# RCSLT

# Wales Hub Day

8th March 2023

# Objectives

Members will be fully informed of wider RCSLT work on EDI and work specific to Wales

Members will be inspired to use the health inequalities resources and tool to:

- Identify and meet current challenges;

- Identify unmet need in the context of EDI and reduce health inequalities.

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# Session outline

1. Context and RCSLT work streams

2. Wales update

3. Introduction to health inequalities

4. Practical workshop on addressing health inequalities

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# Part 1: RCSLT work on EDI

# The RCSLT's five year vision

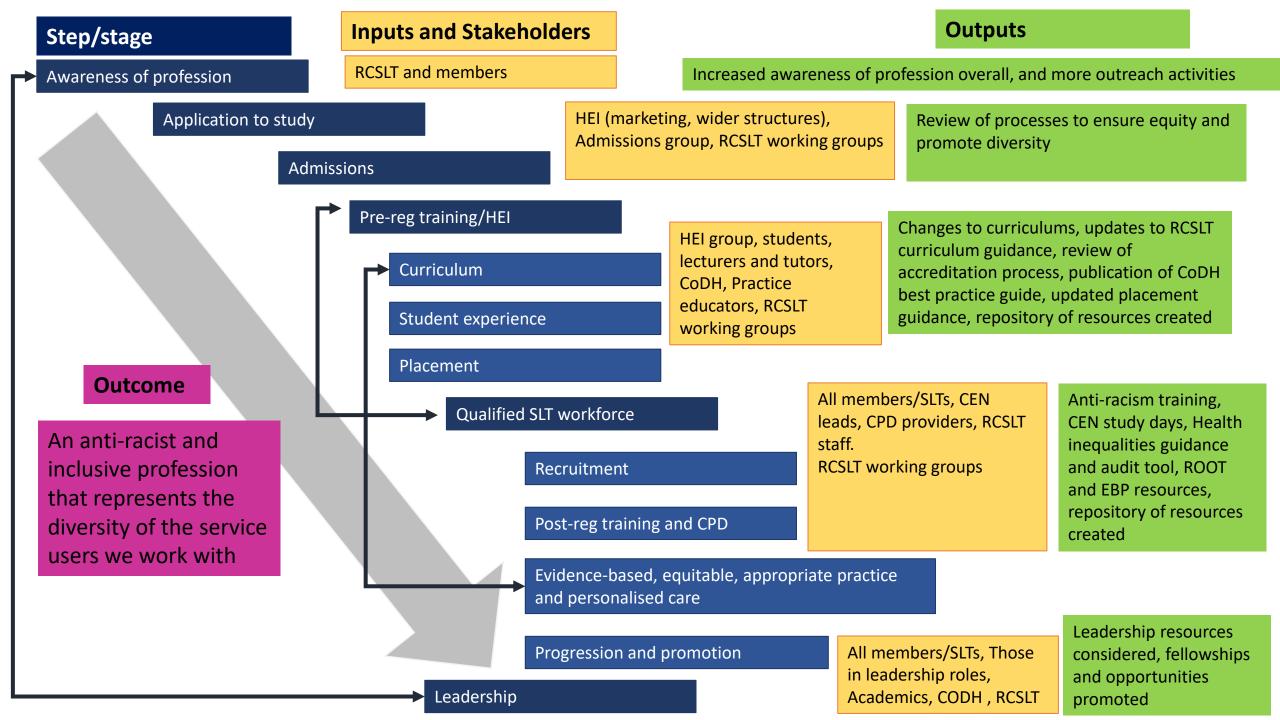Equality, diversity and inclusion is the first of the eight areas in the new vision

**1. EQUALITY DIVERSITY AND INCLUSION: We will promote greater equality, diversity and inclusion, and embed anti-racism within the profession and in service provision**
- **Our aspirations:**
- A more diverse student population and workforce, at all levels of seniority, who are valued and can bring their whole selves to work.
- Everyone, including those from underrepresented groups such as members from a Black, Asian or minority ethnic background, who are LGBTQ+ or who have a disability, are fully included in the profession.
- Culturally and linguistically inclusive, co-produced services, made accessible to all.
- A profession empowered to tackle racism and discrimination in our services and society.
- A profession that works proactively to reduce health inequalities and the impact of socioeconomic disadvantage on service users.

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# RCSLT areas of work

- Supporting our members to be actively anti racist
- Diversity in the workforce
- Meeting the needs of diverse populations
- Internal RCSLT leadership

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| Step/stage | Inputs and Stakeholders | Outputs |
|---|---|---|
| Awareness of profession | RCSLT and members | Increased awareness of profession overall, and more outreach activities |
| Application to study | HEI (marketing, wider structures), Admissions group, RCSLT working groups | Review of processes to ensure equity and promote diversity |
| Admissions | | |
| Pre-reg training/HEI | HEI group, students, lecturers and tutors, CoDH, Practice educators, RCSLT working groups | Changes to curriculums, updates to RCSLT curriculum guidance, review of accreditation process, publication of CoDH best practice guide, updated placement guidance, repository of resources created |
| Curriculum | | |
| Student experience | | |
| Placement | | |
| Qualified SLT workforce | All members/SLTs, CEN leads, CPD providers, RCSLT staff. RCSLT working groups | Anti-racism training, CEN study days, Health inequalities guidance and audit tool, ROOT and EBP resources, repository of resources created |
| Recruitment | | |
| Post-reg training and CPD | | |
| Evidence-based, equitable, appropriate practice and personalised care | | |
| Progression and promotion | All members/SLTs, Those in leadership roles, Academics, CODH , RCSLT | Leadership resources considered, fellowships and opportunities promoted |
| Leadership | | |

**Outcome**

An anti-racist and inclusive profession that represents the diversity of the service users we work with

# Careers promotion and diversity

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- Ongoing careers promotion activity  eg Instagram 'Faces of SLT' interviews, [updated careers promotion pages](#) over 60,000 views per year. New sustainable careers microleaflet available to take to careers events.

- Disability working group – [resources](#) produced last year and new survey on experiences in the workplace in final stages of development – ethics approval being sought. Also project to update student guidance underway. New working group on neurodiversity looking at resources to support neurodiverse SLTs.

- LGBTQIA+ – met in January, resources planned looking at supporting SLTs in the workplace, supporting students and tips for allies.

# Anti-racism training / post-reg work

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Working group have developed a 3-session 'learning programme' based on anti-racism workshop videos and materials

Now seeking input from the anti-racism reference group to:

- Review and feedback on proposed programme
- Leading/joining the project group
- Being the 'master trainer' – ie. taking a lead on supporting others to deliver the workshop materials.
- Joining as a pilot site (NHS team, independent therapy team/ASLTIP local group, CEN)

# HEIs and diversity

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- Developed and discussed reflective questions to HEIs to prompt how they approach teaching, curriculum and admissions to ensure they are meeting the needs of diverse populations across all protected characteristics. This tool has also been shared with the Council of Deans for Health (CoDH).
- Next steps to work through embedding into RCSLT processes in due course and to seek feedback on use in practice by HEIs.
- Meeting with a small group of HEI leads who are keen to establish a reference group.

Led by the Nominations Committee (CEO and COSec):

- Diversity survey report post AGM October 2022- improved profile on Boards & Committees
- Need to continue to increase diversity
- Vacancies on Boards and Committees soon to be advertised

# The RCSLT's operational plan 2023/24

- Influencing NHSE – use of anti-racism report when published.

- Publish updated health inequalities tool.

- Roll-out of training pilot.

- New Statement on anti-racism.

- Terminology work – member discussion around terminology following the principles of the race and health observatory.

- Feedback from HEIs on progress relating to EDI in the curriculum and admissions. Promotion of Council of Deans materials when published.

- Northern Ireland EDI webinar.

# Part 2: Wales update

# Anti-Racism

- Comprehensive written evidence to the Welsh Government Anti-Racist Plan for Wales.

- Joint response with other AHP professional bodies.

- Approached by Welsh Government to be a critical friend for developments in Workforce Race Equality Standards.

- Childhood Education and Care Action Plan in scoping stage. Will join working group to shape this once set up.

# Anti-Racism continued

- Seeking to influence WG guidance on Exclusion from Schools and Pupil Referral Units. Still at scoping stage.

- Representing RCSLT on new working group to develop a Wales AHP Committee Equality, Diversity and Belonging Strategy.

- Submitted written evidence to the Welsh Government LGBTQ+ Action Plan.

- Wrote letter to Welsh Health Specialised Services Committee (WHSSC) with professional and service user organisations to raise our concerns about Speech and Language Therapy provision within the Welsh Gender Service.

- Response received from WHSSC. Advised that SLTs liaise with medical directors within health boards.

- LGBTQ+ plan has recently been published. Some positives but concerns remain -

- No further detail on workforce challenges within the gender service.

# Other areas

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- Submitted written evidence to the Welsh Government Children's Rights Scheme consultation.
- Final Children's Rights Scheme included that Communication should be appropriate for children and young people and relevant to their age, understanding and **speech, language and communication needs.**


- Developing a position paper on SLT assessment and interventions in bilingual settings

# Part 3: health inequalities

# Workshop introduction: the RCSLT health inequalities tools

In 1966 Martin Luther King said "Of all the forms of inequality, injustice in health care is the most shocking and inhuman."

"Health inequalities result from social inequalities. Action on health inequalities requires action across all the social determinants of health." (Marmot, 2010, p15)

There is a role for every speech and language therapist in addressing inequalities in how they provide a service, how they interact with colleagues and how they develop their own "cultural humility" over their career.

Services need to be accessible to the whole population we serve- not just those who turn up..

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**Access to services**
Promoting health literacy
Overcoming language barriers
Overcoming digital poverty
Service in the community

**Health status**
Understanding prevalence of SLCN conditions across diversity of the whole population

**Collecting data**
Ensuring you know about your population demographics and diversity

**Health Inequalities: the SLT role**

**Quality of care**
Understanding your service user's experience
Cultural awareness across communication and swallowing disorders
Tailoring care to cultures, ethnicities, languages, disabilities

**Wider determinants of health**
Impacts of deprivation eg appointments in communities, homelessness, ability to attend
Facilitate success in education

**Behavioural risks to health**
Supporting understanding of health risks and choices
Awareness of communication environments across different cultures

# Overview of the RCSLT resource and tools

**01** — [Guidance](#)
- What are health inequalities and what causes them?
- Role of SLTs in mitigating health inequalities
- Evidence and research

**02** — [Audit tool](#)
- Prompt questions for SLTs, managers, students…
- Is your service doing what it *could* and *should* be doing to ensure equity and equality

**03** — [Case studies](#)
- SLT's projects that have supported minimising health inequalities
- Whole services and individual service users

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# External tools and data

- There is a huge variety of information you can access.
- You can build your own custom data set about your area and its population from the ONS and from Nomis! Information about population, protected characteristics and much more!
- StatsWales https://statswales.gov.wales/Catalogue
- Welsh Index of Multiple Deprivation
- Ask your local authorities eg data on ethnicity and languages in schools – are there data analysts in local authorities that can help you? Does your LA have project funding to tackle health inequalities?
- Consider rural poverty, digital literacy, access to transport.
- Evidence, incidence and prevalence –how many children or adults might you expect to see in any year across different clinical conditions? There is some information on the RCSLT website
- CENs - can you help updating incidence and prevalence in your clinical area?
- Use the information to drive your plans to address health inequalities.

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# RCSLT work on health inequalities - _upcoming developments_

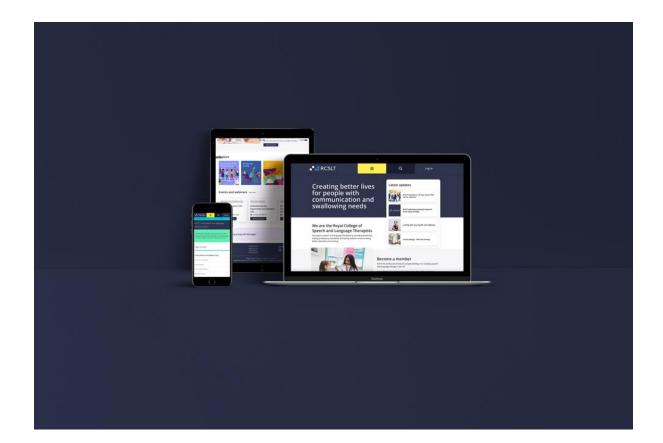| 04 | ROOT development | • Developing the ROOT to include EDI data<br>• Pilot now includes 1500 episodes of care<br>• New report 'prototypes' are being developed and tested |
|---|---|---|
| 05 | New resources | • Updating the resource for feedback and new data sources.<br>• Understanding how to obtain and use data to understand the community you serve |
| 03 | Indicator tool | • Developing a worksheet tool to help monitor inequities and inequalities based on your service data, your local population and the latest research |

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# Find out more

**Webinar**
https://www.rcslt.org/
events/health-
inequalities-
webinar/#section-1

**Podcast**
https://soundcloud.c
om/rcslt/health-
inequalities-and-
their-impact-on-
speech-and-
language-therapy

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Part 4: health inequalities workshop

# Workshop options

Each table to look at data from a different Welsh area together with a section of the audit tool.

Look at the data sheet (A3 sheet).

Look at the audit tool questions (A3 sheet).

Reflect on the questions – what might it mean for you as a speech and language therapist working with the population that is described in the data?

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# Action planning

Do you think you could undertake a similar activity for your area and service using the health inequalities tools?

List 3 actions on a sticky note that you will take back to your service, based on what you've learnt today.

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