

Welcome to the

# RCSLT workshop: Towards a diverse profession

*26 June 2019*

 **#SLTDiversity**





# Welcome and aims for the day

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CEO, RCSLT

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# Aims and objectives

- To explore the reasons why speech and language therapy is little known as a profession among young people and to develop ideas and actions to increase that recognition.
- To explore the reasons why the speech and language therapy profession does not reflect the diversity of populations it serves and to develop ideas and actions that seek to address those issues.
- In developing actions the workshop will recognise the social complexity of the issues and the wider impacts on diversity and career choice that exist within families and communities.

# Setting the scene

**Derek Munn**

Director of Policy and Public Affairs, RCSLT

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# Equality Act 2010



- Applies to England, Scotland and Wales
- Consolidates previous legislation
- Protection not only in employment but in the provision of goods and services

# The nine protected characteristics



- Can you name them...?

# The nine protected characteristics



- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion and belief
- Sex
- Sexual orientation

Part 1 – the socioeconomic duty – was never commenced

# Northern Ireland



- Fair Employment & Treatment Order 1998 (amended 2003)
- Focus on religious heritage
- The concept of a balanced workforce
- Other NI legislation generally regarded as outdated

# SLT profile and diversity in numbers: a persistent issue



**RCSLT membership 17,545** (as at Dec 2018)

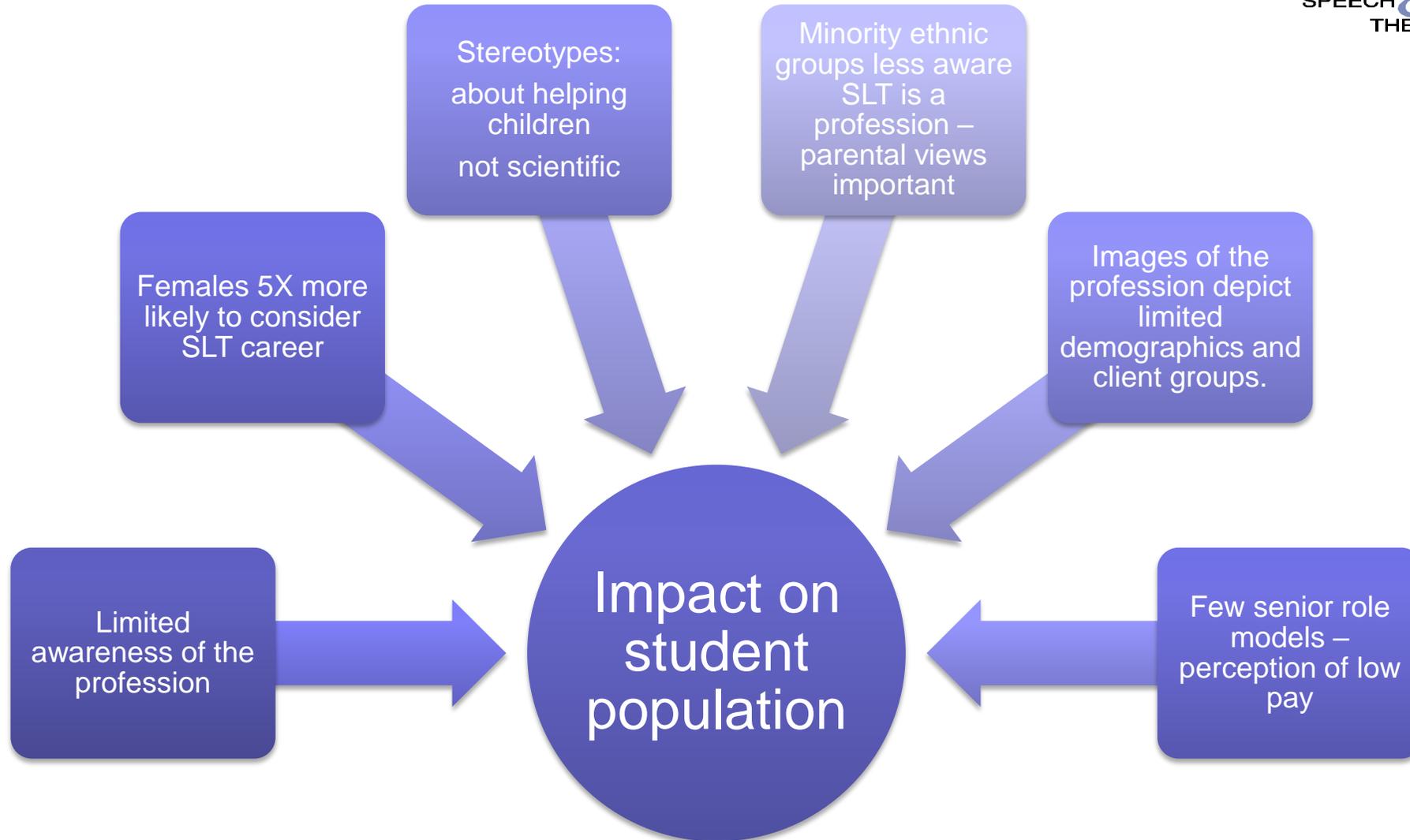
## **SLT student diversity statistics**

- 5% male compared to 3% among qualified SLTs (2017/18)
- 13% from ethnic minorities compared to 23% in the general student population (2016/17).
- 6% SLT students under 21 doing a first degree are from the most disadvantaged neighbourhoods compared to 11.3% in the general student population (2016/17)
- 18% of UK SLT students have declared a disability (2017/18).

## **SLT admissions**

- Admissions rose steadily to around 870/year in 2016/17 ahead of bursary removal in England. In 2017/18 there was a slight fall to 855.
- While admissions are broadly holding up in England, applications are around 30% down, with more use of clearing to fill places.

# What do we know?



# Developing a Diversity Strategy

## RCSLT 2004

# The 2004 strategy



- Perception and the need to raise and change awareness
- Service delivery – culture and linguistic competence
- Recruitment and retention – from student intake throughout careers

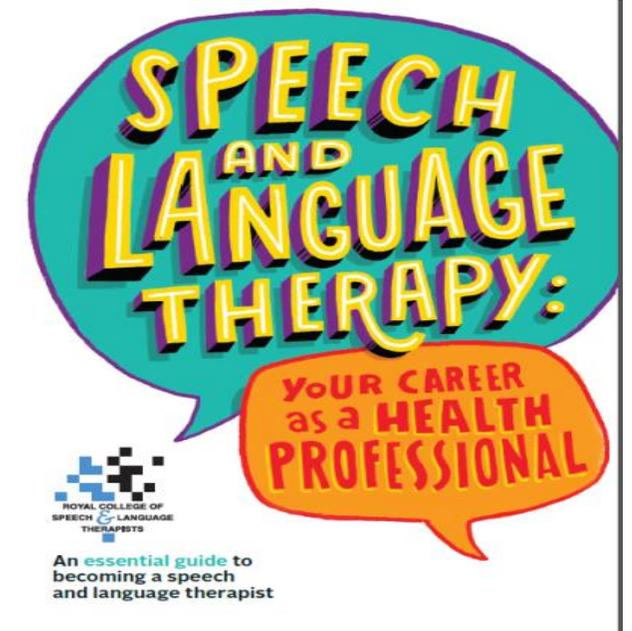
# Professional Practice and Policy Committee 2016



- Research and data
- Flexible study
- Role models
- Teenage perceptions and careers material
- University recruitment and unconscious bias
- The esteem of the profession: science and care

# The operational plan 2019

- In December 2018 the Board agreed activity to raise the profile of the profession and to seek to improve diversity.
  - A workshop to generate engagement and ideas.
  - Follow-up activity, including a webinar
  - RCSLT Hub and HEI help in setting up a schools outreach projects Hub wide. Get in touch with [berenice.napier@rcslt.org](mailto:berenice.napier@rcslt.org) if you can help in your area.
  - New toolkit for schools careers events on the website <https://www.rcslt.org/members/speech-and-language-therapy#section-9>
  - Webpages refresh.
  - Working with national bodies to tap into wider networks eg HEE.



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