



Annual Report

2025

Foreword



Welcome to the ALLIANCE Annual Report for 2025. This year has been marked by continued growth in our membership, reach and influence alongside the delivery of a wide-ranging portfolio of programmes and activities that drive meaningful change across health and social care in Scotland.

Membership remains central to our identity and our role as a strong collective voice. In 2025, we welcomed 265 new members, bringing total membership to more than 3,700 organisations and individuals. An exceptional 99% of membership survey respondents reported being satisfied or very satisfied with their ALLIANCE membership, reaffirming the value of the spaces we create for sharing views, shaping policy, collaborating and building skills. As one member noted, “The work the ALLIANCE does is valuable for everyone in Scotland, whether they are a member or not.”

Ensuring that people with lived experience are meaningfully involved in decision-making continues to define our work. Across our **lived experience networks**, including Heart Disease and Long COVID, we supported engagement, learning and influence through webinars, focus groups and sustained collaboration with national partners. **Humans of Scotland** continued to amplify these voices, publishing 25 new stories and releasing the fourth volume of the series, focused on the Community Links Workers and those they work with and support.

Addressing health inequalities remained a core priority. **The Community Links Worker Programme** continued to provide vital support to people experiencing isolation, poverty, debt and other challenges, with more than 66,000 referrals in 2025. Feedback from people, professionals and GP practices has consistently highlighted the programme’s growing importance within communities.

Our work in digital health and social care continued to expand. ALISS recorded more than 128,000 website views and launched a new configurable map tool, enabling organisations to embed tailored community information directly into their own websites. **The Digital Health and Social Care Programme** further supported digital inclusion, strengthened community skills, promoted human-rights-based approaches and amplified lived experience in the design and delivery of digital services.



We continued to strengthen integrated working across health and social care. Through our **Children and Young People Programme**, we raised awareness of GIRFEC through CPD-accredited training, regional gatherings and the launch of our GIRFEC Insights report. **The Health and Social Care Academy** and **Integration** teams facilitated ambitious conversations, shared learning and collaboration through initiatives such as Integration in Action, HSCP Connect and Communities of Practice, ensuring lived experience remained central to integration reform.

Human rights continued to underpin all areas of our work. Our **Scottish Sensory Hub** delivered major research projects, policy papers and consultation responses, and launched the “More than Words: Communication for All” campaign to promote inclusive communication across Scotland. Our **Women’s Health Programme** played a key role in shaping Phase 2 of the Scottish Government’s Women’s Health Plan, reaching thousands through events, online engagement and trusted information sharing.

The ALLIANCE has strengthened its role as a trusted third sector intermediary, influencing national decision-making on health and social care reform, human rights, social security, gambling harms and medicines policy. Internationally, we shared learning, contributed to conferences and were honoured to receive the Empower EU Award. **Person Centred Voices** continued impressive outreach, with over 200 talks and workshops being delivered to over 9,000 people.

Our **Annual Conference, Our Voices Matter**, brought together more than 250 delegates in an inclusive, creative and reflective space, reinforcing the importance of connection, challenge and collaboration, as well as the importance of meaningful involvement of lived experience.

Together, this work reflects a year of progress, partnership and purpose. We are proud of what has been achieved alongside our members, partners and communities, and grateful for the trust placed in the ALLIANCE to convene, connect and amplify voices. As we look ahead to 2026, our 20th anniversary year, we do so with optimism, ambition and a renewed commitment to strengthening our collective voice.

We hope you enjoy reading about our work in 2025 and look forward to building on this momentum in the year ahead.



Sara Redmond

Sara Redmond
Chief Officer, Development



Susan Young

Susan Young
Chief Officer, Operations



Jim Hume

Jim Hume
Chair of the Board

Membership

Membership remains at the centre of the ALLIANCE. Throughout 2025, we have supported members to share their views and experiences, provide feedback to inform policy, learn and develop new skills, impactfully collaborate with fellow members, and work together to collectively shape meaningful change to health and social care.



265

new ALLIANCE
members



99%

99% of membership survey
respondents reported
being '**satisfied**' or '**very
satisfied**' with their
ALLIANCE membership



3,741

 members

The work the ALLIANCE does is valuable for everyone in Scotland.

- Feedback from individual member

Community Links Worker Programme

In 2025, the **Community Links Worker Programme** continued to support people facing challenges such as isolation, poverty and debt, while strengthening partnerships, expanding learning opportunities and delivering meaningful community-led initiatives across Scotland.

66,336 referrals



Energy Efficiency Outreach Workers reached

12,258
households



The Community Links Worker is not only valuable but has become essential.

- GP



I can't express my gratitude and thanks. Thank you, [Community Links Worker], for all the help and support. It means a lot and I felt heard.

- Feedback from participant

Digital Health and Social Care

ALISS

ALISS continues to help people find and share information about community assets and services that can support health and wellbeing. This year, we continued the implementation of a product roadmap aligned to our strategic goals.

ALISS launched a [configurable map tool](#) which enables organisations to develop customised maps using ALISS data that can be embedded into their websites.

760 organisations added to ALISS

2,147

services added
to ALISS

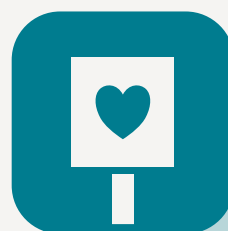
128.5k

[aliss.org](#) views



Digital

The Digital Health and Social Care Programme has continued to drive transformational change across the sector, completing projects this year that expanded digital inclusion, strengthened community digital skills, supported innovative collaborations, promoted human-rights-based practice, shared learning, and amplified the voices of people with lived experience.



The one year Digital Links Project concluded in May 2025. It supported 103 people in Glasgow with poor mental health to achieve digital inclusion. The legacy of the project is a Glasgow Peer Network consisting of 21 organisations who work collaboratively to overcome barriers to digital inclusion.

Health and Social Care Integration

Children and Young People Programme

Our Children and Young People Programme continues to raise awareness of how Getting It Right For Every Child (GIRFEC) can support disabled children and those living with long term conditions, and their parents and carers. We have been involved in ongoing developments in the children's policy agenda in Scotland.

This year, we continued to raise awareness of GIRFEC by delivering our CPD-accredited Getting to know GIRFEC training sessions to practitioners and professionals across Scotland.

We launched our **GIRFEC Insights report** in the spring, a snapshot of GIRFEC in practice, drawn from learning generated at our Regional Gathering Insights events.

12

GIRFEC Training sessions

delivered to over

300

professionals

Over

100

members of

Children and Young People Community of Practice ▶▶



Health and Social Care Academy

Our Academy has continued to advocate for long term, meaningful and sustainable change by facilitating collaborative and ambitious conversations using the Unfolding the Future Toolkit. This included presenting the Toolkit at the NES Annual Conference and collaborating with East Ayrshire Health and Social Care Partnership.

Through the Health and Human Rights Partnership we strengthened leadership and capacity building in rights-based decision-making, including a mapping exercise of rights-based decision-making in healthcare settings. This successfully delivered the first action of SNAP 2, Scotland's second National Human Rights Action Plan.

In partnership with the International Foundation for Integrated Care (IFIC Scotland) we have delivered four events in the Integration in Action series spotlighting examples of transformational change.



Integration

In 2025, we continued to build and strengthen relationships within the third sector, promote integrated ways of working, facilitate shared learning and amplify the voice of lived experience to help shape and influence the future of health and social care.

We held the first hybrid **Community of Practice – Lived Experience** session to enable members to discuss pressing priorities in real time.

We published **'The Integration Journey: A Decade of Health and Social Care Integration in Scotland'**, a report looking at progress, challenges and aspirations for the future of health and social care.

We launched the HSCP Connect series in partnership with Health and Social Care Scotland, to create new opportunities for collaboration and knowledge while strengthening our relationships with HSCPs.

300+

registrations have been received for integration events including HSPC Connect and Integration in Action



It was incredibly valuable to hear from people with lived experience about what works and doesn't for them.

- **Event attendee**

Lived Experience

Humans of Scotland

Humans of Scotland published 25 individuals' stories and continues to champion the voices of disabled people, people living with long term conditions, unpaid carers and those providing support and services across Scotland.

This year we released the [fourth volume of the Humans of Scotland story series](#), shining a light on the Links Worker Programme (LWP).

Our Humans of Scotland series supported our More than Words campaign by sharing [Niamdh's story](#) of her fight for inclusive communication at school.

Humans

of

Scotland



**Community Links
Worker Edition**



Heart Disease

In 2025, our engagement to support the National Heart Disease Task Force and the delivery of the Heart Disease Action Plan evolved significantly, driven mainly by our membership of the Preventative and Proactive Care CVD Risk Factor Programme and its workstreams. This strengthened our role as a key third sector intermediary partner and gave us a stronger platform to advocate for greater recognition of the third sector's role in CVD prevention.



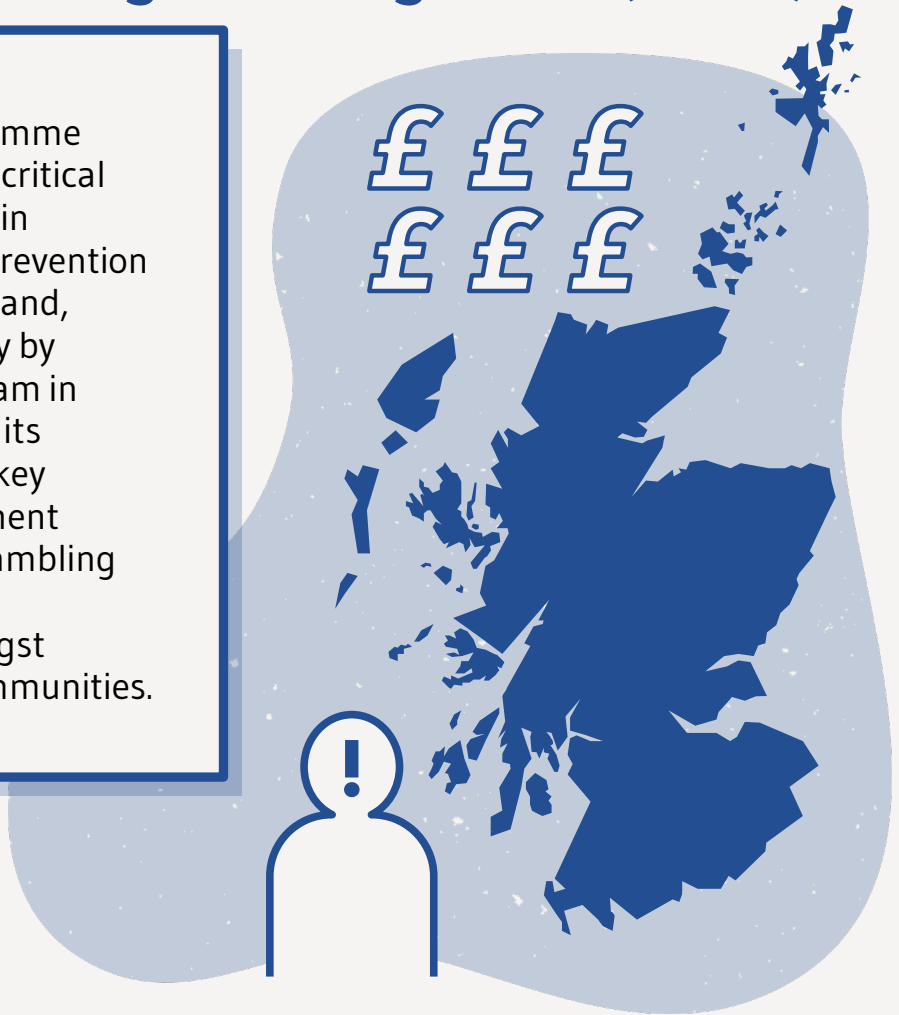
Long COVID

We continued to support the National Services Scotland Strategic Network for the Long Term Effects of COVID 19 to engage with people affected by Long COVID through co-ordination of our Long COVID Lived Experience Network and our delivery of information-sharing; feedback mechanisms; focus groups; and webinars.



Scotland Reducing Gambling Harms (SRGH)

The SRGH programme continues to be a critical strategic partner in gambling harm prevention work across Scotland, bolstered not only by expanding the team in 2025, but also by its involvement in a key Scottish Government project around gambling harm and suicide prevention amongst marginalised communities.



Partnerships and External Affairs

Over the past year we have delivered a series of engagement activities with our partners that put the voices of people with lived experience, young people, and third-sector organisations at the heart of people's rights, health and medicines policy. We delivered five engagement sessions on health and medicines policy areas and presented at five international conferences. We are delighted to have won the Empower EU Award which recognises the Scottish Advisory Forum for Europe outstanding contribution for building connections between Scotland and European communities.

Policy

In 2025, **we played a key role in shaping national decision-making**; informing the Care Reform Act, influencing human rights and social security policy, and driving member engagement ahead of the 2026 Scottish Parliament election.

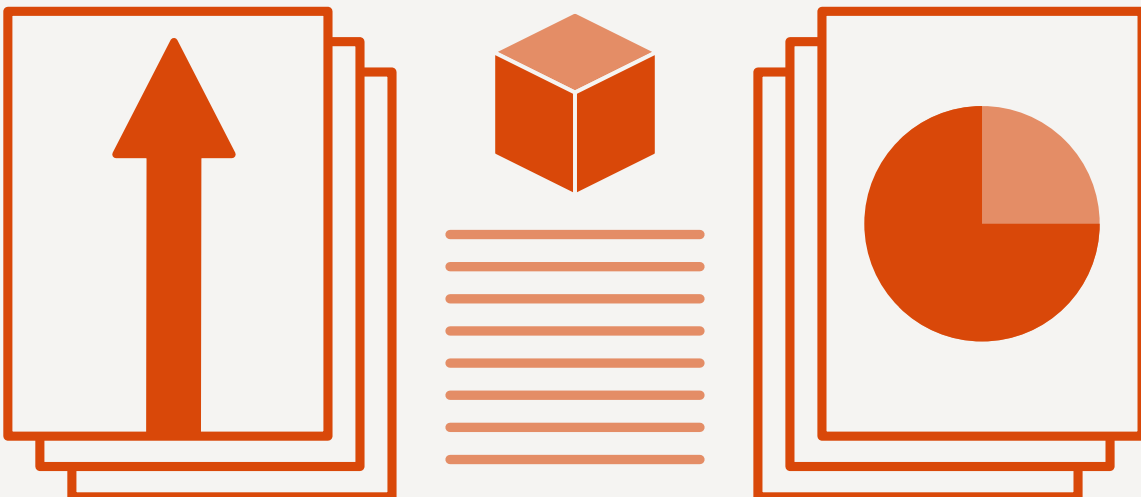
We proposed two amendments to the National Care Service Bill and are now a part of the final Care Reform Act.

We have been working to inform a forthcoming Scottish Government Bill to incorporate human rights into Scots Law.

We have worked to campaign for fair funding for third sector organisations and improvements to social security payments for disabled people and unpaid carers.

As a result of submissions to Scottish Parliament Committees' calls for views on the Scottish Government's budget, we were invited to give in person evidence to two separate Committees.

We have prepared an ALLIANCE manifesto for the 2026 Scottish Parliament election.



Women's Health

The Women's Health Plan Programme continues to represent lived experience priorities in policy development on women's health, facilitate trusted information sharing and offer positive and meaningful conversation about what matters to women.

We held **13** events that were attended by over **550** individuals,

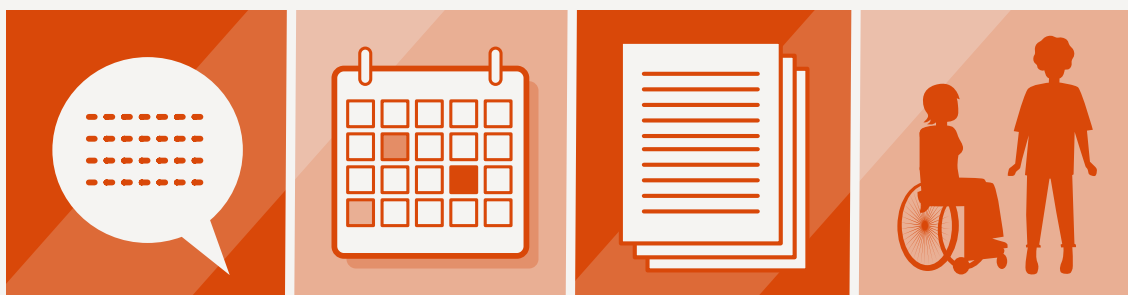
and our event recordings achieved on YouTube got **33k** views 

We have been a key stakeholder within the development of Phase two of the Scottish Government's Women's Health Plan.



Thank you for all the work you are doing, it is making a great difference to the women in Scotland.

- **Member of the Women's Health Plan Lived Experience Group**



Person Centred Voices

In 2025, our [Person Centred Voices](#) programme engaged with 9,000 people at 200+ events across Scotland and beyond to embrace kindness, compassion, and connection in care through transformative talks, workshops, films, and creative collaborations. We produced four films on the What Matters to you approach and engaged with care homes to create six art installations as part of the Art for Ayrshire project.



We now ask 'What Matters To You?' not just to residents, but to each other. It's changed how we work together.

- Feedback from Care Home Manager



Self Management

Our **Self Management** programme continued to drive the uptake of self management practices in community and health settings through the distribution of £1.9 million to 31 community-based projects, ongoing support of existing projects, hosting the Self Management Network Scotland and the delivery of eight events (including the Self Management Awards) as part of Self Management Week 2025.



“

As a new grantee, we cannot express enough how well supported we have felt throughout the process.

- Feedback from fund grantee

91%

of attendees of Self Management Reflective Practice rated the course as excellent

Scottish Sensory Hub

Across 2025, our [Scottish Sensory Hub](#) has completed two large-scale research projects, submitted evidence to six national consultations, launched a major campaign on inclusive communication, and supported work across audiology, access to BSL interpretation, rehabilitation support for people with Visual Impairments, and a definition of Deafblindness for Scotland.

We launched our “More than Words: Communication for All” campaign, with support from partners across the sector and a range of media coverage.

We published a report on dementia assessments and sensory care, and a connected research article, with support from the Cross-party Group on Deafness.



consultation
responses



policy papers

ALLIANCE

Live

ALLIANCE Live continued to capture digital stories, meaningful change and insights across health and social care. Working with our members, third sector organisations and health and social care professionals we collaborated to share good practice and strengthen the voice of lived experience. We produced a range of video resources featuring the work of the **Self Management Network** and contributed to campaigns such as **More Than Words** which highlights the importance of accessible communication. We also created new content on women's health while supporting the **Women's Health Plan** and continued **interviewing people** to explore leadership, lived experience and collaboration in health and social care.

55,484 YouTube views 

184

New YouTube subscribers

27

Total videos

Communication statistics

LinkedIn

1,093

New followers

365

Total posts



90,897 Total impressions

Instagram:

13.3k

Total views

325

New followers



Facebook

154.8k Total views

526

New followers

290

Total posts



Media mentions

107

Total media mentions

75

National mentions

Website statistics

Website views increased by

66% to 193k

14

Case studies

45

Opinion pieces

403

News pieces

Annual Conference 2025: Our Voices Matter

253
delegates



6
speakers

16
workshops

3
creative projects

19
exhibitors

3.5k increase in social
media activity

[Read our conference report](#)

Feedback



I was moved by how passionate and knowledgeable the speakers at the workshops were.

- Delegate



It was one of the best conferences I have attended; super inclusive, very welcoming, space to hear about important issues, to reflect and to challenge and to connect.

- Delegate



We particularly enjoyed the workshops and the morning discussion, the facilitators were excellent.

- Exhibitor



100% would recommend the conference to others.

Accounts

The Health and Social Care Alliance Scotland (the ALLIANCE)

HEADLINES FIGURES

For the year ended 30 June 2025

Statement of Financial Activities

2025

2024

Incoming Resources

£

£

Grant to support operational costs

2,820,431

4,546,592

Membership events and conference income

5,606,209

3,614,381

Investment income

407,932

304,361

Other income

49,187

18,069

8,883,759

8,483,403

Resources Expended

£

£

Costs of generating voluntary income

501,637

445,504

Charitable activities costs

10,938,815

7,610,885

Governance costs

195,684

195,420

Support costs

298,588

251,925

11,934,724

8,503,734

	2025	2024
	£	£
Net incoming/(outgoing) Resources	(3,050,965)	(20,331)
Balance brought forward	13,410,429	13,430,760
Balance carried forward	10,359,464	13,410,429
	£	£
Allocated:		
Unrestricted funds	7,106,660	5,923,259
Restricted funds	3,252,804	7,487,170
	10,359,464	13,410,429

	2025	2024
Balance sheet	£	£
Tangible fixed assets	56,458	10,156
Investments	1	1
Current assets	18,455,209	15,704,941
Creditors, falling due in less than one year	(6,631,362)	(1,620,713)
Creditors, falling due greater than one year	(1,520,842)	(683,956)
Net assets	10,359,464	13,410,429
Represented by	£	£
Unrestricted funds	7,106,660	5,923,259
Restricted funds	3,252,804	7,487,170
	10,359,464	13,410,429

About the ALLIANCE

The Health and Social Care Alliance Scotland (the ALLIANCE) is the national third sector membership organisation for the health and social care sector. We bring together over 3,500 people and organisations dedicated to achieving our vision of a Scotland where everyone has a strong voice and enjoys the right to live well, with dignity and respect. Our members are essential in creating a society in which we all can thrive, and we believe that by working together, our voice is stronger.

We work to improve the wellbeing of people and communities across Scotland by supporting change in health, social care and other public services so they better meet the needs of everyone in Scotland. We do this by bringing together the expertise of people with lived experience, the third sector, and organisations across health and social care to shape better services and support positive change.

The ALLIANCE has three core aims.

We seek to:

- **Empower people with lived experience:** we ensure disabled people, people with long term conditions, and unpaid carers are heard and that their needs remain at the heart of the services and communities.
- **Support positive change:** we work within communities to promote co-production, self management, human rights, and independent living.
- **Champion the third sector:** we work with, support and encourage co-operation between the third sector and health and social care organisations.



The ALLIANCE is committed to upholding human rights. We embed lived experience in our work and aim to ensure people are meaningfully involved at every level of decision-making.

Working together creates positive, long-lasting impact. We work in partnership with the Scottish Government, NHS Boards, universities, and other key organisations within health, social care, housing, and digital technology to manage funding and develop successful projects. Together, our voice is stronger, and we can create meaningful change.

