








**Storyboard at a Glance...**

- Families
- Environment
- Workforce
- Identification
- Intervention
- Universal
- Targeted

## An Early Language and Communication Improvement Story Board from South Lanarkshire

### Workforce review

 <b>The issue</b>	 <b>The team</b>	 <b>Our idea</b>
<p>Previous service model of support for EY years staff within East Kilbride where support requested focused only at a Specialist Level which was provided by a link therapist, larger case-loads, over reliance on SLT services. This had been a long time agreement for over 20 years.</p>	<p>Sharon MacKay and Alison Kelly Early Years Team Speech and Language Therapists East Kilbride</p>	<p>Using the Equity for All paper, to review a limited resource of SLT, increasing demand from EY Education and an increase in new EY settings: a review of service provision which could be shared equitably in all ELC.</p> <p>Aim for Early intervention and prevention and increase EY staff awareness and confidence to access SLT services at Universal and Targeted levels</p>
 <b>Tools &amp; resources we used.</b>	 <b>What we did</b>	 <b>The impact</b>
<p>Communication Friendly Environment Checklist</p> <p>Up Up and Away Circle environment checklist</p> <p>Equity for All paper</p> <p>Reviewed case loads, children on the waiting list and the demands and barriers in each of the 4 ELC in East Kilbride.</p>	<p>Completed Communication Friendly checklists and included staff feedback from 4 large ELC in East Kilbride, 2 established and 2 new settings.</p> <p>Analysed the data collected from Environmental checklist and staff feedback – presented to management in a what works and what could work better format –</p> <p>Created staff drop in sessions</p> <p>In service training and planning</p> <p>Communication goals incorporated into Improvement plans</p>	<p>Impact has reduced:</p> <p>ELC all have a link therapist.</p> <p>Increase in Early Intervention and Prevention and staff confidence</p> <p>Staff are accessing support through a Drop in session regularly when they have emerging concerns, universal and targeted supports are implement.</p> <p>Changes to the environment has supported all children’s communication and increased staff confidence in managing children’s communication.</p>
 <b>Our learning &amp; next steps</b>	<p>Following analysis and feedback our learning has been:</p> <p>Manage expectations: Slow down the pace of change for some settings, reflect and share staff comments and needs, and remembering to go on the journey with them. Overall there were some quick wins for ourselves and management but to truly imbed, working alongside staff, including what is important to them has increased staff confidence in accessing the service. Recognising the demands on EY staff and management can be a barrier to meeting SLT targets across all levels of the balanced system.</p>	



**Find out more**

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