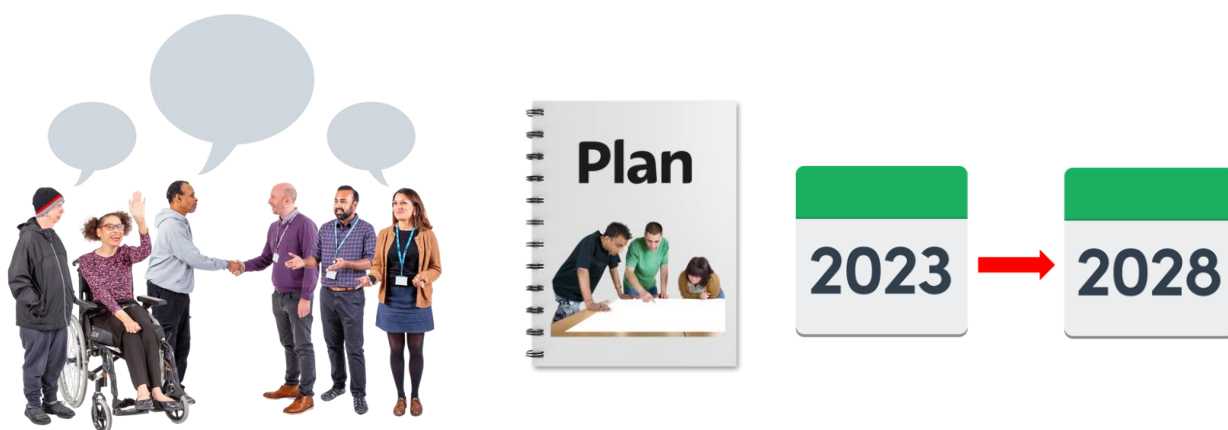


The Health and Social Care Alliance Scotland (the ALLIANCE)

Strategic Plan 2023 to 2028



Working together to make our voice stronger



About our 2023-2028 strategy



A **strategy** is a big plan.

Our strategy:

- is **ambitious** – this means we will work hard to do everything in the plan and to do it well
- is **dynamic** - it looks ahead, has new ideas and looks to make changes when needed
- **works with people** - it wants to bring people and organisations together to get the best **outcome** for Scotland



An **outcome** is what we want to see happen.

About the ALLIANCE



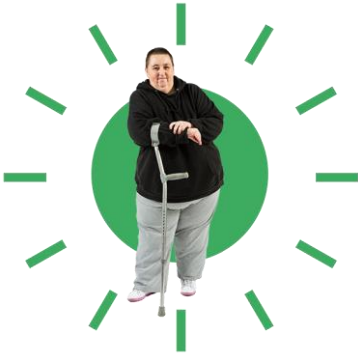
The ALLIANCE is an organisation that brings together people and organisations who share our vision for health and social care.

Since we started in 2006 the ALLIANCE has built a membership of over 3 thousand people and organisations.



We work with our members and partners to make sure **lived experience** and the skills and knowledge of voluntary organisations:

- is listened to
- helps to make new national policy and campaigns
- puts people at the centre of designing support and services



Lived experience means what people know based on the things they have experienced.

Our vision – what we want to see happen



A Scotland where everyone has a strong voice and enjoys their right to live well with **dignity** and respect.

Dignity means being treated in a way that is as thoughtful as possible.

Our purpose – what our work is for



The ALLIANCE works to make people's **wellbeing** better across Scotland.

Wellbeing means feeling comfortable, healthy and happy.



We bring together the knowledge and skills of people with lived experience, voluntary organisations and health and social care organisations.

Together our voice is stronger and we use it to make changes about the way services work at local and national level.

Our aims – the work we will focus on



We aim to:

- make sure the voices of:
 - disabled people
 - people with long term conditions
 - and unpaid carers

are at the centre of designing and delivering support and services and making them better.



- have ways to work with voluntary organisations as important partners

We aim to:



- support change that helps people to live well and supports:

- **self management** – being able to look after your own health and wellbeing



- independent living

- **human rights**



Human rights are freedoms that are protected in law.

They make sure we are treated fairly and with dignity.

- **co-production** – working with other people and organisations to make work happen



Everyone's view is important and everyone helps to make decisions.

Our values – the things we believe are important in the way we work

We are:



Inclusive – everyone can take part

We make sure actions happen using ideas and experiences of voluntary organisations and people with lived experience.



Participatory – supports people and organisations to work together

We work in a way that promotes dignity, fairness and rights.



Brave

We use our position and our knowledge to make change happen.



Proactive - we are quick to make changes when needed.

We can change to meet the needs of the people we represent.



Good at working together

Working together we are stronger, wiser and can make real change happen.

Our priorities – our most important work

Have a stronger voice by working together



Aim

The ALLIANCE brings people and organisations together to make life better for people across Scotland.

An **objective** is what we want to achieve.

Objectives

We will:

- work with our members to be a powerful voice and make change happen
- support our members to be part of planning and delivering our work
- find new ways to work with our members and use their ideas well
- make sure our membership reflects the mix of people in Scotland, and get more members
- strengthen the skills and knowledge of voluntary organisations by learning and developing together



Do more work with people with lived experience so they can make change happen



Aim

Our work makes sure that people with lived experience have the power to make change happen.

We want to make sure the people making big decisions are doing what they promised.



Objectives

We will:

- be leaders on ways of working that include people with lived experience, members, partners, and decision-makers
- design and deliver new, different and creative ways to work with other people and organisations
- through our work with other organisations we will:
 - make sure people with lived experience are not just invited to consultations but are listened to
 - make sure the voices of people with lived experience are valued





Principles are the standards for our work – what we believe in and how we want to work.

- make a set of values and **principles** with our lived experience networks to say what safe, rights-based, **trauma-informed** work looks and feels like



Trauma is the emotions you feel after a bad or frightening event.

Trauma informed means that someone can understand how trauma can make victims feel, and how trauma can make victims behave.

This will be part of all our work and the way we work with other organisations.



- expand our understanding of the lived experience of people and communities across Scotland

Ways to make projects that work well, get bigger and become permanent

Aim



The ALLIANCE has a way of working that supports projects to grow and last for a long time when they have shown positive changes on people's health and wellbeing.



Objectives

We will:

- develop ways to understand and support new and different ways of working



- do work that we have the **resources** to support or lead

Resources are the money, materials and staff needed to do a job.



- find the best way to tell people about our work and attract new people and organisations to work with us



- work hard to get new **funders** – people or organisations who give us money to do specific work

Do work on the things that make it difficult for some people to get health and social care services



Aim

To make sure the difficulties faced by poorer communities are understood and get the attention they deserve.

We are working to:

- make it easier for people to get health and social care services
- make sure our work gives a strong voice to people who have more difficulties in their life



For example people who do not have:

- enough money
- choices and chances
- as many public services where they live

Objectives

We will:

- work with our members, other organisations and people with lived experience to understand why some people find it difficult to get health and social care services





- do work to find ways to make it easier for people to get health and social care services



- work with other organisations to make it fairer for everyone to get health and social care services

Make sure that people who find it difficult to get health and social care services are part of this work.



- tell more people about the issues faced by people who find it difficult to get health and social care services – making this better is everyone's responsibility



- keep a focus on **prevention** throughout our work

Prevention means stopping something from happening.



- check what money and resources are used to do work on all parts of being healthy

Work in a way that protects people's human rights

Aim

Our work contributes to a Scotland where:

- people know what their human rights are, and know how to get them
- **public bodies** understand their duties and are responsible for the work they do



Public bodies are organisations that work for the Government and provide public services like schools, hospitals and councils.

We support our members and partner organisations to work in a way that protects people's human rights and we lead by example.

Objectives

We will:

- work in a way that protects people's human rights
- develop resources and information that explain human rights and how to protect them





- continue to act as a voice for people whose rights are most at risk
- question our partner organisations if we believe they are not respecting, protecting and telling people about their human rights

Develop a stronger **ALLIANCE**



Aim

The ALLIANCE's teams work together to make sure our work happens and that we do the work that is most important.

Objectives

- we will find ways to record and share our knowledge and develop our work
- we will make sure we learn from our work and have space to think about our ways of working
- we will follow our values in the work we do



We will challenge any behaviours and decisions which do not follow our values



- we will continue to deliver on our fair work commitments through:

- a flexible working policy

Flexible working is a way of working that suits an employee's needs, for example having flexible start and finish times, or working from home.



- having a supportive workplace for employees who are carers

- paying a **living wage**

A **living wage** is a UK wage rate based on the cost of living so staff get a wage that meets their everyday needs



- we will plan and make sure we have resources to support workers to develop their skills and knowledge

- we will be a **disability confident employer**

A **disability confident employer** increases understanding of disability and is committed to **inclusion** and **diversity** in the workplace.

Inclusion means everyone can take part and have the same chance.





Diversity means having a mix of different kinds of people.



- we are always looking to the future so we can cope well with changes, and decide where we can make the most difference



- we check how well our work is going and we can show the difference our work is making



- we make sure the rules about how we work follow:

- the law
- the protection of human rights
- **best practice** – working in the best way
- how to get people involved so they can have their say
- using resources well and in a way that is good for the environment



Thank you



Thank you for taking the time to read our 2023-2028 Strategy.

We are excited for the future and the work we can do with people and partners across Scotland.



If you want to learn more about our work you can visit our website at:

www.alliance-scotland.org.uk



or get in touch with us:

- by email: info@alliance-scotland.org.uk



- by phone: 0141 404 0231



This is the end of this Easy Read ALLIANCE Strategic Plan.