



Joint Open Letter

**John Swinney MSP
First Minister
Scottish Government**

**Via email
17 August 2025**

Dear First Minister,

Open letter – Why urgent action is needed now to address Scotland's health and social care crisis

We write to you as leaders and representatives of organisations within the third sector in health and social care to call for immediate action to address the profound crisis threatening our sector. This call comes in light of your recent announcement on reform based on the Christie principles. The wellbeing and rights of Scotland's people and the sustainability of the third sector and wider public services are at immediate risk. We support your broad vision. However, your commitments to prevention, early intervention, improved wellbeing and realisation of rights cannot succeed if we are not here to help you deliver them.

Today, our organisations face increasing levels of demand which simply cannot be met within available public funds. Services and support are facing severe funding cuts. Many organisations are scaling back services significantly; others are looking at the possibility of closure. The sector, and the people it supports, have been pushed to breaking point by decades of underinvestment and too little value placed on the contribution we make every day.

Evidence from the Health and Social Care Alliance Scotland (ALLIANCE) and Coalition of Care and Support Providers in Scotland (CCPS) illustrates the depth of the crisis. In a March 2024 survey, 49% of ALLIANCE members who participated reported their finances as being 'insecure'. In CCPS's February 2025 poll of 50 not-for-profit providers in its membership, 67% said they were budgeting this year on the basis of reaching financial balance through reserves – and, of these, 91% reported

that they will no longer be a going concern within four years, if they continue to reach financial balance in this way.

More widely, SCVO polling released recently revealed that 81% of charities and voluntary organisations face financial challenges that put essential services and support they deliver at risk – an increase of 10% since spring 2023.

We are now at a tipping point. Unless action is taken, the health and social care sector will be pushed over the edge of sustainability. The impact of this will be felt in communities across Scotland, including by some of our most marginalised individuals and families.

Therefore, we are calling for:

- Action in the upcoming Spending Review through an immediate and substantial cash injection into third sector providers of health and social care to address the current crisis. This must include full cost recovery for increases in employers' National Insurance contributions.
- A medium-term fully-funded recovery plan for our sector, to address decades of underinvestment and ensure people can get the services they need into the future.
- A commitment to finally deliver multi-year funding, with uplifts that reflect inflation, to ensure stability for organisations, employees and the people they support.
- A firm commitment to fully include the sector in making decisions about how services are planned and delivered.

It is vital the Scottish Government respects the third sector, listens to us, and invests in us. The consequences of inaction will be felt in every community. It will increase crisis interventions, deepen inequalities, build pressures on the wider public sector, and leave lasting scars on our country.

Yours sincerely,

Rachel Cackett, Chief Executive, Coalition of Care and Support Providers (CCPS)

Sara Redmond, Chief Officer, Health and Social Care Alliance Scotland (the ALLIANCE)

+238 signatories that are members of CCPS or the ALLIANCE

Leona McDermid
Chief Executive Officer
Aberdeen Foyer

SallyAnn Kelly
Chief Executive
Aberlour

Margaret Simpson MBE MSC FRSA
Chair/Chief Executive Officer
Ability Borders SCIO

Sonya Chowdhury
Chief Executive
Action for ME

Des Friel
Chairperson
Action in Mind

Fiona Aitken
Director, Scotland
Adoption UK Scotland

Alison Downie
Divisional Director Scotland
Affinity Trust

Katherine Crawford
Chief Executive Officer
Age Scotland

Alison Douglas
Chief Executive
Alcohol Focus Scotland

Henry Simmons
Chief Executive
Alzheimer Scotland

Wendy Given
Chief Operational Officer
Anchor House

Kashif Anwar
General Manager
Annexe Communities

Bobby Duffy
Chief Executive Officer
Ark Housing Association

Vanessa Paynton
Executive Director
Art in Healthcare

Kevin Harrison
Director CEO
Artlink Central

Sarah Sleet
Chief Executive Officer
Asthma + Lung UK

Martina Chukwuma-Ezike
Chief Executive Officer
Asthma and Allergy Foundation

Anita Grover
Chief Executive Officer
Auditory Verbal UK

Sean Macaskill
Director
Autistic Knowledge Development

Craig Blackwood
Director of Care Services
Ayrshire Cancer Support

David Reilly
Chief Executive
Baillieston Community Care

Jenny Reeve
Director
Beatroute Arts

Susan Hunter
Chief Executive Officer
Befriending Networks

Robert D Walters
Chief Executive Officer
Better Lives Partnership

Debbie Collins
Chief Executive
Bield Housing and Care

Mariem Omari
Co-Artistic Director
Bijli Productions

Jayne Laidlaw
Chief Executive Officer
Bipolar Scotland

Jason MacGilp
Chief Executive
Blackwood Homes & Care

Gary Meek
Chief Executive Officer
Blue Triangle

Jenny Smith
Chief Officer
Borders Care Voice

Fraser Quin
Executive Director
British Society for Lifestyle Medicine

Pauline Cavanagh
Chief Executive Officer
CACE (Cumbernauld Action for Care of
the Elderly)

Dr Julie Wardrop
Chief Executive Officer
CANDU (Dundee Cancer Support
Network) SCIO

Clare Daly
Chief Executive Officer
Cantraybridge

Brian Logan
Chief Executive
Capability Scotland

Gail Burden
Chief Executive Officer
Capella Charity

Jenny Bruce
National Director
Care & Repair Scotland

Jennifer Roe
Chief Executive Officer
Carers Link East Dunbartonshire

Mike Niles
Chief Executive
Carers of West Lothian (CoWL)

Becky Duff
Director for Scotland
Carers Trust

Angela Friel
Centre Manager
Caring Operations Joint Action Council
(C.O.J.A.C. Centre)

Lucy Wren
Chief Executive Officer
Carr Gomm

Laura Stewart
Chief Executive Officer
CATH - Churches Action for the Homeless

Dr Sam Smith
Chief Executive Officer
C-Change Scotland

Sharon Bairden
Chief Officer
Ceartas

Sheila Mackay
Manager
Centre for Inclusive Living Perth and
Kinross

Stephanie Fraser
Chief Executive Officer
Cerebral Palsy Scotland

Nick Ward
Chief Executive
Change Mental Health

Louise Wright
Chief Executive
Changing Faces

Allan Cowie
Chief Operating Officer
Chest Heart and Stroke Scotland

Mary Glasgow
Chief Executive Officer
Children First

Helen Forrest
Chief Executive
Children's Health Scotland

Rami Okasha
Chief Executive
Children's Hospices Across Scotland

Noelia Martinez
Chief Executive Officer
Citizens Rights Project

Tinashe Sibanda
Managing Director
Clover Care Scotland Ltd

Jim Kane
Chief Executive Officer
Community Integrated Care

Roisin Connolly
Chief Executive Officer
Connecting Carers

Anna Bird
Chief Executive Officer
Contact

Hilda Campbell MBE
Chief Executive Officer
COPE Scotland

Hazel Brown
Chief Executive
Cornerstone

Heather Gray
Chief Executive Officer
Cosgrove Care

Marianne Radcliffe
Chief Executive Officer
Crohn's & Colitis UK

Viv Dickenson
Chief Executive Officer
CrossReach

Ewan Aitken
Chief Executive Officer
Cyrenians

Philip Gerrard
Chief Executive Officer
Deaf Action

Alana Harper
Chief Executive Officer
Deaf Links

Isabella Goldie
Chief Executive Officer
Deafblind Scotland

Ronald Coleman
Chairperson
Deepness Ltd

Frances Lawrence
Chief Executive
Dementia Carers Count

Jennifer Hall
Director for Scotland
Diabetes UK

Lyn Pornaro
Chief Executive Officer
Disability Equality Scotland

Lauren McAnna
Chief Officer
Disability Information Scotland

Leanne McBride
Centre & Operations Manager
Drumchapel LIFE

Cathy Magee, OBE
Chief Executive
Dyslexia Scotland

Neill Clark
Chief Executive Officer
East Ayrshire Advocacy Services

Fiona Pirrie
Chief Executive Officer
East Ayrshire Carers Centre

David McDove
Chair
East Dunbartonshire Access Panel

Suzi Holland
Chief Executive Officer
Eczema Outreach Support

Stephanie-Anne Harris
Strategic Development Manager
Edinburgh Community Health Forum

Nile Istephan
Chief Executive Officer
Eildon Group

Claire MacDonald
Chief Executive
ELCAP

Mrs Candice McKenzie
Co-Founder
Endo Warriors West Lothian

Frazer Scott
Chief Executive Officer
Energy Action Scotland

Rachel Edwards
Chief Executive Officer
Epilepsy Connections

Rebecca Don Kennedy
Chief Executive Officer
Equality Network

Ian Cumming
Chief Executive
Erskine Veterans Charity

Pauline Quinn
Business Development Director / Centre
coordinator
Eternal Balance LLP

Karen Johnson
Co-CEO
Facial Palsy UK

Fiona Dunwoodie
Chief Executive Officer
Fair Deal

Maggie Wright
Chief Executive Officer
Families in Trauma and Recovery

Cheryl Ward CBE
Family Fund Group Chief Executive
Family Fund

Beth Davidson
Chief Executive Officer
Feeling Strong

Des Quinn
Chair
Fibromyalgia Action UK

Jacquie Winning MBE
Chief Executive
Forth Valley Sensory Centre

Mark Slorance
Executive Manager
Getting Better Together Ltd

Jacqueline Croft
Chief Executive Officer
Glasgow Association for Mental Health

Edward Owens
Chief Executive Officer
Glasgow East End Community Carers
Limited

Teresa Aitken
Operations Manager
Glenboig Development Trust

Nicky Thomson
Chief Executive
Good Morning Service

Lornajane Barenburg
Chief Executive Officer
Grampian Opportunities

Alan Martin
Director
Haemophilia Scotland

Angela Currie
Chief Executive Officer
Hanover

Gerry Lindsay
Chief Executive Officer
Hansel

Suzanne Finnigan
Company Director
Hayfield Support Service for Deaf People

Wendy Bates
Chief Executive
Health in Mind

Lesley MacIntyre
Chief Executive
Healthy and Active in East Kilbride

Lesley McCranor
Chief Officer
Healthy Valleys

Tracy Griffin
Chief Executive Officer
Hearing Dogs for Deaf People

Deirdre Aitken
Chief Executive Officer
Highland Blindcraft Sensory Services

John Booth
Managing Director
Hillcrest Futures

Maggie Brunjes
Chief Executive
Homeless Network Scotland

Louise Carson
Chief Executive Officer
HOPE for Autism

Toby Porter
Chief Executive
Hospice UK

Pauline Lunn
Director
In Control Scotland

Martin Dorchester
Chief Executive Officer
includem

Jaqueline Reid
Chief Executive
Inclusion

Annie Tothill
Project Manager
Kairos Women+

Andrea Wood
Chief Executive
Key

Paul White
Director of Support and Care
Kingdom Support and Care

Jacqueline Dillon
Chief Executive Officer
Kirrie Connections

Christopher Gehrke
Community Leader, Highland and Head of
Operations for Scotland
L'Arche

Margaret Halbert
Chief Executive Officer
Liber8 Lanarkshire

Sarah Smith
Chief Executive
LinkLiving

Adele Wright
Chairperson
Long Term Conditions Hebrides

Bido Narek
Chief Executive Officer
Lothian Centre for Inclusive Living (LCiL)

Gillian Dow
Chief Executive Officer
Mainstay Trust Ltd

Clare MacGillivray
Director
Making Rights Real

Amy Dalrymple
Associate Director Scotland
Marie Curie

Graham Galloway
Chief Executive Officer
Meeting Centres Scotland

Julie Cameron
Associate Director
Mental Health Foundation

Ann Jones
Executive Director
Mental Health Network Greater Glasgow

Zoe L Gow
Clinical Hypnotherapist, Modern
Psychotherapist
Mind Space Journey

Jillian Milne
Chief Executive
Mindspace Limited

Rachel Maitland
Chief Executive Officer
MND Scotland

Gillian Urquhart
Director
Moira Anderson Foundation

Heidi Tweedie
Social Movement & Enterprise Lead
Moray Wellbeing Hub CIC

Gwen Davey
Director
Moving On Ayrshire

Jo Anderson
Director for Scotland
MS Society

Fiona Skinner
Chair
MySelf Management

Rob Holland
Director
National Autistic Society Scotland

Dr. Dale Webb
Chief Executive Officer
National Axial Spondyloarthritis Society

Andrea Brown
Chief Executive
National Kidney Federation

Heather Calvo
Chief Executive Officer
Neighbourhood Networks

Naina Minhas
Director
Networking Key Services Ltd.

Dr Anne Montgomery
Chair of Trustees
Neuro Hebrides

Alice Struthers
Programme Director
Neurological Alliance of Scotland

Jane Wood
Operations Manager
Newmains Community Trust Ltd

Jacob Vollrath
Registered Manager
Newton Dee Camphill Community

Alan Bell
Interim CEO
North East Sensory Services

Martina Johnston-Gray
Network Manager
North West Glasgow Voluntary Sector
Network SCIO

Suzanne Fletcher
Chief Executive
Nutrition Scotland

Mary Helen Mcphail
Chief Executive Officer
Oshay's Brain Domains

Jenny Miller
Chief Executive Officer
PAMIS

Rod Leach
Chief Executive Officer
Partners for Inclusion

Jim Withers
Director
Peace of Mind Services

Mike Burns
Chief Executive Officer
Penumbra

Rosie Smith
Chair
People First (Scotland)

Gillian Grochla
Service Manager
Pillar Kincardine

Shaheena Din
Chief Executive Officer
PKAVS

Alison Taylor
Chief Executive
PKD Charity

Roddy Thomson
Managing Director
Potential Living

Alison Wright
Chief Executive Officer
Prostate Scotland

Helen McAteer
Chief Executive
Psoriasis Association

Dr Ronald Culley
Chief Executive
Quarriers

Peter Jung
Chief Executive Officer
RAMH

Derek McCabe
Chief Executive Officer
REACH Advocacy Ltd

Simon Porter
Project Director
REH Patients Council

Iain McWhirter
Chief Executive Officer
Revive MS Support

Janet Haugh
Chief Executive
Right There

Cassie Forbes
Chief Executive Officer
Roar-Connections For Life Ltd

Karen Barr
Chief Executive
Rowan Alba

Sam Ward OBE
Deputy CEO/Chief of Services &
Volunteering
Royal Voluntary Service

Annie Mauger-Thompson
Chief Executive
Sacro

Billy Watson
Chief Executive
SAMH (Scottish Action for Mental Health)

Dorry McLaughlin
Chief Executive
Scottish Autism

Margaret Simpson MBE MSC FRSA
Director/Chief Executive Officer
Scottish Borders Social Enterprise
Chamber CIC

John Cassidy
Volunteer Chair of Scottish Communities
for Health and Wellbeing
Scottish Communities for Health and
Wellbeing

Susan Paxton
Director
Scottish Community Development Centre

Justina Murray
Chief Executive Officer
Scottish Families Affected by Alcohol and
Drugs

Alistair Haw
Chief Executive Officer
Scottish Huntington's Association

Suzanne Swinton
Chief Executive Officer
Scottish Independent Advocacy Alliance

Mark Hazelwood
Chief Executive Officer
Scottish Partnership for Palliative Care

Angela Bonomy
Chief Executive
Sense Scotland

Ruth Dorman
Chief Executive
SHARE Scotland

Kate Hogarth
Chief Executive
Shared Care Scotland

Lorna Hill
Director
Sharing A Story CIC

Tracy Sharp
Director
Sharp Whalen Training

Craig Spalding
Chief Executive Officer
Sight Scotland and Sight Scotland
Veterans

Trishna Singh OBE
Founder/Director
Sikh Sanjog

Lorraine McGrath
Chief Executive
Simon Community Scotland

Dr Anastacia Ryan
Founder & Non-Executive Director
SISU

Shona Sinclair
Managing Director
SKS Scotland CIC

Wendy Meek
Chief Executive Officer
SMILE Children's Charity

Lois Freeland
Chair
SNAC (Scottish Network for Arthritis in
Children)

Kelsey Kane
Chief Executive Officer
South Ayrshire Escape from
Homelessness (SeAscape) Ltd

Lawrence Cowan
Chief Executive Officer
Spina Bifida Hydrocephalus Scotland

Keri Moore
Chief Executive Officer
Stirling Carers Centre

Margaret McCarthy
Chief Executive Officer
Strathcarron Hospice

Donna Thompson
Director
Support for Ordinary Living

Lyndsay Macadam
Chief Executive Officer
SWAN Autism

Isobel MacEwan
Chair
Talk Lipoedema

Billi Allen-Mandeville
Director
Talking is Mental

Margo Mackay
Executive Director
Talking Mats

Sarah Randell
Chief Executive Officer
Teapot Trust

Linda Tuthill
Chief Executive Officer
The Action Group

Una Clive
Chief Executive
The Coach House Trust

Claire Cairns
Director
The Coalition of Carers in Scotland

Lynn Wassell
Chief Executive
The Donaldson Trust

Roseanne McLuskie
Chief Executive
The Food Train

Cara Spence
Director
The Junction - Young People, Health &
Wellbeing

Mariam Tariq
Chief Executive Officer
The Miracle Foundation Scio

Leigh-Ann Little
Chief Executive Officer
The Oxygen Works

Moya Crowley
Director
The Portal Arts

Chris Townsend
Managing Director
The Redwoods Caring Foundation

Kate Polson
Chief Executive Officer
The Rock Trust

Chris Wilkins
Chief Executive Officer
The Sporting Memories Foundation
Scotland

Suzanne Langford-Commins
Managing Director
Thera (Scotland)

Mark Hoolahan
Chief Executive Officer
Thistle Foundation

Fiona Thackeray
Chief Executive Officer
Trellis

Rhona McLeod
Chief Executive
Trust Housing Association

Neil Richardson
Chief Executive
Turning Point Scotland

Dr Charlie Orton
Chief Executive Officer
UK SMART Recovery

Norma Curran
Chief Executive Officer
Values Into Action Scotland

Jenny Paterson
Chief Executive Officer
Venture Trust

Lauren Bennie
Head of Scotland
Versus Arthritis

Kate Charles
Chief Executive
VisionPK

Pauline Gray
Chief Executive Officer
Visualise Scotland

Rosemary McLoughlin
Chief Executive
VOCAL

Tejesh Mistry
Chief Executive
Voluntary Health Scotland

Sue Freeth
Chief Executive
Voluntary Services Aberdeen VSA

Grant Sugden
Chief Executive
Waverley Care

Pasna Sallis
Founder, Chief Executive Officer, Public
Health Occupational Therapist
Weekday Wow Factor

Aileen McLeod
Director
Wellbeing Economy Alliance Scotland

Iain Campbell
Family Support Officer
West Scotland Deaf Children's Society

Louise Dunlop
Managing Director of Care
Wheatley Care

Louise Hunter
Chief Executive
Who Cares? Scotland

Simon Phillips
Chief Executive Officer
WithYou

Douglas Taylor
General Manager
Yoker Community Campus Development
Company