8%
Other (please specify)	10	0.9%
Total	**1,168**	**100%**

2. Who are you employed by?

Who are you employed by?	Number of respondents	% of respondents
Charity, social enterprise, non-profit	35	3.0%
Education provider	51	4.4%
Independent practice company	47	5.0%
Independent practice sole trader	58	4.0%
Local authority	13	1.1%
Locum agency	3	0.3%
NHS	911	78.0%
Private healthcare provider	10	0.9%
Other (please specify)	40	3.4%
Total	**1,168**	**100%**

3. What age of service users do you work with?

Age of service users	Number of respondents	% of respondents
Adults	339	29.0%
Both	69	5.9%
Children and young people (0-18 years old)	734	62.8%
Not applicable to my role	26	2.2%
Total	**1,168**	**100%**

4. Which setting(s) do you work in? (multi-select)

Which setting(s) do you work in?	Number of selections	% of responses
Acute and inpatient	213	18.2%
Outpatients	153	13.1%
Community (e.g. clinics or clients' homes)	745	63.8%
Early years settings	343	29.4%
Education (4-18 years old)	554	47.4%
Higher education	63	5.4%
Justice	45	3.9%
Other	83	7.11%
Total	**2,199**	**N/A**

5. How long have you been working as a qualified SLT?

Years of service	Number of respondents	% of respondents
Up to 2 years	114	9.8%
2-5 years	159	13.6%
5-10 years	226	19.3%
10-20 years	303	25.9%
20+ years	366	31.3%
Total	**1,168**	**100.0%**

6. Is your current role full- or part-time?

Working Pattern	Number of respondents	% of respondents
Full time	661	57%
Part time	507	43%
Total	**1,168**	**100%**

7. What is your current band or equivalent? Example job titles have been provided but please select the one that most closely fits your role.

Band / Role	Number of respondents	% of respondents
Band 5 – e.g. SLT	168	14%
Band 6 – e.g. Specialist SLT	334	29%
Band 7 – e.g. Highly specialist/clinical specialist SLT	409	35%
Band 8a – e.g. Clinical lead SLT	151	13%
Band 8b and above – e.g. Service manager	63	5%
If no band, please explain why	43	4%
Total	**1,168**	**100%**

Section: Job satisfaction

8. Overall, how satisfied are you with your job?

Rating	Number of respondents	% of respondents
Very dissatisfied	32	3%
Dissatisfied	155	14%
Neither satisfied nor dissatisfied	163	15%
Satisfied	592	54%
Very satisfied	164	15%
Total	**1,106**	**100%**

9. How often do you feel the following ways about your job?

I look forward to going to work

Rating	Number of Respondents	% of respondents
Always	74	7%
Often	461	41%
Sometimes	431	39%
Rarely	122	11%
Never	24	2%
Total	**1,112**	**100%**

I feel enthusiastic about my job

Rating	Number of respondents	% of respondents
Always	149	13%
Often	526	47%
Sometimes	347	31%
Rarely	81	7%
Never	8	1%
Total	**1,111**	**100%**

I am proud to be an SLT

Rating	Number of respondents	% of respondents
Always	512	46%
Often	383	35%
Sometimes	176	16%
Rarely	33	3%
Never	4	<1%
Total	**1,108**	**100%**

My job involves unrealistic time pressures

Rating	Number of respondents	% of respondents
Always	285	26%
Often	384	35%
Sometimes	342	31%
Rarely	93	8%
Never	5	<1%
Total	**1,109**	**100%**

I have a choice in deciding how to do my work

Rating	Number of respondents	% of respondents
Always	164	15%
Often	531	48%
Sometimes	332	30%
Rarely	74	7%
Never	11	1%
Total	**1,112**	**100%**

My workload is reasonable

Rating	Number of respondents	% of respondents
Always	41	4%
Often	264	24%
Sometimes	409	37%
Rarely	275	25%
Never	121	11%
Total	**1,110**	**100%**

10. How satisfied are you with each of the following aspects of your job?

The recognition I get for good work

Rating	Number of respondents	% of respondents
Very dissatisfied	52	5%
Dissatisfied	216	20%
Neither satisfied nor dissatisfied	255	23%
Satisfied	463	42%
Very satisfied	121	11%
Total	**1,107**	**100%**

The extent to which my organisation values my work

Rating	Number of respondents	% of respondents
Very dissatisfied	85	8%
Dissatisfied	226	20%
Neither satisfied nor dissatisfied	299	27%
Satisfied	378	34%
Very satisfied	115	10%
Total	**1,103**	**100%**

My level of pay

Rating	Number of respondents	% of respondents
Very dissatisfied	104	9%
Dissatisfied	297	27%
Neither satisfied nor dissatisfied	234	21%
Satisfied	410	37%
Very satisfied	63	6%
Total	**1,108**	100%

The opportunities for flexible working patterns

Rating	Number of respondents	% of respondents
Very dissatisfied	63	6%
Dissatisfied	150	14%
Neither satisfied nor dissatisfied	178	16%
Satisfied	478	43%
Very satisfied	238	21%
Total	**1,107**	**100%**

My workload

Rating	Number of respondents	% of respondents
Very dissatisfied	134	12%
Dissatisfied	342	31%
Neither satisfied nor dissatisfied	271	25%
Satisfied	322	29%
Very satisfied	36	3%
Total	**1,105**	**100%**

11. To what extent do you agree with the following statements about your job?

I feel that my role makes a difference to patients/service users

Rating	Number of respondents	% of respondents
Strongly agree	517	47%
Agree	447	40%
Neither agree nor disagree	83	7%
Disagree	48	4%
Strongly disagree	9	1%
Not applicable to me	5	<1%
Total	**1,109**	**100%**

My organisation is committed to helping me balance my work and home life

Rating	Number of respondents	% of respondents
Strongly agree	159	14%
Agree	428	39%
Neither agree nor disagree	263	24%
Disagree	175	16%
Strongly disagree	60	5%
Not applicable to me	25	2%
Total	**1,110**	**100%**

I achieve a good balance between my work life and my home life

Rating	Number of respondents	% of respondents
Strongly agree	153	14%
Agree	446	40%
Neither agree nor disagree	207	19%
Disagree	238	21%
Strongly disagree	63	6%
Not applicable to me	4	<1%
Total	**1,111**	**100%**

I feel safe/comfortable approaching my immediate manager to raise any concerns

Response	Number of respondents	% of respondents
Strongly agree	417	38%
Agree	391	35%
Neither agree nor disagree	107	10%
Disagree	96	9%
Strongly disagree	52	5%
Not applicable to me	47	4%
Total	**1,110**	100%

Section: Retention

12. Please select one answer that reflects your intentions right now.

Statements	Number of respondents	% of respondents
I am considering leaving my current job	679	39%
I am not considering leaving my current job	428	61%
Total	**1,107**	**100%**

a. Are you planning to stay in the SLT profession? Please select the answer that most closely matches your intentions. (This question was only asked of those who were considering leaving their current job).

Statements	Number of respondents	% of respondents
I want to leave the SLT profession	42	21%
I want to move to another SLT role in a different organisation	135	31%
I want to move to another SLT role within this organisation	91	10%
I want to retire	49	11%
I want to take a career break	30	7%
Other	83	19%
Total	**430**	**100%**

b. I want to move to another SLT role in a different organisation

Statements	Number of respondents	% of respondents
I want to move to an SLT role in a different kind of organisation	15	11%
I want to move to an SLT role in education	13	10%
I want to move to an SLT role in the independent sector	43	32%
I want to move to an SLT role in the NHS	64	47%
Total	**135**	**100%**

13. Please rate how the following factors are influencing you to stay/leave your job.

My team/colleagues

Response	Number of respondents	% of respondents
N/A	25	2%
Strongly influencing me to leave	24	2%
Somewhat influencing me to leave	64	6%
Not influencing me either way	111	10%
Somewhat influencing me to stay	307	28%
Strongly influencing me to stay	561	51%
Total	**1,092**	**100%**

Management/leadership

Response	Number of respondents	% of respondents
N/A	33	3%
Strongly influencing me to leave	116	11%
Somewhat influencing me to leave	169	16%
Not influencing me either way	189	17%
Somewhat influencing me to stay	304	28%
Strongly influencing me to stay	277	25%
Total	**1,088**	**100%**

Pay

Response	Number of respondents	% of respondents
N/A	7	1%
Strongly influencing me to leave	96	9%
Somewhat influencing me to leave	187	17%
Not influencing me either way	342	31%
Somewhat influencing me to stay	299	28%
Strongly influencing me to stay	155	14%
Total	**1,086**	**100%**

Benefits (pension, parental leave, flexible working, etc)

Response	Number of respondents	% of respondents
N/A	26	2%
Strongly influencing me to leave	43	4%
Somewhat influencing me to leave	91	8%
Not influencing me either way	298	27%
Somewhat influencing me to stay	387	36%
Strongly influencing me to stay	245	22%
Total	**1,090**	**100%**

Work-life balance

Response	Number of respondents	% of respondents
N/A	4	<1%
Strongly influencing me to leave	118	11%
Somewhat influencing me to leave	236	22%
Not influencing me either way	236	22%
Somewhat influencing me to stay	316	29%
Strongly influencing me to stay	178	16%
Total	**1,088**	**100%**

Work with service users

Response	Number of respondents	% of respondents
N/A	13	1%
Strongly influencing me to leave	17	2%
Somewhat influencing me to leave	74	7%
Not influencing me either way	179	16%
Somewhat influencing me to stay	343	31%
Strongly influencing me to stay	465	43%
Total	**1,091**	**100%**

Opportunities for professional development

Response	Number of respondents	% of respondents
N/A	14	1%
Strongly influencing me to leave	101	9%
Somewhat influencing me to leave	163	15%
Not influencing me either way	293	27%
Somewhat influencing me to stay	329	30%
Strongly influencing me to stay	189	17%
Total	**1,089**	**100%**

Job security

Response	Number of respondents	% of respondents
N/A	19	2%
Strongly influencing me to leave	24	2%
Somewhat influencing me to leave	41	4%
Not influencing me either way	217	20%
Somewhat influencing me to stay	333	31%
Strongly influencing me to stay	457	42%
Total	**1,091**	**100%**

Travel/location of job

Response	Number of respondents	% of respondents
N/A	14	1%
Strongly influencing me to leave	58	5%
Somewhat influencing me to leave	160	15%
Not influencing me either way	202	19%
Somewhat influencing me to stay	272	25%
Strongly influencing me to stay	385	35%
Total	**1,091**	**100%**

Administrative load

Response	Number of respondents	% of respondents
N/A	11	1%
Strongly influencing me to leave	199	18%
Somewhat influencing me to leave	341	31%
Not influencing me either way	399	37%
Somewhat influencing me to stay	104	10%
Strongly influencing me to stay	35	3%
Total	**1,089**	**100%**

Section: Wellbeing

14. Do you feel supported by your organisation to look after your wellbeing?

Response	Number of respondents	% of respondents
Always	178	16%
Usually	374	35%
Sometimes	355	33%
Rarely	115	11%
Never	30	3%
Not applicable to me	29	3%
Total	**1,081**	**100%**

15. Which of the following do you have access to in order to support your wellbeing?

Response	Number of respondents	% of respondents
Personal support (friends, family)	967	89%
Peer support (colleagues)	935	86%
Supervision	922	85%
Supportive relationship with management	696	64%
Employee support/advice line	573	53%
Occupational health	552	51%
Counselling services	487	45%
Other	68	6%
Total	**1,081**	**N/A**

16. Is there wellbeing support that you would like to access but can't?

Response	Number of respondents	% of respondents
Personal support (friends, family)	13	4%
Peer support (colleagues)	52	14%
Supervision	53	14%
Supportive relationship with management	123	33%
Employee support/advice line	58	16%
Occupational health	29	8%
Counselling services	104	28%
Other	116	32%
Total	**1,081**	**N/A**

17. In the past 12 months, have you experienced burnout as a result of your work?

(Definition provided for respondents from ICD-11: Burnout is a syndrome conceptualized as resulting from chronic workplace stress that has not been successfully managed. It is characterised by three dimensions:

- Feelings of energy depletion or exhaustion.
- Increased mental distance from one's job, or feelings of negativism or cynicism related to one's job.
- Reduced professional efficacy).

Response	Number of respondents	% of respondents
No	487	45%
Yes	596	55%
Total	**1,083**	**100%**

18. If Yes, what have been the main contributing factors? (select all that apply)

Response	Number of respondents	% of respondents
Workload pressures	512	86%
Caseload size/complexity	413	70%
Insufficient staffing levels	405	68%
Administrative burden	387	65%
Waiting times/numbers	279	47%
Responsibilities beyond job description	238	40%
Insufficient recognition	230	39%
Lack of support in my role	205	35%
Relationships with management	198	33%
Dealing with complaints	145	24%
Other	128	22%
Relationships with colleagues	104	18%
Insufficient training	101	17%
Total	**594**	**N/A**

Section: Professional development and leadership

19. In the past 12 months, have you had an annual review or professional development review?

Response	Number of respondents	% of respondents
No	102	9%
Not applicable to my role	54	5%
Yes	924	86%
Total	**1,080**	**100%**

20. If yes, to what extent do you agree with the following statements?

There was an opportunity for me to share my views/experiences

Response	Number of respondents	% of respondents
Strongly agree	265	29%
Agree	530	59%
Neither agree nor disagree	61	7%
Disagree	35	4%
Strongly disagree	11	1%
Total	**902**	**100%**

It helped me agree clear objectives for my work

Response	Number of respondents	% of respondents
Strongly agree	173	19%
Agree	452	50%
Neither agree nor disagree	176	20%
Disagree	83	9%
Strongly disagree	17	2%
Total	**901**	**100%**

It left me feeling that my work is valued by my organisation

Response	Number of respondents	% of respondents
Strongly agree	126	14%
Agree	347	39%
Neither agree nor disagree	249	28%
Disagree	140	16%
Strongly disagree	39	4%
Total	**901**	**100%**

21. To what extent do you agree with the following statements based on your current experience?

There are opportunities to develop my career in this organisation

Response	Number of respondents	% of respondents
Strongly agree	130	12%
Agree	415	39%
Neither agree nor disagree	215	20%
Disagree	200	19%
Strongly disagree	100	9%
Total	**1,060**	**100%**

There are opportunities to improve my knowledge and skills

Response	Number of respondents	% of respondents
Strongly agree	210	20%
Agree	617	58%
Neither agree nor disagree	128	12%
Disagree	74	7%
Strongly disagree	31	3%
Total	**1,060**	**100%**

I feel supported to develop my potential

Response	Number of respondents	% of respondents
Strongly agree	134	13%
Agree	452	43%
Neither agree nor disagree	237	22%
Disagree	169	16%
Strongly disagree	66	6%
Total	**1,058**	**100%**

As part of my job, I have time to engage in continuing professional development

Response	Number of respondents	% of respondents
Strongly agree	129	12%
Agree	464	44%
Neither agree nor disagree	189	18%
Disagree	203	19%
Strongly disagree	74	7%
Total	**1,059**	**100%**

I must use my own time to complete the necessary CPD to remain clinically safe

Response	Number of respondents	% of respondents
Strongly agree	143	14%
Agree	295	28%
Neither agree nor disagree	222	21%
Disagree	304	29%
Strongly disagree	94	9%
Total	**1,058**	**100%**

My organisation funds training courses to develop my skills

Response	Number of respondents	% of respondents
Strongly agree	108	10%
Agree	512	49%
Neither agree nor disagree	212	20%
Disagree	152	14%
Strongly disagree	69	7%
Total	**1,053**	**100%**

22. What continuing professional development (CPD) do you currently access? (multi-select)

Response	Number of respondents	% of respondents
RCSLT resources (Bulletin, website, CENs)	971	92%
Clinical supervision	896	84%
Short courses	732	69%
Reading journal articles	695	66%
Shadowing	328	31%
Other	109	10%
Further education, e.g. masters, doctorates	81	8%
Total	**1,061**	**N/A**

23. Are there CPD opportunities you'd like to access, but can't? For each, select the barriers that stop you from being able to access it. (multi-select)

RCSLT resources (Bulletin, website, CENs)

Response	Number of selections	% of Respondents
Don't know how	13	4%
Don't have time	213	60%
Insufficient access to funds	57	16%
Lack of support from management	32	9%
Lack of clinical cover for extra CPD times	133	38%
Other	34	10%
Total	**354**	**N/A**

Reading journal articles

Response	Number of selections	% of respondents
Don't know how	30	6%
Don't have time	369	75%
Insufficient access to funds	26	5%
Lack of support from management	18	4%
Lack of clinical cover for extra CPD times	127	26%
Other	29	6%
Total	**491**	**N/A**

Short courses

Response	Number of selections	% of respondents
Don't know how	21	4%
Don't have time	175	36%
Insufficient access to funds	291	60%
Lack of support from management	79	16%
Lack of clinical cover for extra CPD times	135	28%
Other	23	5%
Total	**483**	**N/A**

Clinical supervision

Response	Number of selections	% of respondents
Don't know how	4	2%
Don't have time	76	38%
Insufficient access to funds	15	8%
Lack of support from management	54	27%
Lack of clinical cover for extra CPD times	49	25%
Other	41	21%
Total	**199**	**N/A**

Shadowing

Response	Number of selections	% of respondents
Don't know how	21	5%
Don't have time	294	65%
Insufficient access to funds	8	2%
Lack of support from management	74	16%
Lack of clinical cover for extra CPD times	156	34%
Other	46	10%
Total	**454**	**N/A**

Further education, e.g. masters, doctorates

Response	Number of selections	% of respondents
Don't know how	62	12%
Don't have time	239	46%
Insufficient access to funds	266	52%
Lack of support from management	98	19%
Lack of clinical cover for extra CPD times	144	28%
Other	45	9%
Total	**515**	**N/A**

Definition provided to respondents: Leadership is not a person or a position, a leader is someone who is able to make a difference and have a positive impact on those around them. An effective leader is often defined as someone with the confidence and capability to directly or indirectly motivate others to act towards achieving a common goal.

24. Based on the definition of leadership above, do you feel able to demonstrate leadership in your role?

Response	Number of respondents	% of respondents
No	195	19%
Yes	855	81%
Total	**1,050**	100%

25. What are the facilitators that help you demonstrate leadership? (multi-select)

Response	Number of selections	% of respondents
Access to training	458	47%
Relationships with colleagues	882	90%
Relationships with management	644	66%
Availability of leadership focused supervision	290	30%
Opportunities for leadership practice	468	48%
Other	62	6%
Total	**978**	**N/A**

26. What are the barriers to being able to demonstrate leadership? (multi-select)

Response	Number of selections	% of respondents
Access to training	320	43%
Relationships with colleagues	100	13%
Relationships with management	244	33%
Availability of leadership focused supervision	405	54%
Opportunities for leadership practice	404	54%
Other	103	14%
Total	**750**	**N/A**

Section: Management

27. Is your direct line manager a speech and language therapist?

Response	Number of respondents	% of respondents
Don't know	2	<1%
No	253	24%
Yes	752	72%
Not applicable	37	4%
Total	**1,044**	**1,044**

28. To what extent do you agree or disagree with the following statements about your direct line manager?

They have a clear understanding of what my job entails

Response	Number of respondents	% of respondents
Strongly agree	405	40%
Agree	368	36%
Neither agree nor disagree	84	8%
Disagree	114	11%
Strongly disagree	47	5%
Total	**1,018**	**100%**

They understand the value and purpose of speech and language therapy

Response	Number of respondents	% of respondents
Strongly agree	595	59%
Agree	302	30%
Neither agree nor disagree	49	5%
Disagree	48	5%
Strongly disagree	21	2%
Total	**1,015**	**100%**

I can contact them when I need to

Response	Number of respondents	% of respondents
Strongly agree	478	47%
Agree	395	39%
Neither agree nor disagree	61	6%
Disagree	62	6%
Strongly disagree	22	2%
Total	**1,018**	**100%**

They give me clear feedback on my work

Response	Number of respondents	% of respondents
Strongly agree	263	26%
Agree	324	32%
Neither agree nor disagree	212	21%
Disagree	155	15%
Strongly disagree	62	6%
Total	**1,016**	**100%**

They provide opportunities for me to feed back on service design and delivery

Response	Number of respondents	% of respondents
Strongly agree	316	31%
Agree	389	38%
Neither agree nor disagree	173	17%
Disagree	90	9%
Strongly disagree	49	5%
Total	**1,017**	**100%**

They provide rationale for service level decisions

Response	Number of respondents	% of respondents
Strongly agree	260	26%
Agree	393	39%
Neither agree nor disagree	180	18%
Disagree	125	12%
Strongly disagree	59	6%
Total	**1,017**	**100%**

They take an interest in my health and wellbeing

Response	Number of respondents	% of respondents
Strongly agree	395	39%
Agree	379	37%
Neither agree nor disagree	131	13%
Disagree	74	7%
Strongly disagree	39	4%
Total	**1,018**	**100%**

They signpost me to relevant resources to support my health and wellbeing

Response	Number of respondents	% of respondents
Strongly agree	288	28%
Agree	364	36%
Neither agree nor disagree	228	22%
Disagree	94	9%
Strongly disagree	44	4%
Total	**1,018**	**100%**

They take an interest in my professional development

Response	Number of respondents	% of respondents
Strongly agree	292	29%
Agree	366	36%
Neither agree nor disagree	182	18%
Disagree	127	12%
Strongly disagree	51	5%
Total	**1,018**	**100%**

They signpost me to relevant resources to support my CPD

Response	Number of respondents	% of respondents
Strongly agree	205	20%
Agree	289	28%
Neither agree nor disagree	234	23%
Disagree	208	20%
Strongly disagree	81	8%
Total	**1,017**	**100%**

Section: Service provision and waiting times

Information provided to respondents: The following questions relate to waiting within children's speech and language therapy services. This may include waiting for a first appointment or waiting for further intervention and support.

29. Are you concerned about the waiting that children, young people and their families experience within your service for a first appointment?

Response	Number of respondents	% of respondents
Yes	486	66%
No	234	32%
Don't know	18	2%
Total	**738**	**100%**

a. If no, what are your reasons for this response? (multi-select)

Response	Number of selections	% of respondents
Waiting times for first appointments are reasonable in my service	183	79%
Everyone who needs to is able to access the SLT service	101	44%
Children, young people and families are offered information/support whilst waiting	79	34%
Other	40	17%
Waiting is an inevitable part of accessing healthcare services	30	13%
Managing the waits is not my responsibility	9	4%
Total	**232**	**N/A**

b. If yes, what are your reasons for this response? (multi-select)

Response	Number of selections	% of respondents
Waiting times for first appointments are too long in my service	389	79%
Too many children, young people and families are unable to access the SLT service	269	54%
Children, young people and families are offered limited or no information/support whilst waiting	224	45%
I have responsibility for managing waits within my service	123	25%
Other (please specify)	67	14%
Total	**495**	**N/A**

30. Are you concerned about the waiting that children, young people and their families experience within your service for further intervention and support?

Response	Number of respondents	% of respondents
Yes	540	73%
No	163	22%
Don't know	35	5%
Total	**738**	**100%**

a. If no, what are your reasons for this response? (multi-select)

Response	Number of selections	% of respondents
Waiting times for further intervention/support are reasonable in my service	124	76%
Everyone who needs to is able to access the SLT service	72	44%
Children, young people and families are offered information/support whilst waiting	60	37%
Other	28	17%
Waiting is an inevitable part of accessing healthcare services	10	6%
Managing the waits is not my responsibility	5	3%
Total	**163**	**N/A**

b. If yes, what are your reasons for this response? (multi-select)

Response	Number of selections	% of respondents
Waiting times for further intervention/support are too long in my service	435	81%
Too many children, young people and families are unable to access the SLT service	276	52%
Children, young people and families are offered limited or no information/support whilst waiting	194	36%
I have responsibility for managing waits within my service	117	22%
Other	76	14%
Total	**535**	**N/A**

31. What approaches and initiatives have been used in your service in an effort to reduce waiting or minimise the impact of waiting? (select all that apply)

Response	Number of selections	% of Respondents
Telephone helplines	307	44%
Development of web-based resources	425	61%
Offering appointments online	235	34%
Offering appointments over the telephone	279	40%
Information leaflets	330	47%
Drop-in clinics	173	25%
Changing the criteria for referrals to the service e.g. no longer accepting referrals for children under three years old	152	22%
Using a prioritisation system to determine who can access intervention	261	37%
Contacting families who are waiting to check whether they still need support	209	30%
Increased staffing levels	136	19%
Improving retention levels (supporting existing staff)	110	16%
Extending service hours (e.g. to evenings or weekends)	87	12%
Development of new models of service/packages of care	373	53%
Training other staff (such as teaching assistants or healthcare assistants) to provide advice and support	279	40%
Training other staff (such as teaching assistants or healthcare assistants) to deliver SLT interventions	340	49%
Referring on to other services (this may be NHS services or voluntary/community sector)	132	19%
Signposting to other support (this may be NHS services or voluntary/community sector)	272	39%
Patient initiated follow up	201	29%
Other	71	10%
Total	**698**	**N/A**

32. Which of the strategies and measures selected above do you think have had a positive impact for children, young people and families? (select all that apply)

Response	Number of selections	% of respondents
Telephone helplines	210	34%
Development of web-based resources	235	39%
Offering appointments online	103	17%
Offering appointments over the telephone	126	21%
Information leaflets	148	24%
Drop-in clinics	106	17%
Changing the criteria for referrals to the service e.g. no longer accepting referrals for children under three years old	20	3%
Using a prioritisation system to determine who can access intervention	93	15%
Contacting families who are waiting to check whether they still need support	109	18%
Increased staffing levels	106	17%
Improving retention levels (supporting existing staff)	75	12%
Extending service hours (e.g. to evenings or weekends)	51	8%
Development of new models of service / packages of care	205	34%
Training other staff (such as teaching assistants or healthcare assistants) to provide advice and support	191	31%
Training other staff (such as teaching assistants or healthcare assistants) to deliver SLT interventions	235	39%
Referring on to other services (this may be NHS services or voluntary/community sector)	65	11%
Signposting to other support (this may be NHS services or voluntary/community sector)	147	24%
Patient initiated follow up	76	12%
Other	48	8%
Total	**609**	**N/A**

33. Do you feel that your service is able to provide the speech and language therapy that children and young people need?

Response	Number of respondents	% of respondents
Always	30	4%
Usually	253	36%
Sometimes	300	42%
Rarely	113	16%
Never	16	2%
Total	**712**	**100%**

34. What are the main facilitators your service experiences in providing therapy for children and young people? (select all that apply)

Response	Number of selections	% of respondents
Staff expertise and skillset	526	79%
Administrative support	355	53%
Room access/space	295	44%
Enough staff (WTE)	263	39%
Sufficient time	251	37%
Access to technology	186	28%
Clinical equipment	183	27%
Local policies and procedures	155	23%
Funding	137	20%
Other	40	6%
Total	**670**	**N/A**

35. What are the main barriers your service faces in providing therapy for children and young people? (select all that apply)

Response	Number of selections	% of Respondents
Staff expertise and skillset	173	25%
Administrative support	215	31%
Room access/space	335	49%
Enough staff (WTE)	537	79%
Time constraints	514	75%
Access to technology	162	24%
Clinical equipment	159	23%
Local policies and procedures	190	28%
Funding	397	58%
Other	52	8%
Total	**684**	**N/A**

Diversity-related questions

What is your age?

Response	Number of respondents	% of respondents
18-24	45	4%
25-34	291	29%
35-44	288	28%
45-54	234	23%
55-64	135	13%
65+	5	<1%
Prefer not to say	13	1%
Total		**1,011**

Do you consider yourself to have a disability or to be a disabled person?

Response	Number of respondents	% of respondents
No	857	85%
Yes	128	13%
Prefer not to say	27	3%
Total	**1,012**	**100%**

Which of the following best describes your ethnic origin? Ethnicity is defined as including colour, ethnic or national origin, or nationality. Please choose whichever answer best reflects how you think of yourself.

Response	Number of respondents	% of respondents
White	933	92%
Asian or Asian British	31	3%
Black, African, Caribbean or Black British	7	1%
Mixed or multiple ethnic groups	17	2%
Other ethnic group	6	1%
Prefer not to say	18	2%
Total	**1,012**	**100%**

Is the gender you identify with the same as your sex registered at birth?

Response	Number of respondents	% of respondents
Yes	985	98%
No	3	<1%
Prefer to self-describe	3	<1%
Prefer not to say	17	2%
Total	**1,008**	**18,600**

Do you consider yourself to fall under the protected characteristic of 'pregnancy & maternity', as per the Equality Act 2010? 'Pregnancy' refers to the condition of being pregnant or expecting a baby, and 'maternity' refers to the period of 26 weeks after birth. The Equality Act 2010 protections also cover someone who has had a miscarriage.

Response	Number of respondents	% of respondents
No	955	94%
Yes	43	4%
Prefer not to say	15	1%
Total	**1,013**	**100%**

What is your religion or strongly held belief, if any?

Response	Number of respondents	% of respondents
Any other religion or belief	9	1%
Buddhist	5	1%
Christian (Including Church of England, Catholic, Protestant and all other Christian denominations)	387	38%
Hindu	5	1%
Jewish	4	<1%
Muslim	9	1%
No religion or strongly held belief	525	52%
Prefer not to say	55	5%
Spiritual	8	1%
Total	**1,010**	**100%**

What is your Sex?

Response	Number of respondents	% of respondents
Female	966	96%
Male	27	3%
Intersex	0	0%
Prefer not to say	17	2%
Total	**1,010**	**100%**

Which of the following best describes your sexual orientation?

Response	Number of respondents	% of respondents
Asexual	5	<1%
Bisexual	42	4%
Gay man	8	1%
Gay woman/lesbian	10	1%
Heterosexual/straight	861	85%
Pansexual	7	1%
Prefer not to say	65	6%
Prefer to self-describe	10	1%
Queer	3	<1%
Total	**1,011**	**100%**