**02ND March 2022**

**NES AHP Public Health Meeting**

**Glenn Carter – Head of RCSLT Scotland – Royal College of Speech and Language Therapists**

**Summary of Role**

Glenn is currently the Head of RCSLT Scotland. This is a relatively new post, however prior to this he was the professional advisor for NHS Forth Valley and was a service lead for adult and child services in the NHS. During this time Glenn was involved in a significant service re-design associated with child services, which focused on health inequalities through the integration of services into socially deprived areas and more of a focus on what the populations needs are. A significant part of this was encouraging staff to take a step back and evaluate what we are currently doing vs what we should be doing and then re-designing a service around this. The focus was on transformation of roles.

Glenn outlined that the above service re-design was split into universal, targeted and individualised work to focus on the population needs. This led to the service being closer integrated into the community.

Some of this work was based on the Christie report being released many years ago, which focused on a whole system approach, however historically services often continue with the same approach. Glenn outlined ‘we need to ask why we continue to implement services in this historical way, rather than focusing on what the needs of the population are’

Glenn’s current role at the RCSLT focuses on the promotion of good practice, leadership and discussing the needs of the population at Government level.

**How do you integrate Public Health Improvement?**

Based on the above I asked Glenn how he went about implementing this transformational change to the SLT service. Glenn outlined that the priority should be to have conversations with stakeholders as early as possible and to make sure that everyone is involved. One of the other priorities in these meetings is to focus on what the needs of the population and service are and then once agreed, then discuss the financial requirements. Often these change of services aren’t able to progress as the financial component if often a barrier. The focus should be on what the gold standard is and then align the money to then see what can be implemented.

**How does your role consider the wider determinants?**

Glenn highlighted to really affect change, we need to focus on where or who has the power to affect change.

Staff need to be aware of the need to change and deliver upon what the population needs

We need more co-production. We often design services on what we feel the population needs rather than asking/involving them.

Stop and listen to population and SLT’s

Services are not always placed in areas of deprivation. Best services can often be positioned into affluent areas.

Further work is required at undergraduate level. Feedback suggests that education is being implemented post graduate due to limited knowledge of staff when first starting.

Glenn has consented to this information being shared