

# Looking to the future of advanced practice for occupational therapy and speech & language therapy

8 October 2025

# Housekeeping

This event will be recorded for wider dissemination



Please mute your microphones & turn cameras off



Use the chat function



Your pre-submitted questions have been considered



# Aim

To launch a **change movement** for the future of advanced practice for speech and language therapy and occupational therapy.

# Objectives

- To contextualise the future of AHP advanced practice in relation to the wider health and care landscape.
- To give an overview of the reimagining advanced practice project 2024-2025.
- To position this new model of advanced practice in the wider context of existing advanced practice pathways.
- To find out how you can be a change maker and shape the future of advanced practice.


# Today's agenda

Agenda Item	Speaker/s
12.30-12.35pm <b>Welcome and housekeeping</b>	Will Christopher RCSLT
12.35-12.45pm <b>Advanced practice for AHPs</b>	Beverley Harden Centre for Advancing Practice
12.45-1pm <b>Reimagining advanced practice for OT and SLT</b>	Dr Kim Stuart Louise Henstock
1-1.10pm <b>AHP advanced practice and regulation</b>	Stephanie Tempest HCPC
1.10-1.20pm <b>RCOT &amp; RCSLT reflections</b>	Karin Orman RCOT
1.20-1.25pm <b>Closing remarks</b>	Claire Guyatt RCOT

**Beverley Harden**

Deputy Chief Allied Health Professions Officer for England

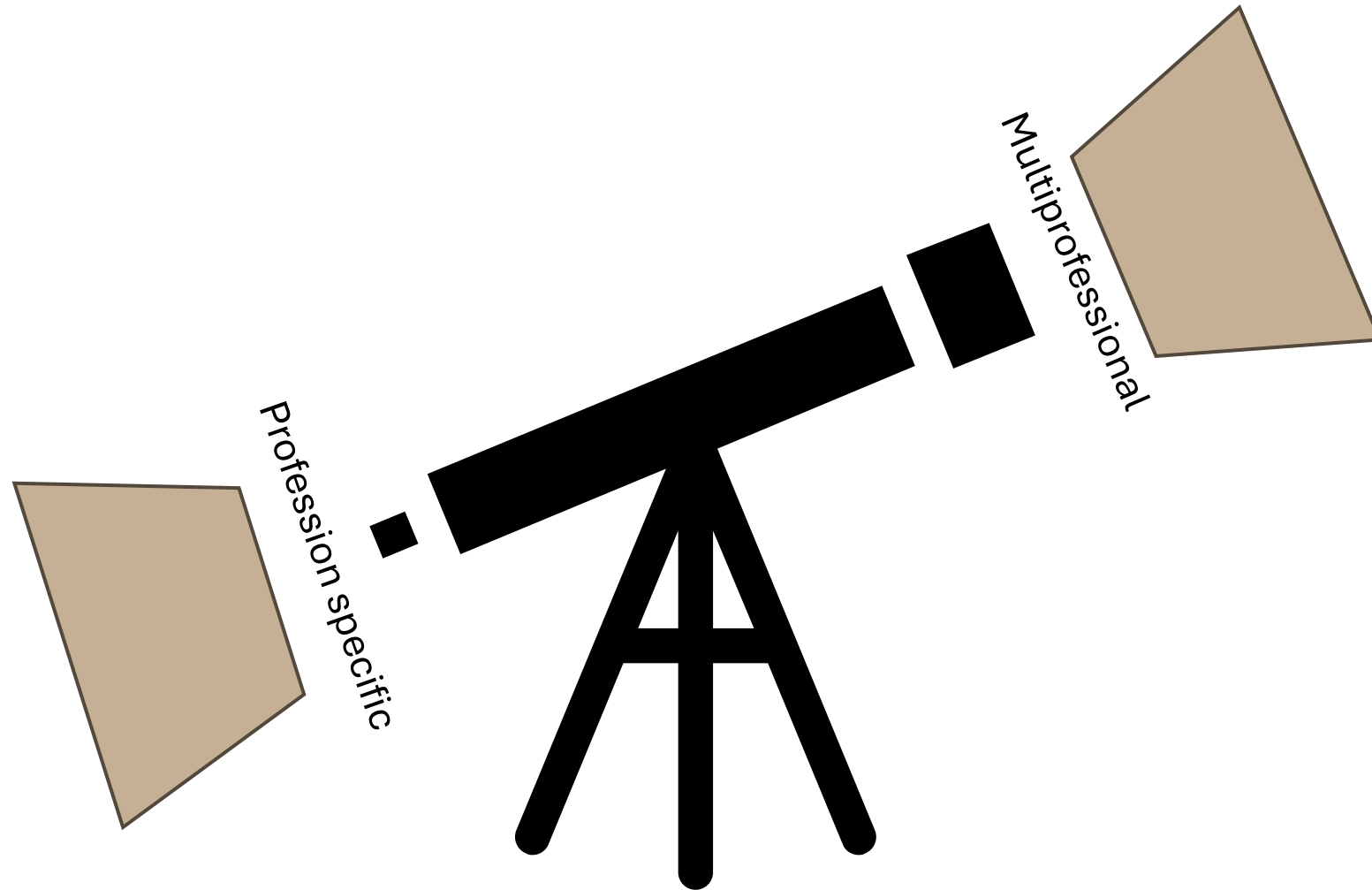
National Lead for Allied Health Professions and  
Multi-professional Advancing Practice,  
NHS England



# Re-imagining advanced practice

Dr Kim Stuart and Louise Henstock

# The different ways to explore advanced practice



# Continuum of advanced practice – celebrating all

- Advanced practice can be viewed from different perspectives, with a **shared purpose** within and across professions.
- There is value in **difference** as well as **unity**
- Recognising that advanced practice roles can be developed within or across professions and address different sectors needs but that all have **equal value**, however the specific intent and therefore impact will be different
- Building on from, **not** replacing is key in coming together as a coalition
- Recognise and value the work that has been done to date and the clinicians who have established themselves within advanced practice are **vital** to this.



# Project Methodology – Overview of Approach

## **Sprint Design Approach**

A flexible, agile, and iterative methodology

## **Our Intent:**

Co-produce a profession-specific understanding of Advanced Level Practice

Embed engagement across all AHP professions, sectors, clinical pathways, and all four nations

Hear from and include the full breadth of voices across health and care

## **Three Sprint Phases:**

1. Collaborate – Exploring and framing the challenge
2. Innovate – Developing and refining ideas into a prototype
3. Accelerate – Driving impact through dissemination & implementation

# Engagement & Insights – A Whole-System Approach

## **Phase 1: Collaborate**

Explored key principles of advancing practice

3 insight events held for: All AHPs, Occupational Therapy, Speech & Language Therapy

Topics included: Characteristics of Advanced Practice, Professional Development Needs, Profession-Specific Structures

## **Phase 2: Innovate**

Co-created a prototype of Advancing Practice Principles

Thought Leadership Insight Event

## **Phase 3: Accelerate**

Developed a tailored dissemination & implementation plan

Designed to embed change across systems

Aligned to stakeholder needs and national context

# Advanced Practice for Allied Health Profession – Social Justice Lens for Health Equity

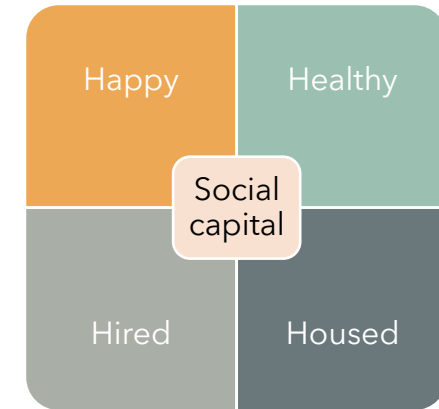
**Exploring Advanced Practice for All** : AHPs play critical roles in wide range of sectors inside and outside of statutory provision and advanced practice.

## **Our work:**

- **Positive disruptive thought:** Locating advancing practice within social justice framework to consider the impact OT and SLT can have in addressing health equity at a system level
- **Breaking through boundaries:** Promoting opportunities for OT and SLT across breadth of practice to foster equitable AP opportunities that harness the unique professional expertise and values led practice (link to justice, education, social care, housing – determinant of health equity at a community and societal level)
- **Innovate and collaborate:** To explore new and emerging opportunities for OT and SLT to impact on health inequalities and population need through expertise, leadership and research at Advanced Level within their profession.

# Advancing practice through the lens of social justice

Social impact by addressing inequalities



- Social capital has been identified as a potential determinant of outcomes ranging from education to health (Chetty et al 2022)
- Unifying argument that societies that are well connected are more likely to be healthy, housed, hired and happy (Woolcock 2001)
- Social impact refers to the significant, positive changes that address or solve social injustices or challenges.
- Social impact is about making the world a better place through deliberate actions that bring about meaningful change.
- Whether it's through community projects, corporate social responsibility initiatives, or government policies, the goal is to create a positive ripple effect that benefits society as a whole
- Measuring social impact takes a different focus and is values based, often considering broader outcomes over time.

# Exploring professional authority as a concept

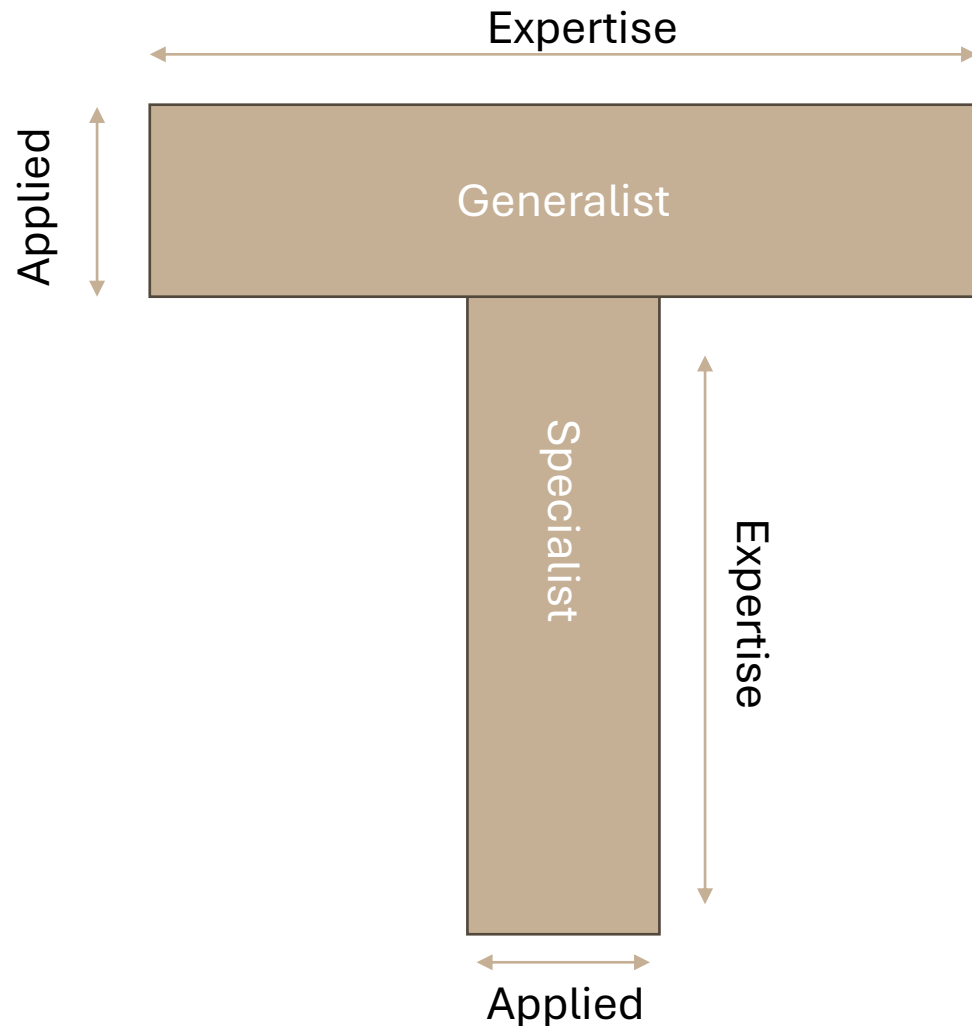
**Professional authority** refers to the power and influence that professionals hold due to their specialised knowledge, skills, and societal expectations. Within the context of the profession, authority can be related to level of practice and sphere of influence.

This authority is derived from several factors:

- 1.Expert Knowledge:** Specialised and/or expert knowledge that is not commonly held by others and is profession specific.
- 2.Sector Expectations:** Across health and care professional authority underpins the trust and expectations other place on the profession specific roles/level of practice.
- 3.Professional Power:** The individual professional's ability to influence and make decisions within their field. This combination allows professionals to diagnose, treat, and manage specific problems within their area of expertise within the level of practice.
- 4.Client Expectations:** Clients or patients' expectation of professionals to act in their best interest and level of expertise further reinforcing authority.

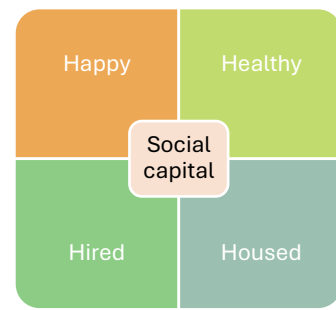


# The nature of Allied Health Professions advancing practice



- Expertise x applied = scope of practice
- Scope of practice informed by
  - Health population needs
  - Locality and geography
  - Diversity
  - Impact and outcome
- Generalist
- Specialist

# Key messages and future direction



- **Representation:** Creating an ordered but unique understanding of the advanced practice that is reproducible but representative of professions.
- **Social Capital:** Societies who have higher levels of social capital with rich social networks, civic responsibilities and associations provide a stronger position to address poverty and vulnerability, resolve disputes and promote growth
- **Health Equity:** Ultimately it is about creating a workforce that can tackle broad social, cultural and political challenges to improve the health of society underpinned by robust evidence using social and economic impact metrics
- **Social Justice:** By considering advanced level practice through the lens of social justice and health equity recognising social capital as a protective factor of health we can conceptualise a re-imagined nature and purpose of occupational therapy and speech and language therapy alongside existing advanced practice roles. To be inclusive of diverse practice areas such as housing, education, communities, neighbourhoods and justice sectors
- **Professional authority:** each profession may be able to articulate the expert knowledge domains, their application in practice and outcomes that are unique; but complicit with the overarching multiprofessional functions of advanced level practice. Focus on driving practice to meet population needs. Working within their scope of practice for this level
- **Workforce reform:** Across all professions and nations prioritisation of workforce reform for advanced level practice is to realise the fullest potential and optimisation of contribution in meeting population and individuals', families' and carers' needs through different models of service delivery and multi-disciplinary working building understanding of the impact based on common metrics to capture social change outcomes.

# AHP Advanced Practice

Stephanie Tempest  
HCPC Clinical Fellow  
8<sup>th</sup> October 2025



## About the HCPC

### Protection of the public

in Service

- Protect, promote and maintain the health, safety and wellbeing of the public
- Promote and maintain public confidence in the professions we regulate
- Promote and maintain proper professional standards and conduct for the professions we regulate



#### Fair

being honest,  
open and  
transparent



#### Compassionate

treating people with  
respect, empathy  
and care



#### Inclusive

collaborating  
with others and  
championing diversity

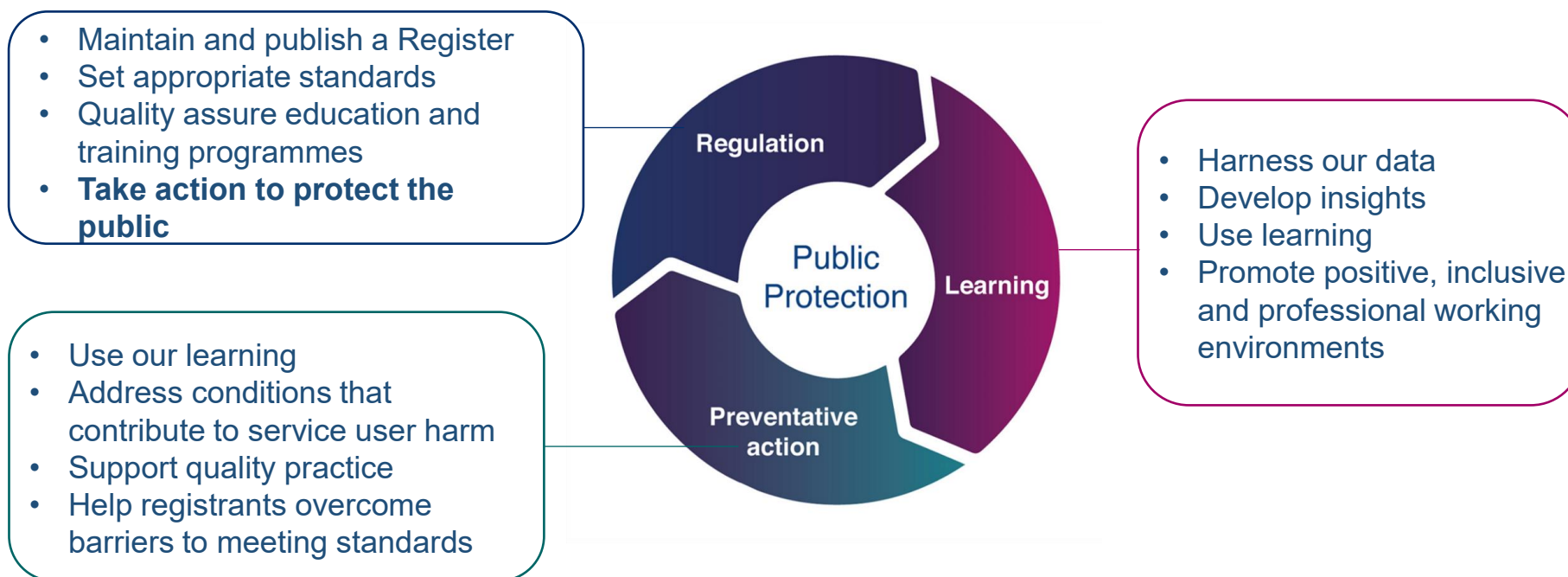


#### Enterprising

seeking opportunities to  
be creative and foster  
innovation to improve our  
performance

# About the HCPC

Professional Liaison Service



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## AHPs re-imagine practice

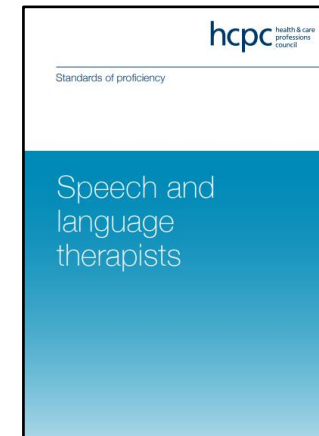
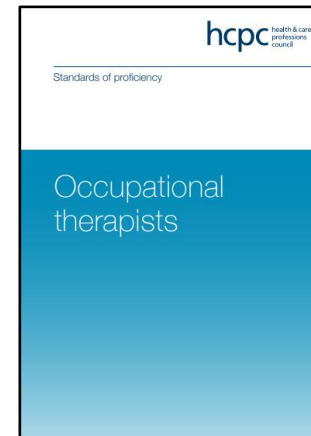
“...the allied health professions are innovative, responsive, nimble and able to adapt to a wide variety of changing populations and organisational contexts...adjusting their roles and responsibilities accordingly.”

[Pg 191, Nancarrow and Borthwick \(2021\)](#)

# What do we mean by scope of practice?

## Your scope of practice

Your scope of practice is the area or areas of your profession in which you have the knowledge, skills and experience to practise lawfully, safely and effectively, in a way that meets the standards and does not pose any danger to the public or to yourself.



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## Scope of practice

1. practise safely and effectively within their scope of practice

**1.1 identify the limits of their practice and when to seek advice or refer to another professional or service**

**1.2 recognise the need to manage their own workload and resources safely and effectively, including managing the emotional burden that comes with working in a pressured environment**

**1.3 keep their skills and knowledge up to date and understand the importance of continuing professional development throughout their career**

[Occupational therapists | The HCPC](#)

[Webinar: scope of practice | The HCPC](#)

## Advanced practice

Statement on Advanced Practice from the Chief Allied Health Professions Officers in each of the four UK countries:

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[Updates on Advanced Practice | The HCPC](#)

### **2. Statement on Advanced Practice**

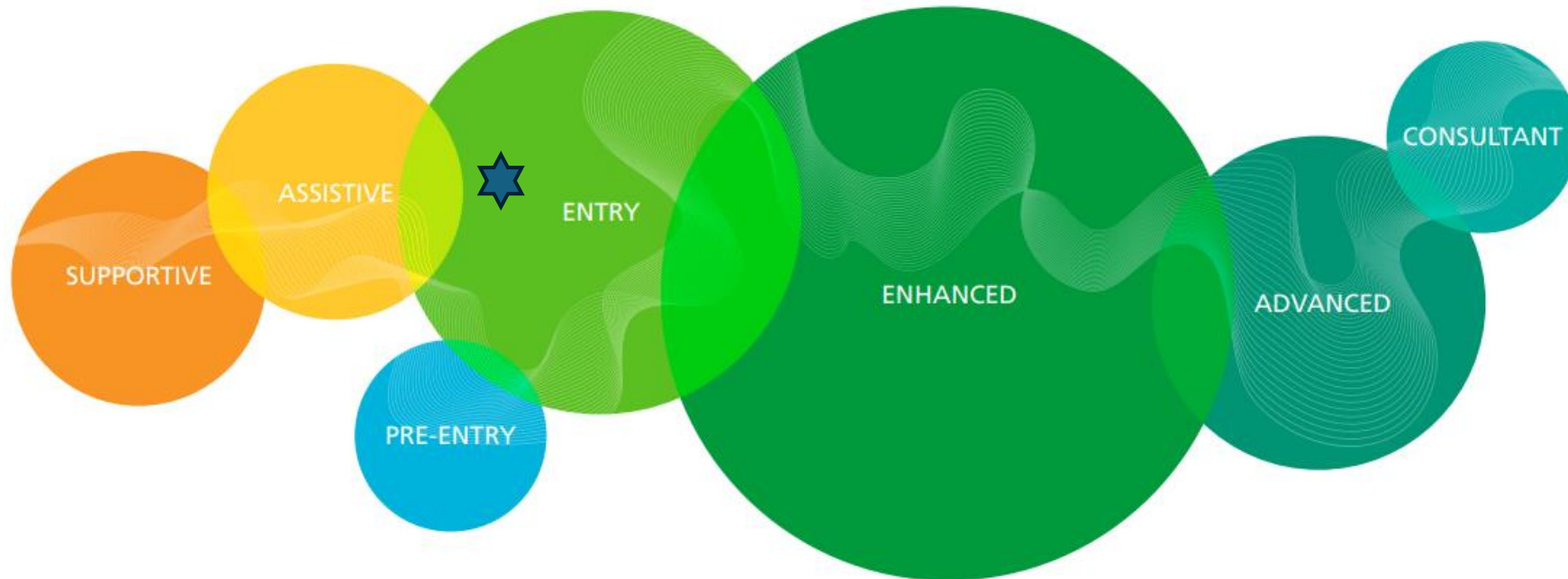
**Whatever the specific profession, role and context, all advanced practice AHPs will have the necessary advanced-level capabilities across all four pillars of practice needed to provide safe, high quality, holistic care with people, their families and carers.**

**All AHPs, including those working in advanced practice roles, are statutorily regulated by the Health and Care Professions Council (HCPC) or General Osteopathic Council (GOsC).<sup>1</sup>**

**Robust employer governance is central to the safe and effective employment, utilisation and deployment of advanced practice AHPs.**

## Levels of practice

★ Autonomous at point of  
entry to profession



Source: BDA Dietetic Career Framework (page 6)

The levels of practice have been set out in national profession specific and multiprofessional frameworks and may differ slightly:

England

Northern Ireland

Scotland

Wales

# Webinar series on scope of practice and delegation at advanced levels of practice

In partnership with the General Osteopathic Council and NHS England

- For **AHPs** working at or towards advanced levels of practice and **managers and strategic leaders** who support them
- **Two** topics for registrants, **two** for managers
- **Each runs twice** so you have two opportunities to attend

## For registrants:

- **Understanding your scope of practice at advanced levels of practice**  
Monday 29 September, 13:30-14:30  
Wednesday 22 October, 10:00-11:00
- **Supervision and delegation at advanced levels of practice - what you need to consider**  
Wednesday 1 October, 09:30-10:30  
Monday 3 November, 13:30-14:30

## For managers:

- **Maximising your team's potential through safe and effective delegation and supervision**  
Monday 6 October, 13:30-14:30  
Wednesday 5 November, 09:30-10:30
- **Effectively managing practitioners working at advanced levels of practice**  
Wednesday 8 October, 09:30-10:30  
Monday 20 October, 14:00-15:00

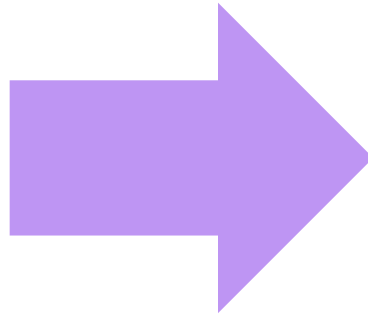
Browse all dates and times:  
[www.hcpc-uk.org/ScopeOptimisationWebinars](http://www.hcpc-uk.org/ScopeOptimisationWebinars)





# This is our time

- Policy positioning
- Strategic positioning
- Upskilling the workforce
- Measuring our impact
- Collective effort



**Change  
Movement**

**Shape the future with us**

**Reflection form open until  
31 October 2025**

**Reflection form - looking to the  
future of advanced practice**



**Thank you!**