

Oct 2005 · Issue 642

bulletin

The official magazine of the Royal College of Speech & Language Therapists



Celebrating the
RCSLT's diamond jubilee
1945-2005



ACBS
APPROVED

RESOURCE[®]

ThickenUp[®]

The thickener that knows when to...

Resource[®] ThickenUp[®] is an instant food and drink thickener that's easy to use and knows when to stop!

Resource[®] ThickenUp[®] does not continue to thicken over time and maintains a stable consistency in hot or cold liquids or foods. Perfect for use in patients with swallowing difficulties and ACBS approved for use in the community.



Have you tried our pre-thickened drinks?

- Available in 2 consistencies and 2 flavours



ACBS
APPROVED

RESOURCE[®]

Thickened
Drinks

Novartis Consumer Health UK Ltd,
Wimblehurst Road,
Horsham, West Sussex RH12 5AB.
Tel: 01403 324 135
Fax: 01403 324 042
Website: www.dysphagiaonline.com

 **NOVARTIS**
MEDICAL NUTRITION

www.novartisnutrition.com

Picture: Getty Images

COVER STORY:

Celebrating the RCSLT's diamond jubilee 1945-2005

Royal College of Speech and Language Therapists

2 White Hart Yard, London SE1 1NX

Telephone: 020 7378 1200
email: bulletin@rcslt.org
website: www.rcslt.org

President	Sir George Cox
Senior Life Vice President	Sir Sigmund Sternberg
Vice Presidents	Simon Hughes MP Baroness Jay Baroness Michie
Chair	Sue Roulstone
Deputy Chair	Rosalind Gray Rogers
Hon Treasurer	Gill Stevenson
Professional Director	Kamini Gadhok
Editor	Steven Harulow
Deputy Editor	Annie Faulkner
Publication Editor	Sarah Gentleman
Marketing Officer	Sandra Burke
Publisher	TG Scott (A division of McMillan-Scott plc)
Design	Courts Design Ltd

Disclaimer:

The *bulletin* is the monthly magazine of the Royal College of Speech and Language Therapists. The views expressed in the *bulletin* are not necessarily the views of the College.

Publication does not imply endorsement. Publication of advertisements in the *bulletin* is not an endorsement of the advertiser or of the products and services advertised.

CONTENTS

- 4 Introduction**
- 6 1945-1950:**
World War II and its aftermath
- 8 1951-1960:**
Austerity to rock 'n' roll
- 10 1961-1970:**
The swinging '60s
- 12 1945-2005 at a glance**
- 14 1971-1980:**
A volatile decade
- 16 1981-1990:**
The Thatcher years
- 18 1991-2000:**
Millennium fever
- 20 2001-the present:**
into the 21st century
- 26 Fit for the future**

Introducing 60 years of College history

Welcome to this special *Bulletin* issue to celebrate the diamond jubilee of the RCSLT.

The development of the College is a fascinating topic and we hope that you will enjoy looking back over the last 60 years.

For some it will be a trip down memory lane. For others, it will be their first opportunity to look at the how the College evolved from its beginnings in 1945 to where it is today.

The organisation has changed dramatically in the last 60 years. The individuals who had the foresight to establish the College were real visionaries who saw the need for a robust and professional body and we must thank them for their achievements.

The development of College has taken place in phases. Over the years and the role of the professional body has altered to meet new needs and its priorities have changed to meet different external pressures.

The academic development of the profession is a good example to illustrate this point. The early pioneers set up the standards for the profession and generated the courses, the certification and the diploma. The College was responsible for running the qualifications courses and was the original qualifying body. This was driven by the recognition that we needed to develop some kind of standard.

Although the universities took over this function, College still had a role in quality assuring the whole process. This has moved on again, now that the Health Professions Council has taken on the registering role for speech and language therapists.

Again College had a hand in this. We saw the need for this development before government did. The activities that that College instigated and put in place have since become national standards and we've moved

on to a different focus.

We still monitor the quality of courses and try to address issues through negotiation with higher education institutions and workforce planners, but College's role now focuses much more on professional development and evidence-based medicine.

The latest phase of development is concerned with policy development. While the profession has always engaged politically, it is now an even bigger focus for the College. This is partly due to the demands of the membership, because of greater awareness of how government policy affects service delivery, and because government is also seeking more active engagement from our members to inform policy.

This is a sign of the esteem of the

professional body and the weight that we carry, and is clearly what the early visionaries saw developing.

The RCSLT is now seen a force to be reckoned with by other stakeholders. We have huge momentum behind us. We're a separate and identifiable force and we are definitely making our mark.

I look forward to taking part in the next phase of the College's development and hope that you will be there as the RCSLT continues to grow from strength to strength.

Steven Harulow
Bulletin Editor

Notes from guest contributor Linda Armstrong:

The College's history and development from the 1940s to the 1990s have been drawn from a range of sources, especially content analysis of all the issues in *Bulletin* to December 2000 (560 issues) and the history of the College published in 1995.

Other sources included minutes and internal College papers and historical summaries, as well as published and unpublished work with Jois Stansfield on the history of the professional journal and speech and language therapy undergraduate and postgraduate education and continuing professional development opportunities.

These 'bites' represent a potted rather than a comprehensive and official view of the past 60 years of the College, emphasising what were probably the main themes and events, but also some of our more quirky or controversial moments. They are set within their wider UK and world event contexts.

Acknowledgment:

Thanks to Joyce Cook, Shirley Davis and Sue Swan from the Retired Therapists' Network and the Archive Working Group for having vetted my *Bulletin* content analyses.



NEWSFLASH

In association with The Royal College of Speech and Language Therapists

RS Locums are proud to announce that we will be the **sole sponsor from the recruitment industry** of this year's forthcoming 'Diamond Jubilee Anniversary'.

RS Locums will be attending and exhibiting at this prestigious one day event alongside VIP representatives from the government, Department of Health, the media, the patrons and of course, the most important guests of all...

Speech and Language Therapists

Our highly trained recruitment consultants are experts in the field of locum placements for both full and part-time positions.

Our ability to place candidates in permanent positions within the United Kingdom has been so successful we are proud to announce the introduction of RS Permanents, a dedicated division of RS Locums, specifically working to source and place Speech and Language Therapists.

RS Locums are also proud to announce the opening of our new Audiology Division.

Call Michelle Williams or Gary Young

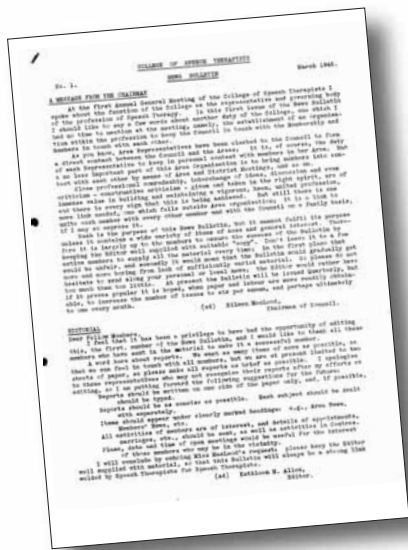
tel: 08450 063 725

speechandlanguage@rslocums.co.uk

www.rslocums.co.uk



In the aftermath of World War II



The first edition of the Bulletin of the College of Speech Therapists

The College of Speech Therapists was founded towards the end of the Second World War. Victory in Europe was celebrated four months later. The United Nations came into existence and the Korean War began. London hosted the Olympic games and bread and clothing rationing ended.

The few who owned televisions in the UK paid £2 for the new licence and the home service and light programme began on BBC radio.

New consumer goods included the espresso coffee machine, the bikini, Tupperware, Cluedo and Polo mints. Firsts included party political broadcasts, Noddy books and the Scouts' 'bob-a-job' week.

A change of government in the UK from a coalition to a Labour majority in 1945 led to the planning and launch of the new National Health Service on 5 July 1948 (alongside the national insurance scheme). The government also implemented the *Education Acts* (England) 1944, Scotland (1945) and Northern Ireland (1948), and the *Children Act* (1948).

The story begins in the 1930s

Although the College of Speech Therapists (CST) was formally founded in January 1945, that ceremony was the culmination of discussions and agreements made in the previous decade. This early history is already described in several publications, although details and dates tend to vary.

Many meetings took place over a protracted war-time period to negotiate the amalgamation of the British Society of Speech Therapists (BSST) and the Remedial Section of the Association of Teachers of Speech and Drama (ATSD[RS]) (later the Association of Speech Therapists), both of which were formed in the mid-1930s.

On 29 June 1939, the representatives of the existing speech therapy schools and societies met informally to explore the possibility of founding a single society. On 18 March 1940, the first meeting of a joint committee took place under the chairmanship of Major Hodgson, who, because he belonged to neither society, was considered unbiased.

Many meetings followed, sometimes at irregular intervals, among the rocket attacks of the London blitz. The path towards amalgamation was not smooth: documents as late as 1942 showed the proposals appeared to be falling through.

On 10 October 1942, the president of the Board of Registration of Medical Auxiliaries convened a meeting of representatives of both societies and recommended that further efforts towards amalgamation should be made.

By 27 March 1943, representatives of BSST and the ATSD(RS) agreed a basis for the formation of a qualifying body for the profession of speech therapy in Great Britain and Northern Ireland.

A speech therapists' interim committee (STIC) of three representatives from each society and an independent person, subsequently acted as the sole recognised qualifying body for the purpose of

registration with the Board of Registration of Medical Auxiliaries.

A provisional council of nine members from each association began in 1943 in preparation for a single organisation. After College's formal establishment, these 18 members became the founder fellows.

Leopold Stein suggested the title 'College' (a group of colleagues) and the proposed organisation became the College of Speech Therapists (CST). The STIC met for nine months in 1944. The first full council of the College was elected in the autumn and met for the first time on 21 October 1944, under the chairmanship of Miss MacLeod.

The plans for the first annual general meeting to launch the College and formally agree the memorandum, articles, and bylaws were, however, postponed in view of London's continuing air raids. So, the first College of Speech Therapists AGM took place on 6 January 1945.

The membership officially agreed that the objects of College were to promote the study of speech therapy, to seek to improve and maintain a high standard of knowledge and to unite all members of the profession. It was also to act as an examining authority (see table one) and a professional organisation.

CST headquarters

The acute financial plight of the College and its early problem of accommodation and furnishings permeate the first issues of *Bulletin*. Originally based at 86 Harley Street, there were several temporary moves before College settled at 68 Queen's Gardens, W2, for some years.

Miss GL Birch began work as full-time secretary to the College on 1 January 1946, replacing Miss Swallow and Miss Wood, the joint honorary secretaries from the two previous organisations. Mrs Moggridge (née Birch) resigned as secretary in early 1950 and Mrs Mackowie (previously clerk to the examinations board) replaced her.



The first post war biennial conference of the Association of Logopaedics and Phonetics, held at the BMA in 1950

At this time, HQ staffing increased with the employment of a full-time senior clerk and a part-time clerical worker. Major Pounsford (a retired Inland Revenue official) was employed as appeals secretary and - at his own request - was not remunerated until he had raised some funds. A research committee appears among College committees in 1946, although it had stopped by 1949.

Awards

Miss Wood was made a fellow, as were (by thesis) Miss Allen ('A study of behaviour problems which are associated with defects of language and articulation in young children') and Miss Butfield ('An introduction to aphasia with special reference to re-education rehabilitation and resettlement'). Mrs Murdo Mackenzie (chairman of the examinations board) was made an honorary fellow.

Early development of the Bulletin

The council discussed the question of an editorial committee for the news sheet, "the committee plans the general lines of the news sheet in concert and prepares and circulates it to members of the College". This news sheet was to be duplicated and issued quarterly and not exceed four foolscap sheets in length. The council also agreed the name, *Bulletin of the College of Speech Therapists*.

Miss MacLeod (council chairman at the time) described the *Bulletin's* purpose in its first issue, "A link to unite each member with every other member and with the Council on a family basis." She continued, "...it is largely up to the members to ensure the success of the *Bulletin* by keeping the editor well supplied with suitable 'copy'."

Pleas were often made for more input from members. For example, in issue two the



editor wrote, "I conclude by voicing once more the urgent need for more articles, letters and suggestions, in the hope that we shall be so 'flooded' with excellent material that it will be essential to publish this *Bulletin* monthly and so keep us constantly in touch with the profession as a whole."

Initially, *Bulletin* was to be issued quarterly. If it proved popular it was hoped - when paper and labour were more readily obtainable - to increase the number of issues to six a year and perhaps, eventually, to one every month. In the event, the number of issues varied from four in 1945 and 1946 to three in 1947 and 1948 (the reduction was due to financial and paper restrictions) to five in 1949 and 1950.

The first issue was limited to two sheets of paper (foolscap size), although this increased to eight sides by issue two.

The early *Bulletins* generally consisted of a short editorial, followed by College notices, detailed area and district news, letters to the editors and short articles. News from the four areas (Northern, Midland, Southern and

Scottish) appeared in most issues.

As the *Bulletin* (and College networks) developed, more articles and more area and district news appeared. Most issues also included information about useful publications and 'news from individual members'. It appears that enclosures accompanied at least some of the *Bulletins*, but none survives. Some early articles and letters to the editor discuss the question of the intelligence of children with speech impairments and with stammers. Later issues were more concerned with hearing impairment/lip-reading and cerebral palsy.

The College adopted The British Society of Speech Therapists' journal, *Speech* and published two editions annually.

Continuing professional development

Refresher courses are mentioned in London in 1947 and in Scotland in 1947 and 1950. College held conferences in 1945 and 1948 in London. Proceedings of these conferences are held in the College archive. ■

Table one: Early examination structure for the award of Licentiatehip of the College of Speech Therapists (LCST)

Part I	Part II
Normal voice and speech: one written paper and one oral	Psychology: two written papers
Phonetics: one written paper and one dictation and one oral	Neurology: one written paper
Anatomy and physiology: two written papers	Speech pathology and therapy: two written papers, practical and an oral
Speech pathology and therapy: one written paper	

Austerity to rock 'n' roll

The early 1950s saw a steady economic recovery, the ending of rationing, a housing boom and the coronation of Elizabeth II.

Internationally, Cyprus became an independent republic, the Bantu self-government act followed the Sharpeville massacre and the Korean war ended. Hillary climbed Mount Everest, the Warsaw Pact was formed and Disneyland opened. Chomsky published *Syntactic Structures*. Soviet troops attacked Budapest, Burgess and Maclean defected, the Treaty of Rome was signed and Sputnik I launched. Bill Haley and the Comets rocked around the clock.

At home TV detector vans, speed radar, parking meters and postcodes appeared. The Campaign for Nuclear Disarmament formed, Windscale (now Sellafield) started producing nuclear power.

It was a period of consolidation with little social policy innovation under a Conservative government, elected in October 1951 and returned in May 1955. These years also saw continuing decolonisation and immigration from the West Indies and Pakistan.

The government was preoccupied with the cost of the NHS, although the Guillebaud report *Cost of the NHS* (1956) found that there had been no widespread extravagance and that there was no need for major reorganisation.

The *Mental Health Act* (1959) was this period's only relevant major item of legislation.

CST headquarters

Council's solicitors strongly advised insurance against legal liabilities – suing for damages was recognised as becoming more common. In 1955 a bloc policy was arranged which indemnified members up to a sum of £5,000 (excluding premises risks) against any claim for damages that might be brought against a speech therapist in the course of their work.

The Soulbury Committee received a CST document in Newton March 1956. The committee considered the salaries and

conditions of service of professional staff employed within the education service who were not teaching, and, therefore, did not come under the Burnham scale.

Speech therapists in the 1950s worked in a range of settings and were employed by a range of different employers in education, health and private sectors, with resultant discrepancies in salary and working environment as well as management.

In the March 1950 *Bulletin*, Elizabeth Hoy, in her letter to the editor, highlighted the range of SLTs' work, "I have been teaching privately and in hospitals for many years and have also undertaken work for the Ministry of Pensions." SLTs were also working further abroad, including Eva Schwarz in June 1953, "Working in Brazil is not all coconuts and coffee...but on the other hand I am not in the jungle."

"The CST withdrew speech therapy from the Register of Medical Auxiliaries in 1955, and a new in-house register appeared"

A badge for members was suggested, amid controversy. Joan Pollitt felt that, "Wearing a badge is associated in my mind with one's school days; it is something which one outgrows." D Rant asked, "Are we to regress to junior school level and emulate our 'gang-age' patients?" She added, "I am getting out my coronation medal and polishing up my beautiful bronze prefect's badge in anticipation."

Nora Betts was much more positive, "A distinguishing mark is an introduction and a protection to the visitor to school or home." CST member KD MacLennan's husband submitted the badge's design, "A round one with a gilt monogram on a black enamelled

background, having a border of cherry red on which the name of the College will be shown in gilt lettering." It was issued to members free of charge in 1956.

A commemoration fund began following the deaths of Dr Boome and Mary Dolman. This was used to form a reference library at the CST HQ. The Speech Therapists' Professional Association (STPA), which was concerned with therapists' salary and terms of service, formed in 1956 from the College's salaries committee.

The Department of Health set up committees in 1949 to examine the supply and demand, training and qualifications of professions employed in the NHS, including speech therapy. The resultant Cope report (1951) recommended the setting up of a Council for Medical Auxiliary Services for registration, with wide powers on training, examination and recruitment, and that speech therapists would continue to be registered as medical auxiliaries.

Miss MacLeod, the only speech therapist on the committee for speech therapy, with four medical practitioners, was co-author of a minority report that disagreed with the Cope report's proposals.

The CST withdrew speech therapy from the Register of Medical Auxiliaries in 1955, and a new in-house register appeared. Statutory registration was the main subject of the chair's 1957 and 1959 annual general meeting address.

The Professions Supplementary to Medicine Bill was presented to parliament in November. This was to provide for the establishment of a council, boards and a disciplinary committee and for registration of certain professions (now supplementary rather than auxiliary to medicine).

Following two extraordinary general meetings in London and Glasgow in late 1959, the CST decided that speech therapy would not be included in this bill, as it would give doctors the responsibility over speech therapists for prescribing treatment and supervising patients. The profession withdrew from it in 1960.

Her Majesty Queen Elizabeth The Queen Mother agreed to be the CST patron in 1959. The 1956 AGM took place in York as an experiment for meetings to be held outside London and repeated every four years. In 1960 Durham was the venue and the CST published *Terminology for Speech Pathology*.

Awards

Annie Glover was made an honorary fellow. Joan Pollitt and Winifred Cooke were awarded fellowships, as was Franklin Brook for the book *Stammering and its Treatment*. Twelve LCSTs received fellowships for distinguished service: Margaret Ashworth, Jane Barn, Peggy Carter, Elisabeth Duncan, Miriam Graham, Margaret Greene*, Catherine Hollingworth, Muriel Knight, Kathleen Morrison, Joan Thurstan, Jessie Turpin and Leonard Willmore.

*Margaret Greene's FCST was noted to be awarded for her book (in lieu of a thesis), *The Voice and its Disorders*.

The Bulletin and journal

By October 1951, the *Bulletin* was no longer a financial liability but earning over £100 each year through advertising. Mrs Hoy and Miss Potts, and then Mrs Hoy alone, were editors before Margaret Greene took over.

There were six issues in 1951-1954, then 10 in 1955. In April 1954 the CST announced that, "For a trial period at least, the *Bulletin* will be published every month". This could not initially be sustained because of a shortage of staff but was later possible, except in the summer holiday period (which resulted in a combined July/August issue).

Stella Mason and Eileen Sprayson followed as editors. A bibliography was regularly printed.

The problem of insufficient editorial copy continued. For example, at the end of her editorship in May 1957, Margaret Greene wrote, "There has never been sufficient original material to allow selection and the maintenance of a high standard of contributions...greater effort on the part of members to maintain the *Bulletin* is still most necessary."

Her successor noted, "I should like to pretend that the first issue of the *Bulletin* for 1958 is brief out of consideration for the office staff... but the dismal fact is that I have put into this issue all the material which I have received." Not one article was submitted



The 1953 International Congress in Amsterdam

for the February 1959 issue.

The CST's professional journal since 1945, *Speech*, became *Speech Pathology and Therapy* in 1958. Its outward appearance changed, but otherwise it continued to be published twice a year during this decade.

Continuing professional development

Although there had been refresher courses in the late 1940s, this CPD opportunity was formalised in the 1950s. Refresher courses were mooted at the AGM in 1951. These were to be implemented in 1953, two a year, with areas taking turns to organise them (see table one). Some of the lectures appeared in the professional journal *Speech*. For example, Orton (1952; 16/2, 46-48) and Ashworth (1953; 17/1, 25-29). Short reports on the courses appeared in *Bulletin*. During the



Eileen MacLeod (left, with Grace Lloyd and Joyce Wilkins) disagreed with the 1951 Cope report recommendations that speech therapists continue to be registered as medical auxiliaries

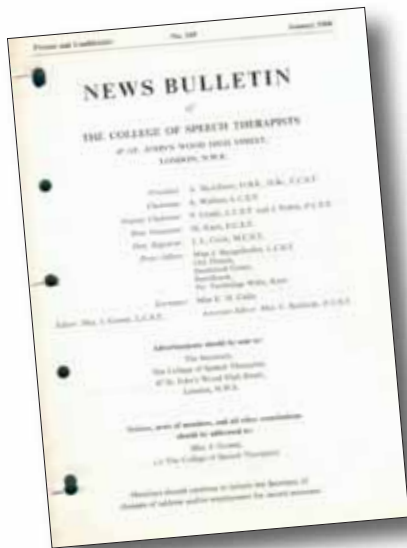
1950s, College held two conferences, in 1952 at Keble College, Oxford, and one in 1955 at Bedford College, London.

A higher qualification, Master of the College of Speech Therapists (MCST) by examination began in 1957. In 1959 Betty Fitch (later Betty Byers Brown) became the first holder of MCST by examination. ■

Table one: Refresher courses in the 1950s

Northern	29-30 August 1952	Speech and hearing
Midland	26-28 March 1953	Speech disorders of neurological origin
Southern	17-18 July 1953	The normal child
Scottish	8-10 April 1954	Voice disorders
Midland	19-21 July 1956	Practical aspects of speech therapy
Northern	11-14 October 1956	Defective articulation and stammering
Southern	26-28 September 1957	Cerebral palsy
Scottish	10-13 April 1958	The problem of stammering
Midland	8-10 September 1960	Language: integration-disintegration-reintegration

The swinging '60s



In the UK, changes in education were implemented, divorce law eased, abortion became legal, laws against homosexual practices were curbed, capital punishment was abolished, and legislation prescribed equal pay for equal work for women.

John F Kennedy and Martin Luther King were assassinated, Winston Churchill, Che Guevara and Walt Disney died and Nelson Mandela was imprisoned.

On a smaller scale, ring-pull cans and flavoured crisps (cheese and onion) became available and the first self-service petrol station opened in London. Mini-skirts (later maxis), the pill, disposable nappies, silicon breast implants, cheque cards and credit cards, breathalyser tests, BBC2, colour television, *News at Ten* and the Sindy doll became part of daily life.

The Plowden report, *Children and their primary schools*, (1967) recommended the establishment of educational priority areas for children in deprived areas and nursery school places for half of three-year-olds and 90% of four-year-olds. The Seebohm report *Local Authority and Allied Personal Social Services* (1968) led to the 1970 *Local Authority Social Services Act*, which created integrated social services departments in England and Wales. The same happened in Scotland following the *Social Work (Scotland) Act* of 1968.

Further relevant legislation included the Robbins report on Higher Education (1963), the *Children and Young Persons' Act* (1969) and the *Chronically Sick and Disabled Persons' Act* (1970). Two green papers concerned the reorganisation of the NHS.

Professional themes and developments

The CST circulated Dr Morley's memorandum, *A profession concerned with disorders of communication to members*. It aimed to enlist consultant and medical officers' help in a bid for recognition of autonomous professional status.

Working parties looked at the speech therapy role in cerebral palsy and special schools and the changing role of the speech therapist. AM Fleming carried out a survey of the supply and demand for speech therapists in the UK. Edna Butfield's *The profession of speech therapy* became available as a reprint.

The CST discontinued bloc insurance because of a 'steady decrease in the number participating' (it was not possible under the CST constitution to include insurance in subscription).

Subscriptions increased from 1 January 1965 having remained stable for a decade. An instalment system began at the end of 1968. Membership stood at 2,091 in 1970. The question of salaries arose in 1963, with concerns about the effectiveness of the Speech Therapists' Professional Association (STPA), which formed in the 1950s by the detachment of the Salaries Committee from College. The STPA later became the Union of Speech Therapists.

The Wallingford weekend policy conference in February 1966 discussed future policy, including the role of the speech therapist, appropriateness of present training, future training and structure of services. A further policy weekend to discuss the implementation of Wallingford's policies took place in the Waverley Hotel, London, in January 1967.

The publicity and publications panel began to publish leaflets, eg *Are you worried about*

your child's speech? and *Teaching your child to talk*, by Tessa Abrahams, Elizabeth Clarke and Sylvia Lewin, three members of the North-west London discussion group. Joyce Mitchell's *Without words* (intended for the relatives of clients with dysphasia where speech therapy was unobtainable) and *Is your child a stammerer?* by Ann Brookes, intended for parents.

CST events

The CST organised various fund-raising events, including a Bluebell picnic, a garden party and market medley to raise £2,100 to celebrate College's 21st birthday in 1966. A second stage of fund-raising began for a 'diagnostic and consultative centre that would provide opportunities for research' (suggested by the Midland area). It was later named the *Gift of speech* campaign, with Norman Jeffries as campaign organiser.

Actor Jack Hawkins, who had had a laryngectomy, used oesophageal voice without a microphone, to launch the campaign at the Mermaid Theatre on 6 June 1968, amid the 'shattering news' of Robert Kennedy's assassination.

During the Silver Jubilee year in 1970, the CST announced an amnesty for lapsed members and a Jubilee Ball. A cocktail party took place in December in the presence of the patron, Her Majesty Queen Elizabeth The Queen Mother.

Pre-qualifying courses

In the 1960s there was a fundamental shift in pre-qualifying courses, with the first speech therapy graduates completing a university degree course offered at University of Newcastle (a contentious move at the time).

This course also provided the first professional qualification not given by the CST through its part I and part II examinations. Other new pre-qualifying courses were established in the UK during this decade in what are now Manchester Metropolitan University, Leeds Metropolitan University and Birmingham's University of Central England. ☑



CST patron Her Majesty Queen Elizabeth The Queen Mother attended the College's silver jubilee cocktail party in 1970



Students at the Central School of Speech and Drama receive a tutorial on facial musculature

Lectures, courses and conferences

Five Jansson lectures took place in the 1960s, with funding donated on the death of a member, Gladys Jansson (see table one).

Refresher courses, organised by the different College areas, ran throughout the 1960s (see table two). Some of the papers presented were later published in the College journal. Surviving audiotape recordings from some of these events are now archived at the RCSLT.

The 1961 conference took place in Birmingham and the CST produced a book, *Signs, signals and symbols*, based on 23 papers read at the conference. College's sixth conference, on the theme of 'Diagnosis, theory and practice' took place in Glasgow in 1966. 'A time to speak' was the theme for the 1970 Manchester conference.

Awards

The award of MCST by examination was given to Jean Hutton, Joyce L Cook, Renata Gillmore, Barbara J Drew, Lilian McGregor, Norma Pyper, Patricia Pollard, Anne Stoneman and Anne Christopherson. Professor Court and Fenton Braithwaite among others, received honorary fellowships. Fellowships were awarded to Joyce Mitchell, Mary Courtman-Davies, RE Stark, Coral Richards, Mary M Harris, Rona Williams, MO Hamlen and AI Neaves.

College headquarters

The CST headquarters moved in July 1964 to rented premises at 47 St John's Wood High Street, NW8. The College offered Miss Collis (secretary) a 'salary more in keeping with the responsibilities that the work entails' and Mrs Cathie was appointed to assist in the office. Miss Collis retired following the 1968 AGM

and Mrs Fishman (her deputy) took over the post. Mr J Broadbent began work as director of services on 1 March 1970, initially for a year.

A new badge became available, with a 'quite simple' design by Miss Mathias. Badges initially cost 8s. 6d (42_p) for rhodium plate or £1 10s (£1.50) for silver. Again, as in 1956, the wearing of a badge proved contentious, producing several letters to *Bulletin*.

College trialled a library scheme for borrowing books and Mr Good established a library of tape recordings. In 1967 the College library was given on permanent loan to the Royal National Institute for the Deaf library, until suitable premises for the CST library became available.

The Bulletin and journal

Five editors oversaw the *Bulletin* in the 1960s. The pattern of 11 issues a year continued (no September issue) until 1970.

A new format for the *Bulletin* began in mid-1962. The small blue booklet with added pages initially produced complaints over the print size. January 1965 saw a further change of printer and appearance.

The main themes found in the *Bulletin* in the 1960s were changes in CST policy, the CST's 21st and 25th anniversaries, the *Gift of Speech* campaign and the run-up to the Quirk report. The professional journal changed its title from *Speech Pathology and Therapy* in 1966, when it became the *British Journal of Disorders of Communication*. ■

Table one: Jansson lectures in the 1960s

1962	W Grey Walter	Brain mechanism and language
1964	Sir James Pitman	Success or frustration in human communication
1966	BM Foss	Psychological aspects of training in communication
1968	Dr Barry D Wyke	<i>Deus ex machina vocis</i> – an analysis of the laryngeal mechanism of speech
1970	Prof D Russell Davis	Interact and communicate

Table two: Refresher courses in the 1960s

Midland	2 December 1961	Reading
Northern	3-6 October 1962	
Southern	4-7 September 1963	The development and practice of clinical techniques in the treatment of aphasia
Scottish	1-4 April 1964	
Midland	7-10 April 1965	Some psychological and educational aspects of the speech therapist's work
Northern	18-21 October 1967	Linguistics and programmed learning
Southern	17-20 September 1969	
Scottish	25-28 March 1969	The non-fluencies of speech

1945-2005 at a glance

Some of the news and events from the College's last 60 years

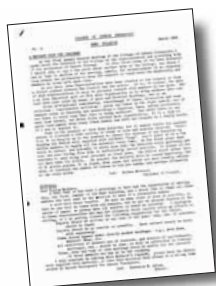
1934-1950

- 1934** – Association of Teachers of Speech and Drama (ATSD) formed, with a remedial section for speech therapists
- 1935** – British Society of Speech Therapists (BSST) formed
- 1935** – BSST journal *Speech* first appears
- 1943** – Remedial Section of ATSD renamed Association of Speech Therapists
- 1943** – 2 December, first meeting of the provisional Council of College of Speech Therapists
- 1944** – 21 October, first Council elected under chairmanship of Eileen MacLeod



Eileen MacLeod (left) with Grace Lloyd and Joyce Wilkins

- 1945** – 6 January, formal ceremony at Young Women's Christian Association Central Club of the foundation of College of Speech Therapists (CST) – a professional organisation and examining body



The first Bulletin, 1945

- 1945** – Ministry of Education 'Handicapped pupils and school health service requirements' requires all local education authorities to provide special education treatment for certain categories of children, including those with 'speech defects'
- 1948** – first CST diplomas awarded
- 1948** – King George VI becomes royal patron of CST

1951-1960

- 1951** – Cope report on recruitment and qualifications of speech therapists
- 1952** – CST incorporated



Amy Swallow, Dr Ann McAlister, Dr Muriel Morley

- 1955** – CST withdraws from the Register of Medical Auxiliaries and begins to publish its own register
- 1956** – Speech Therapists' Professional Association (STPA) formed from CST salaries committee to handle matters relating to salaries and terms of service
- 1958** – professional journal *Speech* becomes *Speech Pathology and Therapy*
- 1959** – CST decides to stand outside Professions Supplementary to Medicine Bill
- 1959** – Her Majesty Queen Elizabeth The Queen Mother becomes royal patron of CST

1961-1970

- 1966** – *Speech Pathology and Therapy* becomes *British Journal of Disorders of Communication*
- 1967** – first undergraduate speech therapists graduated at University of Newcastle
- 1967** – Speech Therapists Professional Association becomes Union of Speech Therapists
- 1970** – CST silver jubilee, with royal reception at St James's Palace



Her Majesty Queen Elizabeth The Queen Mother cuts the CST Silver Jubilee cake

1971-1980

- 1971** – MSc in Human Communication offered at Blackfriars (now City University) in conjunction with Guys Hospital
- 1972** – Quirk report, recommendations include: the speech therapists' responsibility for devising therapy should remain fundamental; there should be a unified organisation for the profession within the field of health and an adequate career structure should be established
- 1973** – profession votes on change of name – it continues as 'speech therapist'
- 1974** – NHS reorganisation locates all speech therapists within health service
- 1974** – a committee of inquiry into the pay and related conditions of service of the professions supplementary to medicine (Halsbury) recommends a revised grading structure and improved pay scales
- 1975** – Betty Byers Brown appointed as adviser to Department of Health and Social Services (DHSS)
- 1976** – Union of Speech Therapists amalgamates with the Association of Scientific, Technical and Managerial Staff (ASTMS)
- 1977** – move to Harold Poster House
- 1979** – profession votes twice on change of name, but continues as 'speech therapist'

1981-1990

- 1981** – *Education Act* introduces special educational needs and statementing, based on Wolfenden report (Warnock)
- 1983** – speech therapy sits outside the pay review body for midwives, health visitors and professions allied to medicine
- 1983** – profession votes on change of name – continues as ‘speech therapist’
- 1984** – first all graduate entry into the profession
- 1987** – first *Speak Week*
- 1988** – new grading structure
- 1990** – second *Speak Week*
- 1990** – Robert Fawcus becomes the first speech therapy professor



Bulletin celebrates the first speech therapy professor

1991-2000

- 1991** – CST becomes College of Speech and Language Therapists (CSLT)
- 1991** – publication of *Communicating Quality*, professional standards for SLTs



Randolph Quirk and Liz Clarke launch CQ1

- 1991** – Shirley Davis appointed first professional director of CSLT



Shirley Davis (right) with Bulletin editor, Sally Heath

- 1992** – *British Journal of Disorders of Communication* becomes *European Journal of Disorders of Communication*
- 1992** – CSLT moves to Bath Place
- 1994** – Winslow Press Award (later Speechmark bursary) begins



Saying goodbye to Harold Poster House

- 1995** – Golden Jubilee year, with jubilee conference in York
- 1995** – *A History of the College, 1945-1995*, edited by Sandra Robertson, Myra Kersner and Shirley Davis



A History of the College 1945-1995

- 1995** – CSLT becomes the Royal College of Speech and Language Therapists (RCSLT)
- 1996** – *Communicating Quality 2* published
- 1996** – RCSLT members vote in favour of regulation under the Council for Professions Supplementary to Medicine (CPSM)
- 1996** – Sternberg award for clinical innovation launched
- 1997** – speech and language therapy assistants network established
- 1997** – retired therapists' network established
- 1997** – equal pay for equal value cases victory
- 1997** – RCSLT website launched
- 1998** – 50th anniversary of the NHS
- 1998** – *European Journal of Disorders of Communication* becomes *International Journal of Language and Communication Disorders*
- 1999** – RCSLT HQ moves to White Hart Yard



Lord Ashley of Stoke opens White Hart Yard

- 1999** – *Professions Supplementary to Medicine 1960 Act* amended to include SLTs
- 1999** – December, reception on communication aids hosted by Lord Ashley in the House of Lords
- 2000** – May, part-time Scottish Officer appointed
- 2000** – October, profession becomes regulated by Council for Professions Supplementary to Medicine (CPSM)

2001-present

- 2002** – CPSM ceases to exist, function taken over by Health Professions Council
- 2002** – speech and language therapy support staff join RCSLT as associate members
- 2003** – HRH The Countess of Wessex becomes RCSLT Patron



The Countess of Wessex launches the Talking Point website in her first official engagement as RCSLT patron

- 2004** – October, government initiates Agenda for Change
- 2004** – *RCSLT Clinical Guidelines* published
- 2004** – *Bulletin* and *Supplement* magazines relaunched
- 2005** – RCSLT relaunches website

A volatile decade



A Labour government replaced the Conservatives in 1974. A second election later that year confirmed Labour in government, without an overall majority, but with problems of high inflation and many industrial disputes, including the newspaper unions and 'the winter of discontent'.

A pay freeze in late 1972 and pay restriction in the public sector in 1975 affected the profession, with therapists involved in protest marches and demonstrations.

Oil prices rose dramatically and the government implemented a 'state of emergency' in 1973 because of the energy crisis (including a TV blackout after 10.30pm). A three-day week for industry began. Troops cleared 70,000 tonnes of refuse after a nine-week strike by bin collectors. Britain also entered the Common Market (the European Economic Community).

The Troubles continued in Northern Ireland. A referendum in 1973 produced a large majority vote for Northern Ireland to remain part of the UK.

Decimal currency began in February 1971; VAT in 1973. New legislation included the *Sex Discrimination, Immigration and Prevention of Terrorism Acts*. Child Benefit began (at £2 a

week per child). Free contraception became available on the NHS. Women's pay in Britain represented 60% of men's.

On a lighter note, hot pants and glam rock dominated fashion and popular music in the early 1970s. Abba won Eurovision and Queen produced the first pop video (for *Bohemian Rhapsody*). George Lucas released the first (or fourth) episode of *Star Wars*, skateboarding became popular and the Yorkie bar and *Post-it* note appeared.

The proceedings of the House of Commons were broadcast live on radio. There were several firsts: the word processor, McDonald's opening in the UK and a cloned rabbit. The first IVF baby was born. Concorde began regular passenger services.

Votes on devolution in Scotland and Wales failed to produce the required majorities. Margaret Thatcher (Conservative) became the first female British prime minister in 1979. The Commission for Racial Equality was established. The Queen celebrated her silver jubilee. The Iranian Embassy siege took place. There was a hunger strike at the Maze prison and John Lennon was shot dead.

Professional themes and developments

The enquiries which professionally dominated the 1970s were the *Report from the Committee of Enquiry into Speech Therapy Services* (Quirk Report), the [Halsbury] Committee of Enquiry into pay and related conditions of nurses and midwives, also professions supplementary to medicine and speech therapists, the Clegg Report (from the standing commission on pay comparability, which was not adopted by government) and the Warnock report (Enquiry into Special Education).

Quirk in particular was fundamental to the profession's future development. Speech therapists were unified within the NHS, the profession was deemed autonomous of medicine, and a target was set for increased establishment and a firm career structure developed.

Other themes for College and its members

during the 1970s included CST accommodation, effectiveness of dysphasia therapy, the name of the profession, registration for speech therapists and reorganisation of NHS and local authorities. specific interest groups (SIGs) were beginning to be formed – the first ones being SIG geriatrics and Scottish SIG geriatrics.

The Quirk Report raised the issue of a change of name for the profession and was considered by council. A voting paper in 1973 produced 1,200 returns. Two-thirds of the membership voted for a change of name, but there was no conclusive vote on what the change should be (there was a large spread of votes over 21 proposed names). A further voting paper was issued in 1974, with a choice of the seven most popular names from the previous ballot. The membership gave no clear mandate on this second vote, with only a small proportion of the profession returning the voting paper.

Council decided that the name of the profession would remain unchanged and the matter should be raised again in the future. It was, in 1979 when the top five names from that poll were used in a ballot, kept open because of postal difficulties. This resulted in a further ballot, with a choice of the most popular two names from the June 1979 ballot – 'speech pathologist' and 'speech therapist'. The title 'speech therapist' was retained by a vote of 1,033 to 515.

Events and continuations

The *Gift of speech* campaign, with Norman Jeffries as campaign organiser, became the National Research Trust for Speech Therapy. However, by 1970 only £8,423 had been raised. Norman Jeffries died in 1971. Christmas cards sales in 1972 made £324.03.

A technical advisory committee was formed and a new trust deed was drawn up. Its name was changed to National Speech Therapy Development Trust from April 1976. The Trust's monies were eventually merged with those of the CST.

The CST adopted a new memorandum and articles of association in July 1977 and 

the CST was registered as a charity. The Department of Social Services appointed Betty Byers Brown as the first national adviser for speech therapy.

Some of the early major contributors to our professional development died in this decade, including Maud Wohl, Ivy Hastings, Mary Sheridan, Winifred Kingdon Ward and Ida Knight.

Post-qualifying lectures, courses and conferences

Five Jansson lectures were given in this decade (see table one). Refresher courses continued through the early part of the 1970s but were later abandoned. In 1971, the Midland area organised a course on disorders of voice and resonance. The 1973 refresher course, *Assessment, diagnosis and treatment of disorders of communication*, was held in the Scottish area, the 1974 one in Leeds and in 1976 in Brighton. *Bulletin* contains only scant details of these courses. The 1975 conference, *The seven ages of man*, was held in Cardiff, and in 1979 the profession conferred in Warwick. An MSc in Human Communication started in Guy's Hospital Medical School.

Awards

Honorary fellowships were awarded to, among others, Randolph Quirk and Ian Simpson. Fellowship by thesis had been awarded to 15 members by the end of 1973. MCSTs were awarded to Catherine Jones and Rayleen Eaton. Fellowships were awarded, among others, to Robert Fawcus and Jean Cooper. Muriel Morley received an OBE in 1980.

College headquarters

There were small and large inconveniences for the CST, including the postponement of the 1971 AGM because of a postal strike.

Mr Broadbent, director of services, resigned in 1972. Major Calver was appointed as full-time development officer. Rosemary Kelham took over the tape library in 1975 from William Good and it moved to City of Leicester College Department of Speech Pathology and Therapeutics.

The professional body's headquarters continued in the early part of the 1970s in rented accommodation above car showrooms. Throughout 1976, Mrs Greenwood (deputy treasurer) sought new premises to replace the St John's Wood office,



From right: Betty Byers Brown, Alison Neaves, Catherine Renfrew, Brenda Kellet and Adrienne Marks

which was shared with school meals' organisers. The CST bought 6 Lechmere Road, London NW2, but had to raise £17,000 (it had £10,000 available). Mrs Greenwood requested that each member donate £6 to the College Building Appeal.

Council named the premises Harold Poster House after the man who gave a substantial donation towards the cost of the building, provided the office furniture and an opening reception. It was ready for occupancy by July 1977.

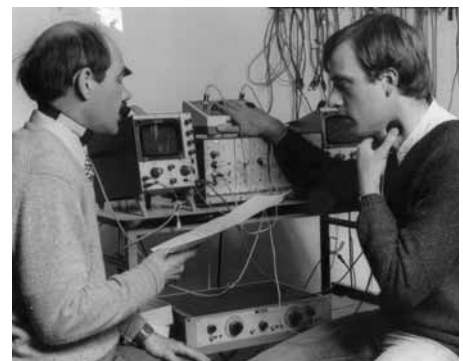
Financial difficulties in the CST led to the appointment of a 'Ways and means committee' in 1971 to look at raising income. Extra donations with 1973 subscriptions totalled £130 and all members were asked to donate £1 to raise £2,400.

The Joan van Thal memorial fund was established. Subscriptions increased from April 1976, 1979 and, again, from April 1980.

The *Bulletin* and journal

The monthly College publication became smaller with a mid-blue cover and better quality paper. It was named *Bulletin* instead of *News Bulletin*.

Job adverts still appeared in the middle of the magazine but were now in blue paper, described as the *Advertisement Supplement* and with new commercial rates. A list of CST



SLT Eric Foggist with Dr Peter Hawkins, Linguistics Lecturer at QMC

advisers appeared from time to time.

The bibliography continued until 1977 and extracts from parliamentary proceedings started. Book reviews appeared with increasing regularity. Research notes were introduced in 1980, with 79 speech therapy research projects listed by topic in this section.

Advertisements and information appeared for a range of technological aids, such as Wohl metronomes, relaxometer, Canon repeat-Corder L, electronic stammering aid and SAM (the sound activated monkey).

The College's professional journal continued as the *British Journal of Disorders of Communication* throughout this decade, but grew from two issues per volume to three in 1979. ■

Table one: Jansson lectures in the 1970s

1972	Dr David Crystal	Linguistic mythology and the first year of life
1974	Professor Laura L Lee	Developmental sentence analysis
1976	Lord Halsbury	Some thoughts on language
1978	Baroness Masham	
1980	Dr Roy McConkey	Sharing knowledge of language with children and parents

The Thatcher years



The UK had a conservative government throughout this decade, with an increased majority in 1983 and a major privatisation policy.

There was more interest in personal fitness (and diet) and many technological advances, including mobile phones, phone cards, digital cameras, CDs, the Windows operating system, satellite television, Nintendo video games, laptop computers, disposable cameras, DAT recorders and fax machines in offices (including the CST).

Prince Charles married Lady Diana Spencer, and Prince Andrew married Sarah Ferguson. Seat belts for front seat passengers in cars became compulsory. Yuppies appeared.

There was a major famine in Ethiopia, which led to Band Aid and Live Aid. Comic Relief organised the first 'red nose day'. The IRA bombed the Grand Hotel in Brighton. Spain re-opened her border with Gibraltar and women protested at Greenham Common against cruise missiles.

Ayatollah Khomeini issued a fatwa against Salman Rushdie for his book *Satanic Verses*. Shipyard workers went on strike in Poland, precipitating fundamental social change. The Berlin Wall fell, Germany reunited and the Cold War formally ended. Iraq invaded Kuwait.

Major disasters included Bhopal, Chernobyl, the explosion of the shuttle *Challenger*, Lockerbie, the Exxon Valdez running aground in Alaska, and Hillsborough. Scientists discovered HIV and AIDS.

CST headquarters

In view of financial problems, the CST held a raffle in 1981 and raised just over £12,100 of the £40,000 target. It also reduced the number of councillors from 18 to 12 in 1983, with changes to the regions.

The CST marked its 40th anniversary at the 1985 AGM. Most tapes in the CST tape library were considered out of date. Following feedback from members, the library closed.

The Home Office refused a submission for the grant of a royal charter, but it was noted that the matter could be raised again in four to five years' time. In 1983, members were again balloted on the name of the profession and 1,454 members returned their ballot papers. As 'speech therapist' received more than 50% of the votes, this name was again retained.

The last CST examination took place in 1984 and so an all graduate-entry profession was established.

Dominick Wiseman joined the staff at the CST HQ in 1986 as administrator. General secretary Pat Fishman's retirement party speech is printed in *Bulletin* number 423. Jayne Comins started as part-time information officer in 1989. College bought a computer, word processor and photocopier to improve the service to members. Initial delight with the accommodation in Harold Poster House in 1977 had changed by 1986 to dissatisfaction with its location and size.

A working party considered a move. It recommended that the CST should stay in London - this met with some resistance in Scotland - and members' views were sought. Harold Poster House needed major repairs.

Council commissioned Michael Faulkner to carry out a pilot study into speech therapists' perceptions of issues facing the

profession. His findings were agreed in principle at Council and a development team formed to decide on the CST and professional objectives. This team produced an interim report, which concentrated on College restructuring as the most important task. The membership voted on the proposed constitution drawn up by the team. The proposal was accepted, but the constitution was not adopted as not enough votes were received.

The Warnock report (1978) and the *Education Act* (1981) changed speech therapy practice with children with special needs. Miriam Hall replaced Betty Byers-Brown as adviser to the Department of Health and Social Services in 1981 and was, in turn, replaced by Sue Swan in 1985. Diana Davey received the last FCST by thesis in 1988.

Area health authorities in England and Wales became district health authorities. The profession did not join the Pay Review Body but was transferred to the new Professional Staffs Whitley Council.

Speech and language month in Donegal in 1985 served as a precursor to a number of *Speak Weeks*, the first of which ran from May 11-15, 1987. The *Speak Week* committee reconvened for *Speak Week*, 5-11 March 1990.

While *Bulletin's* appearance changed several times in the 1980s, the *British Journal of Disorders of Communication* continued with three issues a year.

A reception took place at the Royal Palace of St James' to mark the Patron's 30th anniversary on 28 June 1989. *Bulletin* issue 448 commemorates this event. A 90-year birthday tribute to HM Queen Elizabeth, The Queen Mother, took place in 1990.

CST papers and working parties

Bulletin issue 412 featured a brief on AIDS and hepatitis B precautions. The academic and register board produced a discussion paper on registration. Initially, at least, no members responded. Elspeth McCartney, as chair of the registration sub-committee, produced a briefing paper on the subject. Council agreed that registration should



From right: Diane Leston, Diana Cox and Sue Swan present a petition to Downing Street



Celebrating the CST 40th anniversary

become a major objective.

A CST working party formulated a new approach to clinical undergraduate education. Other codes of conduct and guidelines available in 1987 were disciplinary rules, recently revised code of ethics and professional conduct. Guidelines for private practice and for research were prepared. Council approved a career structure policy paper, standards of practice and professional accountability papers.

Council also agreed a paper on speech therapy helpers and set up working parties for models of service organisation and paradigm of operation. Guidelines on child abuse, local lobbying and College pamphlets were published.

Position papers became the normal way for College to issue statements on policy, including, *The role and responsibility of speech therapists in child language disability*.

A dysphagia working party drafted a position paper and guidelines while another drafted guidelines for good practice for health services to black and minority ethnic groups. Council approved dementia and education working parties.

Position papers on violence, good practice in aphasia therapy, a code of ethics and professional conduct, and ethical guidelines for research appeared. A private practice working party was authorised. The advanced studies committee prepared the position paper, *Continuing professional development - a way of life*.

Quality assurance was on the College's urgent agenda in 1987. An aphasia working party met with interested and sympathetic

doctors to discuss improving channels of communication.

Technology

Bulletin advertised several technological therapeutic and communication aids during the 1980s, including Easi-Com, Siemens SI Speech Display Unit, Vocaid, Stoma button, Jedcom speech amplifiers and artificial larynx, C-Speech, Convaid, Aleph One - DAFONE and relaxometer, single switch communicator.

A section 'Speech therapy and computers' appeared regularly in *Bulletin* in the early 1980s. This included reviews of software, for example, the Frenchay Dysarthria Assessment and LARSP. The CST working party on computers and speech therapy circulated a questionnaire to members and provided members with a model of collaboration with programmers.

Members

Ray Michie was elected an MP. Margaret Greene received an OBE, as did Jean Cooper and Daphne Hamilton-Fairley.

The deaths of several prominent early members and pioneers occurred during this decade, including Anne McAllister, Beryl Hammond, Eileen MacLeod, Muriel Ferrie,

Muriel Knight and Amy Swallow.

Overseas

Articles on speech therapy overseas were published in *Bulletin*, including Australia, Belgium, Canada, Cyprus, Fiji, Germany, New Zealand, Nicaragua, Tanzania, and Uganda. Reciprocal recognition with South Africa in the 1980s was the topic that produced most letters to *Bulletin*.

A referendum took place, which in council's view produced no mandate to change current policy. An article on what College could do against apartheid, by Speech Therapists Against Racism (STAR), appeared in *Bulletin* issue 437.

CPD

The series of Jansson lectures continued (see table one). Some appeared as papers in the journal. The College held only one conference, at Exeter in 1987.

The CST formally recognised specific interest groups. City of Birmingham Polytechnic advertised a postgraduate diploma in advanced clinical studies (speech therapy). The first advanced specialist course (hearing impairment) was launched, followed by others on mental handicap, the elderly and voice. ■

Table one: Jansson lectures from 1981 to 1990

1982	Prof P Bryant	Phonological strategies in learning to read and spell
1984	Betty Byers Brown	Evidence upon which to act: the identification of communication disorders
1986		
1988	Dr N O'Connor	The performance of the 'idiot-savant': implicit and explicit
1990	Alan Newell	Assisting interaction with technology: research and practice

Millennium fever



The Conservative party gave way to Labour in 1997 and devolution took place in Scotland and Wales. The government negotiated the Good Friday Agreement in Northern Ireland. The National Lottery and the Euro were launched.

Linford Christie won the 100 metres at the Barcelona Olympic Games. Diana, Princess of Wales, and Mother Teresa died. Sophie Rhys-Jones married Prince Edward. Buckingham Palace opened to the public.

Technological developments included more destructive computer viruses, virtual reality arcade games, mini discs and more accessible Internet access via the World Wide Web.

Children looked after their Tamagotchis and the first Harry Potter book appeared. *Absolutely Fabulous* and the *Teletubbies* were on television. The Titanic sank again and the Spice Girls announced 'girl power'.

Overseas, Disneyland Paris opened, the Bank of Credit and Commerce International and Barings collapsed. Operation Desert Storm attempted unsuccessfully to overthrow Saddam Hussein. Concorde crashed in Paris.

Nerve gas released in Tokyo's underground left many casualties, and the Russian nuclear submarine Kursk sank. A government building in Oklahoma was bombed. A coup against Mikhail Gorbachev's government failed but he later resigned. Several countries

became independent of the USSR - Estonia, Latvia, Armenia and Ukraine.

The European Community became the European Union and a single market. Bill Clinton became the 42nd US President. Scientists cloned Dolly the sheep and established a link between bovine spongiform encephalopathy and Creutzfeldt-Jakob disease. The Millennium Dome and London Eye were precursors to worldwide celebrations on 1 January 2000. The Y2K bug proved to be a damp squib.

(R)CS(L)T HQ

After two earlier votes for the status quo, a special College issue of *Bulletin* reflected the profession's change of name to speech and language therapy in 1991.

With the profession name change came a change to the College's logo, a move that prompted mainly negative correspondence. For example, Barbara Howse wrote, "I shall be grateful if someone could explain the significance of the new College logo. Have I missed some deeply significant interpretation of the pattern of blobs?"

Amanda Mozley commented that the logo represented the profession and College, "fragmented, dispirited, incomplete, messy and completely unable to communicate succinctly and dynamically our present

professional role in modern health care".

The post of professional manager (Deborah Rossiter) evolved as Shirley Davis became the professional body's first Professional Director in 1991. This decade also saw Pam Evans and Kamini Gadhok take over this leading post.

Harold Poster House went up for sale in 1991. College bought 7 Bath Place and the Lord Mayor of London officially opened it in spring 1992. In 1999 College moved again to White Hart Yard, London SE1.


A CSLT renaissance programme took place in 1992, during which sectors of the profession were invited to the new HQ. The first event was for retired and distinguished members. It was followed by days for advisers, SIGs and specialist groups, students and local groups. The HQ went on tour in 1996, the year of the member, with a series of roadshows.

The CSLT's position papers and guidelines became *Communicating Quality: Professional Standards for Speech and Language Therapists (CQI)* in 1991. The position paper on dementia was the last of its kind. *CQI* was described as a major publication unprecedented in its scope by any other caring profession. Anna van der Gaag edited the second edition in 1996.

Clinical Guidelines by Consensus appeared in 1998. The NHS Women's Unit funded a CSLT research proposal on a survey of recruitment, retention and re-entry of staff. Diane Bebbington ran the project and Deborah Rossiter continued this theme in the later part of the decade and beyond.

College developed graduate information and student packs and published *Audit: an introduction for speech and language therapists*, by Anna van der Gaag, Karen Glass and Dot Reid.

In 1993 College reviewed and clarified its articles of association and finalised a new complaints procedure. After adopting the articles at an extraordinary general meeting, the make-up of council again changed.

A shared physiotherapy, occupational therapy and speech and language therapy 

position statement on research and development was launched. From 1995, the professional body began offering a major research grant annually of up to £20,000. The first recipient was Christine Lucas for an evaluation of the management of dysphagia in two district general hospitals.

In 1992, the CSLT launched the concept of a policy review forum, a new, consultative, policy development procedure held over two days, with dysphagia as the first topic. The second forum was speech and language therapy in education, followed by education for practice.

The latter led to the academic board organising a series of four forums to explore the role and training of clinicians who provide education for students on clinical placement. The fourth forum focused on the relationship between generalism and specialism.

Forums continued throughout the decade, including counselling, statementing and dysphagia (again). The latter led to the inclusion of dysphagia within speech and language therapy undergraduate education.

Golden jubilee year

Council reapplied to the Home Office for consent to use 'Royal' in the College's title. This was granted on 10 May 1995. The RCSLT published a history of its first 50 years, given free to members. The jubilee conference *Caring to communicate* was the first College conference since 1987. As part of the jubilee year, members were invited to submit to *Bulletin* 50-100 words on change and innovation. Fifty ideas were requested, to come under the title '50 gold nuggets'.

Three 50-year-old SLTs were 'made over' on television. A summer ceilidh ball was successful. Council agreed a golden jubilee welfare fund. A competition for the best 'tips for talking' was launched in preparation for the publication of a leaflet '50 tips for talking'.

The profession - themes and developments

Council's vision of professional standards, registration process, accreditation and a professionally run service to members prepared members for the developments ahead during this period.

Voluntary registration began in 1991 as a step towards statutory registration and

protection of the profession's title. As part of this non-statutory registration process, members logged their continuing education and professional development from 1993. A form standardised this from 1994 (the professional log), which by 1996 had to be counter-signed.

A major review of the *Professions Supplementary to Medicine Act 1960* was announced in 1995. The profession voted in 1998 in favour of joining the Council for Professions Supplementary to Medicine and, at the last gasp, included speech and language therapy. The route to state registration and title protection was opened.

The equal pay for equal value cases were victorious. College launched the *BT Speech Therapy Bursary* in 1991 and the annual £1,000 *Sternberg Clinical Innovation Award*, based on funding from Sir Sigmund Sternberg, in 1996. The third *Speak Week* (renamed *SpeakWatch*) took place on 14-18 March 1994.

College introduced the Read Coding system to members in 1993 and mentioned this in *Bulletin* throughout the decade. The College of St Mark and St John founded the first speech and language therapy-qualifying course in southwest England. Features and notices about speech and language therapy assistants began to appear in *Bulletin*, with standards and Scottish and National Vocational Qualifications being developed.

The RCSLT established an assistants' network in 1997. A network for retired therapists started in 1997.

The Bulletin and journal

College celebrated the *Bulletin's* 500th issue in December 1993 with a double-page spread, including short items from several past editors.

There were changes of appearance in 1992, 1994 and 1999, with increasing use of colour.

Table one: Jansson lectures from 1991 to 2000

1992	Anthony Clare	Communication in medicine
1995	Heinz Wolff	
1998	Brian Williams	Teamwork and skill-mix. Do they improve care for older patients?
2000	Richard Wise	Imaging of word perception



Randolph Quirk and Liz Clarke launch CQ1



Shirley Davis (right) with Bulletin editor, Sally Heath

By the end of 1994, copy was being requested on floppy disc.

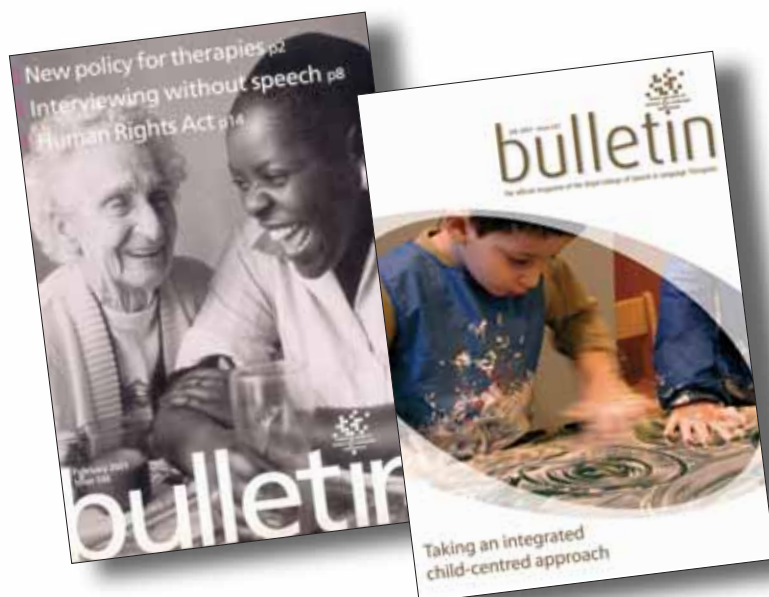
The European Journal of Disorders of Communication became *the International Journal of Language and Communication Disorders* in 1998.

Continuing professional development

Two College conferences took place in this decade, in 1995 in York and *Communicating the evidence* in 1998 in Liverpool. The second run of the advanced studies course in aphasia was cancelled due to the small number of applications received, but re-advertised with a new format. This pattern pervaded this form of CPD into the 1990s and gradually these courses fell through.

The Jansson lecture series continued in the 1990s - see table one. ■

Into the 21st century



After the excitement of the millennium, the 21st century has brought new challenges and opportunities to the RCSLT and the speech and language therapy profession.

New regulation for SLTs

The *Health Professions Order 2001* established the Health Professions Council (HPC) to replace the Council for Professions Supplementary to Medicine (CPSM), which it did on 1 April 2002.

The order gave the HPC greater statutory powers than the CPSM, such as the protection of professional titles, and the HPC began to establish standards and requirements for education across the professions it registered. It also developed a system to introduce continuing professional development (CPD) into the HPC registration process.

In 2005 'Speech and language therapist' became one of the HPC's 13 protected titles, which means that anyone wishing to call themselves a speech and language therapist in the UK has to register with the HPC.

The RCSLT contributed to the HPC consultation process as part of the Allied Health Professions Forum and in its own right, and works with the HPC to ensure

RCSLT members are kept fully up to date with the latest registration and CPD developments.

Agenda for Change

The introduction of new pay and conditions across the NHS in October 2004 caused consternation across the profession, because the changes threatened to undermine the gains achieved by the hard-fought 14-year equal pay case. A phone poll of members conducted by the RCSLT in July 2004 revealed the level of unrest, with many saying that they were prepared to leave the NHS to work in the independent sector. The RCSLT worked with Amicus the union to support therapists by producing guidance on all aspects of the Agenda for Change process throughout the consultation period and beyond.

Recruitment and retention

Research by Deborah Rossiter from 1999, looking at recruitment and retention trends through the *Bulletin Supplement*, showed there was a severe shortage of SLTs at all levels of the profession. According to her research, in 2001-2002 many posts advertised had few or no applicants and half were left unfilled.

The fourth survey in the series showed that although the situation had eased slightly by 2004, nearly a third of posts advertised still received no applications. The survey also revealed an increased number of adverts for acute paediatric dysphagia posts in 2003-2004 – perhaps reflecting increases in the number of significantly pre-term babies who require SLT intervention. The latest survey also showed that London had a huge turnover of SLTs, with therapists staying in post for an average of two and a half years only.

Conferences and events

The 2001 RCSLT conference in Birmingham attracted 757 delegates. Over 180 of the 280 submitted abstracts were selected for platform presentation and the scientific committee declared itself pleased with the quality and quantity of the contributions.


The RCSLT hosted the 5th Comité Permanent de Liaison des Orthophonistes/Logopèdes de l'Union Européenne (CPLOL) conference in Edinburgh in September 2003.

Over 160 specialist SLTs attended *Innovation in speech and language therapy services - A focus on ENT*, a one-day conference organised by the RCSLT and the NHS Modernisation Agency's *Action On ENT* programme in March 2004.

More than 100 SLTs, representing specialists, managers and academics from across the UK, met at the RCSLT Children's Forum in September 2004 to discuss the future role of speech and language therapy within the changing landscape of children's services across the UK.

The RCSLT also hosted 50 SLT students in February 2005 to introduce them to the role of the College and to discuss life post-qualification.

Over 200 speech and language therapy managers gathered in Stratford-upon-Avon in April 2005 for the first RCSLT national managers' conference since the 1990s.

At the time of writing preparations are underway for the May 2006 conference, *Realising the Vision*, in Belfast. 



Clinical Guidelines: Book & Ebook for the RCSLT

Last April, Speechmark and the RCSLT launched the College's Clinical Guidelines as an online ebook so that members of the College have free access to this vital information. Working with the editor, Sylvia Taylor-Goh, Speechmark were delighted to publish a hard copy format in March this year. Call 0800 243755 to order your copy now.



Speechmark Launch Interactive Publications

Committed to expanding its electronic software publishing programme, Speechmark



has released three new interactive products: *Swallowing Guidelines: Individualised Programmes of Care*

(Elizabeth Boaden & Jo Walker), *Common Parenting Issues:*

Handouts for Professionals working with Children & Families (Cathy Bétoin) and *VIP: Voice Impact Profile* (Stephanie Martin & Myra Lockhart). All of the information, including templates, record sheets and forms are also provided in a photocopyable format in the accompanying books.

Interactive products are now an established part of Speechmark's list of publications. The Company looks forward to developing its electronic publishing programme in the future, and to providing professionals with the products they need.

Have you seen these new publications?

Practical Intervention for Cleft Palate Speech

Jane Russell & Liz Albery

A core resource, this photocopyable manual provides practical ideas and material to use with clients whose speech difficulties arise from cleft palate and/or velopharyngeal disorders.

Order code 002-5181 £29.95

Language for Thinking

A Structured Approach for Young Children

Stephen Parsons & Anna Branagan

Quick, practical and easy to use in any setting, this programme helps to develop children's language from the concrete to the abstract.

Order code 002-5244 £32.95

Communication Activities with Adults

Jayne Comins, Felicity Llewellyn & Judy Offiler

Designed for use with people with dysphasia, this book contains more than 100 graded communication activities for individuals and groups.

Order code 002-5098 £14.95

Let's Draw

Games for Talking

A fun card game for groups of all ages to promote interaction and communication through drawing.

Order code 003-5282 £13.50 + VAT



Coming Soon!

- Group Games: Early Speech & Language Skills
Maria Monschein
- Group Games: Playing with Words
Rosemarie Portmann & Elisabeth Schneider
- StoryBoards
Felicity Durban
- Eating & Drinking Difficulties in Children
April Winstock
- Working with Dysfluent Children Revised Edition
Trudy Stewart & Jackie Turnbull
- Personal Relationships
Illustrated ColorCards

For more information or to request a catalogue,

contact: **Speechmark Publishing Limited**

Telford Road, Bicester, Oxon OX26 4LQ

Telephone 01869 244644 Facsimile 01869 320040

email info@speechmark.net www.speechmark.net

Bursary Award for RCSLT Members

In collaboration with the RCSLT, Speechmark sponsor a £1,000 bursary towards funding research visits or project work outside the applicant's country of work. The 2004 winner, Samantha Eckman, for example, is on a one year secondment to India to work as a volunteer in the field of head, neck and palliative care. To apply for the 2006 award, contact Glenn Palmer (tel. 020 7378 3003 or email glenn.palmer@rcslt.org).

NEWS IN BRIEF

AWARD WINNERS In the face of considerable competition Speechmark scooped a top prize at the prestigious Education Resources Awards, winning the Special Education category with Keith Park's *Interactive Storytelling*. The Company was also a finalist in the Primary Books category with *Understanding & Using Spoken Language*. Other awards include Highly Commended in The Society of Authors & The Royal Society of Medicine Book Awards (*The Brain Injury Workbook*), Winner in the British Book Design & Production Awards (*Speaking, Listening & Understanding*), and Highly Commended in the British Medical Association Book Awards (*Head Injury*).

MEET THE TEAM Speechmark are exhibiting at: NASEN & TES Special Needs (London, 21-22 October 2005); ASHA (San Diego, USA, 18-20 November 2005); and the RCSLT Conference (Belfast, 10-12 May 2006). In addition, Speechmark publications will be on display at numerous SIGs and meetings throughout the UK.

DISPLAY BOX Ideal for study days, resource days or small conferences, Speechmark's display box service gives professionals, parents and caregivers the chance to browse and purchase Speechmark materials at 10% discount. If you have any queries about this service, contact Lyn on 01869 244644 or email lyns@speechmark.net

CONGRATULATIONS to Speechmark Commissioning Editor and author Stephanie Martin on being awarded a Fellowship of the RCSLT. Also to authors Carole Stow and Sean Pert for winning the RCSLT 2005 Sternberg Prize for Clinical Innovation for their work with Pakistani heritage children; their 'Bilingual Speech Sound Screen: Pakistani Heritage Languages' will be published by Speechmark for spring 2006.

CPD

In September 2001, council agreed that a third edition of *Communicating Quality (CQ3)* was a "vital part of College's work in setting and maintaining standards". Kath Williamson began work as *CQ3* project manager in January 2004 and organised a series of roadshows across the UK. The draft version appeared on the RCSLT website in September 2005 for consultation and the project is due for completion in May 2006.

Speech and language therapy support workers (assistants, bilingual co-workers and technical instructors) could join the RCSLT as associate members from April 2002.

The RCSLT completed its clinical competencies framework in December 2003, after more than four years work and involving over 1,000 SLTs and support workers.

The RCSLT launched its *Clinical Guidelines* in April 2004. Edited by Sylvia Taylor-Goh, the guidelines provide clinicians, managers and service users with statements regarding the clinical management of specific speech and language disorders and in some instances, particular populations.

The RCSLT amended its memorandum and articles of association at an extraordinary general meeting in December 2004 to take into consideration the changes brought about by the creation and development of the role of the HPC.

On 1 January 2005, the Mutual Recognition Agreement came into effect. This allows certified or full members of the American Speech-Hearing Association, Canadian Association of Speech-Language Pathologists and Audiologists and Speech Pathology Australia to become certified members of the RCSLT, without having first to obtain HPC registration, as long as they are in good standing with their professional association. The agreement also opens up greater international opportunities for UK SLTs.

A new royal patron

HRH the Countess of Wessex became the College's new patron in 2003 and undertook her first official engagement on behalf of the RCSLT when she launched the *Talking Point* website in September that year. Since then, the Countess has been an extremely active patron, attending events at Northwick Park



HRH The Countess of Wessex launched the Talking Point website in September 2003



The RCSLT website underwent its second reincarnation in July 2005

Hospital in 2004, where she viewed the work of the 2003 Sternberg Award winners, and Stratford in 2005, when she addressed the RCSLT managers' conference.

New appointments

Sir George Cox joined the RCSLT as its new president in November 2004. Dr Alison Stroud and Alison McCullough began work as RCSLT policy officers for Wales and Northern Ireland respectively in January 2005. The experienced duo joined RCSLT Scotland officer Kim Hartley. All three have added considerable value the work of the RCSLT across the UK.

Members

Professor Sally Byng received an OBE in 2005 for services to speech and language therapy. Roberta Lees was awarded an MBE in 2005 for her services to education.

Catherine Renfrew, one of pioneers of the

profession, died in April 2002. To celebrate Catherine's life and work, the RCSLT established the biennial Catherine Renfrew Award, giving an SLT the opportunity to follow in her footsteps by networking overseas. Other prominent deaths included Sandra Robertson, past chair and vice-president of College, dysfluency specialist Dr Lena Rustin, and dyslexia pioneer Bevé Hornsby.

The Bulletin, Journal and website

In 2003, the RCSLT council decided to outsource the College's advertising function in a bid to diversify the advertising income from the *Bulletin* and *Bulletin Supplement*. Contract publishing and media sales specialists McMillan-Scott won the contract to handle the RCSLT's recruitment advertising, and were given the remit to increase other forms of revenue, such as product advertising and sponsorship opportunities. The first of the latest new-look *Bulletins* and *Bulletin Supplements* appeared in July 2004 to great acclaim from members.

During 2005, the RCSLT announced that the quarterly *International Journal of Language and Communication Disorders* would increase its frequency of publication to six times a year from January 2006.

The RCSLT website underwent two major changes during the 2001-2005. The first took place in February 2002; the second in July 2005, as the RCSLT prepared to launch its online CPD initiatives in 2006. ■



LAST FEW PLACES LEFT

The Communication Context

RCSLT ONE-DAY CONFERENCE 2005

Open to SLTs and all members of
the multidisciplinary team

11 October 2005

09.30 (registration) – 16.30

At the Royal College
of Surgeons

35-43 Lincoln's Inn Fields,
London WC2A 3PE

Conference outline: We communicate in a varied and complex environment that is often poorly prepared to accommodate individuals with communication problems. Speech and language therapists aim to prepare people with communication, eating, drinking and swallowing problems to lead independent lives. However, many of these people find themselves in hostile or ill-informed environments. Join the Royal College of Speech and Language Therapists to examine the communication environment – from supermarkets and cinemas to schools and hospitals. Help us to identify the barriers, good practice and identify solutions to the problems that exist. The aim of the day will be to produce a statement of good practice.

Costs: RCSLT members £35; non-members £62. The day will include the RCSLT annual general meeting from 12.15 - 1pm. Attendance to the AGM-only is free. If you also require lunch, this will cost £10

For more details or to book your place email: shirley.pollaya@rcslt.org or tel: 0207 378 3024

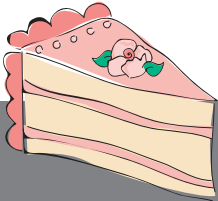
www.rcslt.org

McMILLAN
SCOTT



As the advertising sales company for Bulletin Magazine, TG Scott Healthcare would like to wish The Royal College of Speech & Language Therapists congratulations on their 60th Anniversary.

We look forward to continuing our support of the RCSLT, working together for the benefit of people with speech & language difficulties.



Telephone: 020 7878 2344
katy@mcmslondon.co.uk



THE BEST RESOURCES IN ONE PLACE®

Meeting the demands of the ever evolving role of the Speech & Language Therapist



Congratulations to the Royal College of Speech & Language Therapists in reaching it's 60th Anniversary

tel: 0845 2302777
fax: 01246 551195

visit: www.winslow-cat.com
for all our latest news & special offers



Congratulations to the RCSLT



The building blocks for learning and human expression.

(authors of PCS, Boardmaker & Speaking Dynamically Pro)



are also celebrating..

25 years in the industry
and
a new UK/Ireland catalogue

...with **20% discount** off the first order from the catalogue*
and

40% off upgrades to Boardmaker v5 or Boardmaker Plus!*

For more details or your **FREE** catalogue, call us:

DynaVox Systems Ltd, Sunrise Building, High Street, Wollaston, West Midlands DY8 4PS

Tel +44 (0)1384-446789 Fax +44 (0)1384-446799 www.dynavox.co.uk email: enquiries@dynavox.co.uk

* Offer subject to conditions as laid out in the catalogue



KAPITEX®

The Specialists in Laryngectomy, Tracheostomy,
Dysphagia and Airway Management



Congratulations to the Royal College of Speech and Language Therapists on their Diamond Jubilee. Kapitex Healthcare are proud to serve UK speech therapists and look forward to supplying the speech therapy market for many years to come.



KAPITEX®

The Specialists in Laryngectomy,
Tracheostomy, Dysphagia and
Airway Management

Fit for the future

The RCSLT outlined its future plans in the *Strategic plan 2003-2009*. Part of this plan includes the vision statement, which states that by 2009:

- the RCSLT will have positioned itself as an indispensable asset for its members
- the RCSLT will be considered a valuable partner for government as evidenced by the fact that the devolved governments will consult with RCSLT and value RCSLT's advice
- speech and language therapists and support workers will have strengthened their position as an integral part of the modernised workforce across health, education and social care
- external agencies will recognise RCSLT as the holder of the body of knowledge for the profession
- the RCSLT will have positioned itself as a key partner with other allied health professions' organisations
- the speech and language therapy profession will continue to meet the changing health and social care needs of the future population

As we approach 2006, it is worth looking at how the RCSLT is responding to meet new challenges.

Structural change

The RCSLT is in the process of a structural change to enable the organisation to adapt to make it fit for current and future purpose.

An in-depth strategic review has already occurred and from this it has become clear that the College now needs to restructure its functions to deliver on its strategic vision.

A measured and progressive route towards growth of policy, membership and professional development functions is needed for both strategic and operational reasons.

Revenue from recruitment advertising, which is a significant part of the RCSLT's

income, is decreasing, and members are seeking both a deeper level of professional support and ever-stronger political representation.

The growth of these three functions brings with it a need for a more systematic and structured corporate function - in the form of a new performance and contracts department.

The proposed changes, which will be announced towards the end of the year when the internal consultation has taken place, should provide a firm foundation for high performance in the future.

RCSLT staff need to know what they are responsible for delivering, and what they will be held to account for. They should also have the authority and tools for delivering.

This restructuring deals with consistency, accountability and authority, giving clear lines of responsibility and bringing decisions to the right operational level.

The main changes

The key changes are the changes in the overall functions and therefore structure of the organisation, and the creation of the four new senior management posts.

These four new functions have been chosen after careful work understanding the RCSLT's business process. Work is continuing on the RCSLT's governance structure, but the new board structure will endeavour to mirror these functions.

The new *Performance and Contracts* function will bring together all the 'corporate' functions (finance, human resources, contracts management, office management, etc) within a clear performance framework. A key part of its work will be to make sure all the organisation's systems are efficient, and that clear processes are established throughout the organisation.

The new *Customer Relationship*

Management function is tasked with all the work in the organisation that deals with the customer (the members). This, therefore, includes the current publications and membership departments, and a new marketing and events department. It will be different to the current departments it includes because it will have a stronger focus on marketing, sales and network development.

A clear delineation between 'country' responsibilities and 'centralised' responsibilities is proposed. The policy business process will be split into its component parts: policy influence, policy formulation and policy promotion/dissemination. Policy formulation should be a centralised part of the function; policy promotion and dissemination should be devolved.

The key development in the new *Professional Development* unit is to lay a foundation for growth of a key future College function. Three new posts between them will carry the responsibility of growing the professional development function, and defining professional standards.

Improving efficiency

An assessment has been undertaken based on better use of current systems, and improvements in processes. The number of posts in certain departments has been adjusted to mirror these predicted efficiency savings (for example in the Finance department, where the number of posts will decrease from four to three).

The new *Performance and Contracts* function is specifically tasked with ensuring that efficiency improvements occur by better use of current systems, the development of an information technology strategy, and the introduction of corporate processes.

Visit www.rcslt.org for all the latest RCSLT developments.



**the last word in
communication
devices!**

Inclusive has a comprehensive range of alternative and augmentative communication devices plus software to support language development:

- The new and improved BIGmack.
- More great AbleNet products - LITTLEmack, LITTLE Step-by-Step, BIG Step-by-Step.
- The *Scan4* - an introduction to scanning skills with speech output and auditory scanning.
- The Tech/Talk Environmental Control Unit - a communicator complete with wireless environmental controls.
- The latest SwitchIt! Software, with stories designed to support language development.



Visit our vast collection of free resources at:

www.inclusive.co.uk

You can now shop online too!

See our latest catalogue for details or call us on:

01457 819790

Inclusive Technology is delighted to be the ICT resources sponsor for the RCSLT's diamond jubilee 60th anniversary activities during 2005