

National Outcomes Review 2023

<https://consult.gov.scot/national-performance-framework-unit/call-for-evidence/>

Call for - Evidence - Scottish Out of School Care Network Response

The Scottish Out of School Care Network

The Scottish Out of School Care Network (SOSCN) has been operating since 1991, and we are the national intermediary charitable organisation supporting the school age childcare sector in Scotland. All our work is underpinned by a commitment to ensuring that children's rights are met by enabling access to play, care and informal learning opportunities outside school hours.

School Age Childcare

In Scotland, school age childcare, also commonly known as out of school care, is the largest sector providing play, care, and informal learning opportunities for school-aged children outside formal education. Services all provide child-centred care after school, and some additionally provide breakfast clubs and all-day holiday care.

There are nearly 1000 registered school age childcare services in Scotland, 588 breakfast clubs and 482 holiday services. More than 50,000 children of school age are registered in childcare. (Care Inspectorate, 2022).

School age childcare services operating for more than 2 hours each day are required to register with the Care Inspectorate, and staff are regulated by the Scottish Social Services Council. Staff in registered settings are required to meet the same regulation and qualification requirements as those in early years settings. Parents using school age childcare services registered with the Care Inspectorate may be able to access government support to pay for childcare costs through tax credits or the Tax-free childcare system.

There are ambitious plans by the Scottish Government to expand school age childcare in Scotland with a commitment to: "Building a system of school age childcare by the end of this Parliament, providing care before and after school, all year round, supporting parents and carers – particularly on low incomes – to have secure and stable employment. Those on the lowest incomes will pay nothing."

[Best Start - strategic early learning and school age childcare plan 2022 to 2026 - gov.scot](https://www.gov.scot/Best-Start-strategic-early-learning-and-school-age-childcare-plan-2022-to-2026)
(www.gov.scot)

In 2019, the Draft Framework for Out of School Care in Scotland, successfully mapped the vision and key aims of this to nine of the eleven key outcomes of the National Performance Framework. This earlier work by the school age childcare team at the Scottish Government can be accessed here:



As this illustration demonstrates, the vision, and three priority high level aims for the school age childcare policy shows that this type of childcare, this type of care, can be mapped across most of the current outcomes.

The Scottish Out of School Care Network, while supporting the current National Performance Framework, is also part of a coalition of 63 organisations calling for a “Care” outcome to be added to this high level framework. See campaign website here:

A Scotland That Cares

And the collective response that we are part of is copied in the Appendix.

Given that it was possible, to map childcare across many indicators, why are we supporting the campaign from “A Scotland that Cares”, to add in another outcome of “Care”?

First, for SOSCN, we support children's rights to access the care, play and informal learning they receive in good quality school age childcare, as well as the wellbeing of their families being supported through this type of care provision.

Our recent survey of parents and carers about their access to school age childcare found that the impact on the wellbeing of families who needed school age childcare but had no or limited access:

[limited-or-lack-of-sac-parent-carer-impact-survey.pdf \(soscn.org\)](https://www.soscn.org/limited-or-lack-of-sac-parent-carer-impact-survey.pdf)

Nearly half of parents reported insufficient or no access to school age childcare, and the impact on them is profound.

- Nearly two thirds are experiencing more stress,
- More than half of them are reducing working hours.
- More than a third report reduction in household income as a result of this.
- Under half rely on friends or relatives to help.
- For those that do, more than a third of them say this causes stress for their relatives and friends and impacts negatively on their relationships.
- Lone parents are particularly impacted.
- Parents and carers of children with disabilities and additional support needs have the least access to suitable childcare.
- Within the rich qualitative commentary, the juggling, stress, impact on child and family wellbeing and halting of professional careers, alongside guilt, frustration and financial problems are all made clear.
- For those with sufficient access to school age childcare, some offered additional comments to say that without this in place, they would be "plunged into poverty".
- Others mentioned that they use friends and family as they could not afford to pay for childcare.
- Many respondents knew about help with childcare costs via tax credits or tax free childcare but nearly a quarter of all respondents did not know about both.

Some parents mentioned the negative impact on their children of being stuck in front of a TV or play station while they had to work from home after school hours.

To support children and their families who need care of any type, we believe that having "A Scotland that Cares" would help join up and drive policies in the way the draft framework for out of school care did across the other outcomes too.

Furthermore, as the statistics on those who do work in care roles, and in childcare, show in the collective response in the appendix, those who provide the childcare in school age childcare are predominately women, and often in part time, low waged work.

School Age Childcare Workforce

The School Age Childcare Workforce is predominantly a part-time workforce due to the limited hours of operation: possibly 1.5 – 2 hours before school and then 3+ hours after school, and then possibly all-day care during the holidays. The average weekly term-time hours for Managers is 30; 23 for Practitioners, and 19 for Support Workers.

Despite requiring professional registration with the Scottish Social Services Council and qualifications appropriate to the job (which for Managers means a degree-level qualification), salaries remain low: the average pay for a Manager is £14.05 per hour (range: £9.50 - £21.40); £10.69 per hour (range: £4.80 - £16) for a Practitioner, and £9.98 per hour (range: £5.63 - £12.27) for a Support Worker. Much of the School Age Childcare workforce are 'in-poverty workers'.

A combination of limited hours and low salaries in tandem with increased living costs and pressure to work more hours if receiving Universal Credit means that staff have to find additional jobs, which can affect health and wellbeing, and adversely impact on family/home life; or they are leaving the sector entirely where their childcare skills are not being used (e.g., working in retail).

"The cost of living is causing me some concern over how I am going to be able to continue to do my job as it costs me a fortune to get to my place of work in petrol and the buses are not reliable enough to use them for early morning starts and late nights home." (Manager)

"Fair salary, considering the responsibility of the childcare sector." (Practitioner)

"The pay isn't enough and lack of career progression opportunity." (Support Worker)

"Having to work another job alongside my OSC role as I am not provided with enough hours to maintain a fair income. As a result, I find it more challenging to balance both shift patterns and my free time." (Support Worker)

School Age Childcare services often cannot pay staff more as they get very little if any additional or direct subsidy: income is generated through parents paying fees. Childcare costs in the UK are already some of the highest in the world, yet salaries remain low.

Recruitment and retention are the biggest issues facing the sector at the moment. It is now not uncommon for services which are financially viable, and needed by families, reporting they are either unable to expand to meet demand, having to reduce places offered, or closing completely due to lack of suitable staff.

Any expansion of school age childcare, and childcare in general, requires a solid foundation to build on but unfortunately this is being undermined due to staffing issues, low pay, poor conditions, lack of professional recognition, and an overburdening of regulation and legislation.

If staff could earn more, and have higher professional recognition, they would probably be more likely to stay in the sector- nearly 100% of staff said the best thing about working in School Age Childcare is 'working with children'.

SOSCN, 4th Floor, 41 St Vincent Place, Glasgow G1 2ER

"It's an extremely rewarding job, the children give me the motivation to provide the best care for them." (Manager)

"Spending time with the children and generally having a laugh with them while they are relaxing and winding down after school. It's great when they want my help to do things or play with them and I love being involved in everything but when they are just chatting to me about their day, problems or any upcoming events I feel like a part of their world. Also, their laughter and excitement is infectious!" (Manager)

"Low hourly rate. Low wages push to seek for another job instead of doing something you are passionate about." (Practitioner)

School Age Childcare, and childcare in general, should be seen as a vital infrastructure service not only to support parents into (and remain in) work or education but as way of supporting children's social and emotional development and wellbeing.

<https://soscn.org/downloads/research/osc-worforce-survey-results-2022.pdf>

Therefore, for the school age childcare workforce to be valued, with much better pay and conditions, and, indeed to ensure there are still services to build on got the planned expansion of school age childcare in the future, we believe that "A Scotland that Cares" outcome in the National Performance Framework, could boost the efforts being made across many policy areas of the Scottish Government to address poverty, increase parental employment and to ensure that all members of our society has the type of care they need, when they need it.

Irene Audain MBE, Chief Executive, Scottish Out of School Care Network, 9th June 2023

References:

Care Inspectorate (2022) *Childcare statistics 2021*

Scottish Government (2022) *Best Start - strategic early learning and school age childcare plan 2022 to 2026*.

[Best Start - strategic early learning and school age childcare plan 2022 to 2026 - gov.scot \(www.gov.scot\)](https://www.gov.scot/Best-Start-strategic-early-learning-and-school-age-childcare-plan-2022-to-2026)

Scottish Government (2019) *Out of School Care in Scotland - A draft Framework Consultation*

[Out of school care in Scotland - draft framework: consultation - gov.scot \(www.gov.scot\)](https://www.gov.scot/Out-of-school-care-in-Scotland-draft-framework-consultation)

Scottish Out of School Care Network (2023) *Limited or Lack of Access to School Age Childcare, Parent and Carer Impact Survey* [limited-or-lack-of-sac-parent-carer-impact-survey.pdf \(soscn.org\)](https://www.soscn.org/limited-or-lack-of-sac-parent-carer-impact-survey.pdf)

Scottish Out of School Care Network (2023) *Annual Workforce Survey 2023*

Appendix – copy of collective response from

A Scotland that Cares

National Outcomes Review 2023

Response to the call for evidence from the 'A Scotland that Cares' Campaign

A '[Scotland that Cares](#)' is a unique coalition campaign backed by 63 organisations that is calling for a **new, dedicated National Outcome focused on care and carers in Scotland** to end the invisibility of care in the existing National Outcomes and to drive policy and spending action, while transparently tracking progress.

This response to the call to evidence for the National Outcomes 2023 review is written on behalf of the campaign coalition and is therefore only focussed on the campaign's call to ensure care – and all those who provide it – is clearly visible in the next iteration of the National Outcomes. Individual organisations will submit their own individual responses to this call to evidence, and these should be considered independently of this campaign-wide response.

In the pre-ambule to the call for evidenceⁱ, John Swinney MSP noted that the National Performance Framework "*helps us to measure what matters*" and that the linked National Indicators help the Scottish Government to "*invest in areas where we need to unlock greater momentum*". It is therefore essential that care is fully reflected. However, right now, care – including those who experience it, as well as those who provide it, whether paid or unpaid – is largely invisible within the National Outcomes.

Given the foundational importance of care to individual, family, community, economic and national wellbeing, we think this must change. More must be done to fully value and invest in care and a dedicated National Outcome will drive this change. We provide quotes from a range of organisations involved in the A Scotland that Cares campaign, outlining the basis for their support, at the end of this Response.

Why is a cross-cutting National Outcome on all forms of care needed?

Everyone needs care at some point in their life: as a child, in older age, or due to ill health or additional needs. This campaign, and the proposed National Outcome it calls for, therefore explicitly encompasses all forms of care – whether for adults or children, whether for those with or without additional support needs, and whether paid or unpaid. It encompasses the quality of the care experienced by individuals, and the quality of life this provides, as well as the physical, mental and financial wellbeing, including poverty, of those who provide care on a paid or unpaid basis. The Covid-19 pandemic and the cost-of-living crisis have also deepened pre-existing challenges.^{ii,iii} The breadth and diversity of supporters of this campaign demonstrates the necessity for *all* forms of care to be fully considered within the creation of a new National Outcome on care, as well as the scale of support for its introduction as part of this five-yearly Review process.

The creation and subsequent pursuit of a new National Outcome on care would, over time, benefit everyone in Scotland, with virtually all of us experiencing or providing some form of care at some point in our lives. Estimates suggest there are already 839,000 adult unpaid carers^{iv} and approximately 29,000 young carers^v. It would cost an estimated £10.9 billion every

year to replace the care they provide.^{vi} However, care needs are predicted to grow as people live longer lives. There are also 138,000 single parents with dependent children^{vii} who experience additional pressures compared to other parents due to their caring responsibilities.; for example, the poverty rate for single mothers is significantly higher than the population as a whole.^{viii}

Care is also critical for delivering jobs in Scotland through both the early years and adult social care sectors. Social care alone already employs more than three times as many workers as agriculture, forestry, and fishing combined, with over 208,000 workers.^{ix} This is only going to increase because of Scotland's ageing population. More widely, an estimated one in 25 people of all ages (231,925 people) were reported as receiving social care support and services at some point during 2020/21.^x It is therefore clear that care is the backbone of our society. Not only is it integral to individual, household, community, and national wellbeing, but without care, the economy would grind to halt. Yet, care is systemically undervalued and, as a result, it is chronically underfunded, creating significant consequences for those who experience and provide it.

Women are impacted most severely by the undervaluation of care, because it is a deeply gendered activity. In Scotland, as many as 70% of unpaid carers are women.^{xi} Women also make up 96% of childcare^{xii} and 80% of adult social care staff^{xiii} – both sectors are characterised by low pay, poor working conditions, and job insecurity.^{xiv} This deeply unequal distribution of care work, when combined with its undervaluation, can limit women's economic prosperity, and undermine their health and wellbeing.^{xv}

Gaps in our understanding exist, but the impacts of caring responsibilities can also be more pronounced for people from minority ethnic backgrounds^{xvi}, who are likely to do more hours of unpaid care work.^{xvii} Linked to this, women from minority ethnic backgrounds are also more likely to be economically inactive and in low paid jobs.^{xviii} At UK level, people from minority ethnic backgrounds are also over-represented in the child and adult social work workforces.^{xix}

In March 2023, A Scotland that Cares held a reception at the Scottish Parliament, hosted by Karen Adam MSP. The event featured input from those with direct experience of care.^{xx}

"I wish there would be more support, appreciation and recognition for social care workers."

- **Tanzeela Majid, social care worker**

"So many young carers feel so isolated. Young carers need to have visibility, they need to be heard. To be seen."

- **Max Green, a young carer**

"I feel valued but only through familial connections and through pride in the young man my son is becoming, but by greater society, no. There's no support, or help – you're expected to know everything yourself."

- **Lyndsay McCurly, a single parent and unpaid carer**

"I don't feel valued at all. I do by my family: they've been a great support. But it really annoys me when professionals say to me 'you're saving social care thousands of pounds by keeping your husband at home'."

- **Diane McKechnie, an unpaid carer**

What should a National Outcome on Care look like?

Academics at the University of the West of Scotland, conducting research as part of the UWS-Oxfam Partnership^{xxi}, have worked with the 'A Scotland that Cares' campaign, to develop a [blueprint](#)^{xxii} for a new National Outcome on care. Published in November 2021, and adopting the format used for the existing set of National Outcomes, this research proposes a new National Outcome on care stating:

'We fully value and invest in those experiencing care and all those providing it'.

Crucially, this research identified seven 'Beacon' National Indicators, and a range of sub-indicators, which should be used to monitor progress, in addition to capturing people's lived experience of care. These are:

1. The quality of life of unpaid carers, care workers and those experiencing care

E.g., right to breaks, access to mental health services, Life chances of young carers, social connections, Life-care balance, Respite availability.

2. The quality of care for all

E.g., Access and affordability of social care and childcare, Safety, Adequacy of the quality of care experienced, Support for unpaid carers.

3. The financial wellbeing of unpaid carers, care workers and those experiencing care.

E.g., % of care workers, unpaid carers and those experiencing care in poverty; Cost of care as a % of household income; Lifetime earnings gap; The length and level of paid maternity and paternity leave; % of unpaid carers who feel supported towards and within decent work.

4. The voice and influence of unpaid carers, care workers and those experiencing care.

E.g., Choice over the nature of care and how it is delivered (from those experiencing care); Care sectoral bargaining & worker voice; policy influence of carers.

5. Access to education and training

E.g., % of people experiencing care in education; % of care workers in vocational training; % of unpaid carers in education; % of unpaid carers who have received care-based training.

6. The adequacy of funding for care

E.g., adequacy of social security, level of funded childcare, funding for social care, funding for 3rd sector programmes

7. The job quality of social care and childcare workers

E.g., pay and conditions for care and childcare workers; holiday entitlement; overtime worked etc.

We believe these Indicators, together with our proposed wording for the National Outcome statement, should be further tested — particularly with those with direct experience of care — and improved if necessary. Work will also be needed to identify appropriate data sources, and

to plug gaps where these exist; this process should involve further consultation. However, anything short of the range of issues covered in the indicators proposed above would fall short of ensuring the dedicated new National Outcome on care properly measures progress on how we value and invest in all forms of care in Scotland. We provide further headline evidence across our draft indicators, detailing why more must be done to value and invest in care in [this briefing](#).

What could a National Outcome on care help us achieve?

Scotland's National Performance Framework (NPF), and the 11 National Outcomes that sit within it, is presented as Scotland's 'wellbeing framework'. While not perfect, we believe this evolving tool must emerge as a vital means for driving forward Scotland's transition to a 'wellbeing economy', with care as a central component within it. Yet, care and carers – including parents and guardians of children, paid care workers, and unpaid carers for those with additional support needs – are nearly invisible in the 11 existing Outcomes.

Building a wellbeing economy that drives national wellbeing is simply not possible without putting care at the centre of all we do. This campaign demonstrates that this is increasingly recognised. Clearly, there is no one policy solution in tackling the undervaluation of care, and this campaign recognises that fully valuing and investing in care in Scotland will require multiple changes across multiple areas, delivered at the same time.

As such, care should be fully considered within the delivery of every National Outcome. However, the lack of a dedicated Outcome fails to reflect the foundational importance of care to Scotland's society and economy or address the deep undervaluation of it. Until we shift our view on what we count as 'work' and centre the importance of paid and unpaid care, these changes will either not be made, or will not be made at the depth and scale needed to drive transformative change. Over time, a dedicated National Outcome, placed within an improved wellbeing framework, will help to change that by providing a strong focus for new, and sustained, policy and spending action at national and local levels. For example, it would reinforce the need for carers – of all types – to be considered more fully by local authorities and public bodies, who are legally required 'to give due regard' to the National Outcomes in carrying out their functions through the Community Empowerment (Scotland) Act 2015.^{xxiii}

Critically, a National Outcome, using robust and cross-cutting National Indicators, will also enable us to meaningfully and transparently measure the progress achieved over time. Measuring progress is all the more important given the range of actions taken in Scotland in recent years, as well as those planned but not yet delivered, that have the potential to improve how we value and invest in care – such as reforms to social security entitlement for unpaid carers^{xxiv}, additional investment^{xxv} and reforms to social care^{xxvi}, and plans for developing an all-year-round school-age childcare system.^{xxvii} The creation of a National Outcome on care is not a substitute for these, or other immediate actions, with urgent progress essential across many areas.

However, a dedicated National Outcome on care will set a path towards ongoing and transformative change and make Scotland one of the first countries in the world to make such an explicit commitment.^{xxviii}

SOSCN, 4th Floor, 41 St Vincent Place, Glasgow G1 2ER

A Scotland that Cares is supported by:





Why different organisations back the campaign:

Age Scotland

“We want Scotland to fully value and invest in care, both paid and unpaid, to drive positive change and make a big difference to lives of many older carers and of those they support. Far too many people go without the vital care and support they need which has a devastating impact on their quality of life. Scotland can and must do better. Ensuring and demonstrating that our precious social care system is held in the same high esteem of other public services is crucial. There is no doubt that much more support is needed for our carers, including financial assistance and employment support, as the extraordinary unpaid contribution made cannot be taken for granted. Without them our care system simply wouldn't exist.”

Abbotsford Care

“We want Scotland to fully value and invest in care because it matters – people matter & relationships matter and together we can support people to have the best quality of life surrounded by those who matter to them.”

Action for Children

“We want Scotland to fully value and invest in care because, it will help realise our bold ambitious vision that every child and young person in the country should have a safe and happy childhood and the foundations they need to thrive.”

Alzheimer Scotland

“We want Scotland to fully value and invest in care because for too long the care sector has been undervalued and subjected to many unfair cost saving practices. Staff have experienced poorer terms and conditions than their NHS partners, and without our unpaid carer's commitment and

dedication, both our health and social care sector would be in greater crisis."

Barnardos

"We want Scotland to fully value and invest in care because... we believe in children, and we believe that every child and young person has the right to thrive. Keeping The Promise to transform Scotland's care system and ensure that every child grows up safe, loved and able to reach their potential requires commitment to systemic change and the National Outcomes should reflect that commitment."

Bluebird Care

"We want Scotland to value and fully invest in Care because we believe that any Civilised Society is judged on how it treats its weakest and most vulnerable citizens. We do not want to be a country that fails to recognise this fundamental truth and more importantly not put it into practice."

Carers of West Dunbartonshire

"We want Scotland to fully value and invest in care because it is what will make our communities thrive."

Carers Scotland

"We want Scotland to fully value and invest in those experiencing care and all those providing it because... Scotland's one million unpaid carers are the bedrock of health and social care, without whom the care system would collapse. Despite saving Scotland £10.9 billion each year, too often they experience poverty, loss of employment and ill health simply because they care. This must change!"

Carers Trust Scotland

"We want Scotland to fully value and invest in care because it is vital that unpaid carers get the support, they need to ensure they can live their own lives alongside caring."

Carnegie UK

"We want Scotland to fully value and invest in care because the wellbeing of our carers matters, for them, the people they love and care for, their communities and Scotland as a whole"

CELCIS

"We want Scotland to fully value and invest in care because in a just and fair society, all

children and families should have high-quality care and support that meets their needs when they need it."

CHAS

"We want Scotland to fully value and invest in care because... We have a vision that all children with life-shortening conditions and their families should have timely access to high quality care, equally across Scotland, when and where they need it. Yet over two-thirds of the families we support say there are gaps in their care. We must do everything we can to ensure that children with short lives are able to live their best possible lives, and social care is a crucial element of that."

Children in Scotland

"We want Scotland to fully value and invest in care because it is vital to achieving our ambition that all children to have an equal chance to flourish."

Coalition of Carers in Scotland

"We want Scotland to fully value and invest in care because it recognises the immense contribution both supported people and unpaid carers make to our communities. It is an investment in unpaid carers, who are the bedrock of our health and social care system and an investment in enabling supported people to participate as full citizens."

CPAG Scotland

"We want Scotland to fully value and invest in care because making sure carers, paid and unpaid, have decent incomes and wider support is critical to meeting Scotland's child poverty ambitions. When carers are left in poverty, children are left in poverty."

Disability Equality Scotland

"We want Scotland to fully value and invest in care because it is a human right for disabled people and their families to be treated with care, dignity and respect at all times."

Enable Scotland

"We want Scotland to fully value and invest in care because everyone should have access to human rights-driven, self-directed social care in their own home in the community where they want to live. Today, hundreds of people with learning disabilities in Scotland still do not receive the care they

need in their own local community, close to the people they love; some have been stuck in hospital for years. Investment in social care is an investment in society itself, and fair pay and conditions for the vital social care workforce must be at the heart of Scottish Government policy."

Engage Renfrewshire

"We want Scotland to fully value and invest in care because we know the importance of having resilient communities."

The Fostering Network

"We want Scotland to fully value and invest in those experiencing care and all those providing it because children, young people and those that care for them deserve to have access to the support that they need, when they need it, for as long as they need it in order to thrive. This will require a system and a society where the importance of fostering is understood, recognised and supported."

Generation Scotland

"We want Scotland to fully value and invest in care because we want to improve the future health of Scotland"

Glasgow Council for the Voluntary Sector

"At Glasgow CVS we want Scotland to fully value and invest in care because it is a cornerstone of both an equal society and realising people's human rights"

Health and Social Care Alliance Scotland (the ALLIANCE)

"We want Scotland to fully value and invest in care because unpaid carers are priceless, care workers deserve proper recognition, and carers should have a voice."

HRM Homecare Services Ltd

"We want Scotland to fully value and invest in care because the sector needs to be nurtured and supported to sustain the hundreds of thousands of employees nationally, and in turn, provide the best possible care to people who require support for everyday living. The future of social care rests not only on money, but in recognising caring roles as skilled, well-paid, and long-term career choices. Making these much-needed changes could help to create a Scotland that can deliver jobs, economic

growth, and a social care sector we can all be proud of.”

Inclusion Scotland

“We know that disabled people are most likely to be in receipt of or need social care support and are often also unpaid carers themselves. Supported people are also burdened with the cost of care charges during a cost-of-living crisis. When disabled people get the right support at the right time, we can realise a range of rights including our rights to full and equal participation in our communities. This is a key reason why we agree there should be a National Outcome reflecting how these rights can and should be realised in a Scotland that Cares.”

Inspiring Scotland

“We want Scotland to fully value and invest in care because we believe that everyone, no matter where they live, or the circumstances they are born into, should have the chance to enjoy a happy, healthy life free from disadvantage. Valuing and investing in care will allow people to flourish and participate fully in all aspects of life.”

IPPR

“We want Scotland to fully value and invest in care because the mark of a truly fairer country is the support it offers to those who selflessly give their time to care for loved ones while alleviating pressures on the health and care system.”

Luminate

“We want Scotland to fully value and invest in care because the best care supports people at every stage of life to flourish, to grow, to make their own decisions, to be creative, and to achieve their dreams.”

MND Scotland

We want Scotland to fully value and invest in care because people with MND rely on sustainable social care which can keep up with the speed of this rapidly progressing terminal disease.”

OPFS

“We want Scotland to fully value and invest in those experiencing care and all those providing it because... from Covid-19 to the cost-of-living rise, the inequalities faced by carers have intensified. Most single parents are women who have sole care of their children and almost one in five cares for at least one child with a disability, many also work in the care sector. People, mainly women, who care for others, have been unappreciated and under paid for far too long. For many that results in personal and economic costs, including poverty. We must ensure Scotland is a caring country.”

Oxfam Scotland

“We want Scotland to fully value and invest those experiencing care and all those providing it because... the wellbeing of our entire society depends on it. Right now, a failure to value care is a key barrier to ending poverty. This particularly impacts women, who provide most care, and whose contribution has been undervalued for too long.”

PASDA

“We want Scotland to fully value and invest in care because it will make a difference to everyone, not just those who need care.”

PKAVS Carers Hub

“We want Scotland to recognise and reward carers for all that they do. Truth be told without unpaid carers society wouldn't be able to cope but all too often unpaid carers are marginalised and aren't given the support and recognition they deserve”.

Save the Children

“Save the Children supports this important campaign because caring work – in all its many forms impacts on all of us and yet remains systemically undervalued. Caring work – mainly carried out by women – must be first valued, and invested in. This is about equality but also human rights and the kind of society we want Scotland to be”.

SCDC

“We want Scotland to fully value and invest in care because carers and the people they support matter, their contribution to communities and society deserves to be fully recognised and forms a critical part in

tackling the inequalities experienced by many."

SCLD

"We want Scotland to fully value and invest in care because it is everyone's human right to live independently with the support they need."

Scottish Care

"We want Scotland to fully value and invest in those experiencing care and all those providing it because... it is time to recognise the distinctive and diverse contribution, skills, services and supports that social care offers in enabling citizens to flourish and live well. The future of our health service, workforce, economy and wellbeing requires care in all its forms to be properly resourced, understood and respected. The time is now to walk the talk in supporting sustainable, high-quality care and that relies on truly valuing people and services."

Scottish Independent Advocacy Alliance

"We want Scotland to fully value and invest in care because everyone receiving and providing care has the right to high quality care and support that ensures the PANEL principles of participation, accountability, non-discrimination, empowerment and legality underpins all care provision."

Scottish Out of School Care Network

"We want Scotland to fully value and invest in care because this is the heart of an inclusive, equitable country where everyone can thrive."

Scottish Women's Budget Group

"We want Scotland to fully value and invest in those experiencing care and all those providing it because care is the backbone of our society, yet for too long it has

been under-valued and suffered from chronic under-investment. Now is the time.

to change this by immediately injecting funds into care services while putting in place longer-term measures to ensure care is properly valued."

Scottish Women's Convention, Chair

"We want Scotland to fully value and invest in care because the care industry disproportionately affects women"

Sight Scotland

"We want Scotland to fully value and invest in care because we believe people living with disabilities deserve to receive the care and support they need, when they need it. We recognise that many people in Scotland who are living with visual impairment are currently not receiving the care they need to allow them to thrive and are committed to tackling this."

SRS Care Solutions

"We want Scotland to fully value and invest in care because it's simply the right thing to do. Our most vulnerable people deserve a fulfilling, dignified life where they are safe and can be independent. In addition, the work our carers do towards supporting them in this goal should not go unrecognised."

Stirling Carers Centre

"We want Scotland to fully value and invest in care because too many unpaid adult and young carers suffer negative physical, mental, financial and social impacts as a result of the care that they provide. We want to see increased investment in providing specialised support, replacement care and quality respite opportunities to ensure that unpaid Carers have a life outside of caring."

The Action Group

"We want Scotland to fully value and invest in care because it matters to you, to me and to us all. Better pay, better care, a better Scotland."

The Poverty Alliance

"It is completely unjust that there has been a long-standing and systemic undervaluation of care. Too many carers across Scotland - a majority of whom are women - are locked in the grip of poverty as a result. We want Scotland to fully value and invest in care and end that injustice for good."

Triangle

"We want Scotland to fully value and invest in care because we think the government should provide additional support for unpaid carers who are mainly invisible, undervalued and under supported."

Voluntary Health Scotland

"We want Scotland to fully value and invest in care because carers deserve fair health."

Wellbeing Economy Alliance Scotland

"We want Scotland to fully value and invest in care because care work in all its forms provides the foundation of all our wellbeing but is systematically undervalued in an economy focused on the pursuit of growth and productivity for its own sake. We need to redesign our economy so that care, for people and planet, becomes the foundation and guiding principle for all economic decision making."

ⁱ Scottish Government, National Outcomes review 2023: consultation information pack (14 March 2023): <https://www.gov.scot/publications/national-outcomes-review-2023-consultation-information-pack/pages/1/>

ⁱⁱ Carers Scotland, State of Caring in Scotland 2022 (7 November 2022): <https://www.carersuk.org/reports/state-of-caring-in-scotland-2022/#:~:text=The%202022%20State%20of%20Caring,size%20in%20the%20survey's%20history.>

ⁱⁱⁱ One Parent Families Scotland, Living Without a Lifeline (2022): <https://opfs.org.uk/policy-and-campaigns/policy-research/living-without-a-lifeline/>

^{iv} Scot Gov, National Care Service - Fairer Scotland Duty Assessment (21 June 2022): <https://www.gov.scot/publications/national-care-service-fairer-scotland-duty-assessment/documents/>

^v Scot Gov, National Care Service – Child Rights and Wellbeing Impact Assessment (21 June 2022): <https://www.gov.scot/publications/national-care-service-child-rights-wellbeing-impact-assessment/documents/>

^{vi} Carers Scotland, State of Caring in Scotland 2022 (7 November 2022): <https://www.carersuk.org/reports/state-of-caring-in-scotland-2022/#:~:text=The%202022%20State%20of%20Caring,size%20in%20the%20survey's%20history.>

^{vii} ONS, Households by type of household and family (09 March 2022): <https://www.ons.gov.uk/peoplepopulationandcommunity/birthsdeathsandmarriages/families/datasets/householdsbytypeofhouseholdandfamilyregionsofenglandandukconstituentcountries>

^{viii} Poverty and Income Inequality in Scotland 2019-22, Scottish Government (23 March 2023): <https://data.gov.scot/poverty/>

^{ix} Scottish Social Services Council, Scottish Social Service Sector: Report on 2021 Workforce Data (24 August 2022): <https://data.sssc.uk.com/data-publications/22-workforce-data-report/295-scottish-social-service-sector-report-on-2021-workforce-data>

^x Scottish Government, people who access adult social care and unpaid carers: evidence (21 June 2022): <https://www.gov.scot/publications/national-care-service-people-access-adult-social-care-unpaid-carers-scotland/>

^{xi} Scottish Government, Carers Census, Scotland, 2019-20 and 2020-21 (21 December 2021): <https://www.gov.scot/publications/carers-census-scotland-2019-20-2020-21/pages/5/#:~:text=Around%207%20in%2010%20carers,of%20unpaid%20carers%20were%20female>

^{xii} Scottish Government, A Blueprint for 2020: Expansion of Early Learning and Childcare in Scotland Consultation (26 March 2020): <https://www.gov.scot/publications/blueprint-2020-expansion-early-learning-childcare-scotland-consultation/pages/5/>

^{xiii} Scot Gov, adult social care workforce: evidence (21 June 2022): <https://www.gov.scot/publications/national-care-service-adult-social-care-workforce-scotland/documents/>

^{xiv} Scottish Government, Adult social care: independent review (February 2021): <https://www.gov.scot/publications/independent-review-adult-social-care-scotland/pages/3/>

^{xv} Oxfam, C. Coffey, P. Espinoza Revollo, R. Harvey, M. Lawson, A. Parvez Butt, K. Piaget, D. Sarosi and J. Thekkudan. (2020). Time to Care: Unpaid and underpaid care work and the global inequality crisis, P29, Box 7 (January 2020): <https://policy-practice.oxfam.org.uk/publications/time-to-care-unpaid-and-underpaid-care-work-and-the-global-inequality-crisis-620928>

^{xvi} UWS-Oxfam Partnership, Caring during the crisis: the experiences of ethnic minority communities in Scotland during COVID-19 (Feb 2023): <https://oxfampartnership.uws.ac.uk/wp-content/uploads/2023/02/Report-No-12-Caring-during-crisis-the-experiences-of-ethnic-minority-communities-in-Scotland-during-COVID-19.pdf>

^{xvii} Scottish Government, National Care Service - adult social care: equality evidence review (21 June 2022): <https://www.gov.scot/publications/national-care-service-adult-social-care-scotland-equality-evidence-review/pages/10/>

^{xviii} Fraser of Allander Institute, Economic outcomes for minority ethnic groups in Scotland (17 August 2020): <https://fraserofallander.org/economic-outcomes-for-minority-ethnic-groups-in-scotland/>

^{xix} What Works for Children's Social Care, Ethnic Minority social workers in the UK (January 2022): https://whatworks-csc.org.uk/wp-content/uploads/WWCSC_Ethnic_Minority_SW_Workforce_Rapid_Review_Jan22.pdf

^{xx} A Scotland that Cares at the Scottish Parliament, Oxfam Scotland (9 March 2023): <https://oxfamapps.org/scotland/2023/03/09/a-scotland-that-cares-at-the-scottish-parliament/>

^{xxi} UWS-Oxfam Partnership: <https://uwsoxfampartnership.org.uk/>

^{xxii} UWS-Oxfam Partnership, Towards a Scotland that cares A new National Outcome on care for the National Performance Framework (November 2021): <http://uwsoxfampartnership.org.uk/wp-content/uploads/2021/11/NPF-Report.pdf>

^{xxiii} Scottish Government, Community Empowerment (Scotland) Act 2015 (February 2017): <https://www.gov.scot/publications/community-empowerment-scotland-act-summary/>

^{xxiv} Scottish Government, Scottish Carers Assistance: consultation (28 February 2022): <https://www.gov.scot/publications/scottish-carers-assistance-consultation/>

^{xxv} Scottish Government, Scottish Budget 2022-2023: <https://www.gov.scot/binaries/content/documents/govscot/publications/corporate-report/2021/12/scottish-budget-2022-23/documents/scottish-budget-2022-23-level-4-data/scottish-budget-2022-23-level-4-data/govscot%3Adocument/scottish-budget-2022-23-level-4-data.xlsx>

^{xxvi} Scottish Government, Scottish Budget 2022-2023: <https://www.gov.scot/binaries/content/documents/govscot/publications/corporate-report/2021/12/scottish-budget-2022-23/documents/scottish-budget-2022-23-level-4-data/scottish-budget-2022-23-level-4-data/govscot%3Adocument/scottish-budget-2022-23-level-4-data.xlsx>

SOSCN, 4th Floor, 41 St Vincent Place, Glasgow G1 2ER



^{xxvii} Scottish Government, Programme for Government 2022-23 (6 September 2022): <https://www.gov.scot/publications/stronger-more-resilient-scotland-programme-government-2022-23/>

^{xxviii} UWS-Oxfam Partnership, Towards a Scotland that cares A new National Outcome on care for the National Performance Framework (November 2021): <http://uwsoxfampartnership.org.uk/wp-content/uploads/2021/11/NPF-Report.pdf>