

Scottish Government consultation on National outcomes review 2023: SSSC response (June 2023)

The Scottish Social Services Council (SSSC) is the regulator for the social work, social care and children and young people workforce in Scotland. Our work means the people of Scotland can count on social work, social care and children and young people services being provided by a trusted, skilled, confident and valued workforce.

We protect the public by registering the social work, social care and children and young people workforce, setting standards for their practice, conduct, training and education and by supporting their professional development. Where people fall below the standards of practice and conduct we can investigate and act.

We:

- publish the national Codes of Practice for people working in social work, social care and children and young people services and their employers
- register this workforce and make sure they adhere to our Codes of Practice
- promote and regulate their learning and development
- lead workforce development and planning for the social work, social care and children and young people workforce in Scotland and provide national statistics.

Consultation questions

1. How much would you say you know about Scotland's National Performance Framework? (1 – nothing; 5 – a lot)

1 2 3 4 **5**

2. Do the current set of National Outcomes fully describe the kind of Scotland you want to see?

Yes No

3. Does each individual National Outcome (set out below) describe the kind of Scotland you want to live in?

National Outcome	Yes	No
Children We grow up loved, safe and respected so that we realise our full potential	X	
Communities We live in communities that are inclusive, empowered, resilient and safe	X	
Culture	X	

We are creative and our vibrant and diverse cultures are expressed and enjoyed widely		
Economy We have a globally competitive, entrepreneurial, inclusive and sustainable economy	X	
Education We are well educated, skilled and able to contribute to society	X	
Environment We value, enjoy, protect and enhance our environment	X	
Fair Work and Business We have thriving and innovative businesses, with quality jobs and fair work for everyone	X	
Health We are healthy and active	X	
Human Rights We respect, protect and fulfil human rights and live free from discrimination	X	
International We are open, connected and make a positive contribution internationally	X	
Poverty We tackle poverty by sharing opportunities, wealth and power more equally	X	

4. What, if anything, would you change about the National Outcomes?

Our view is that the changes to the National Outcomes should be minimal. Retaining the same or similar outcomes over the longer term will help to articulate and show progress. We suggest some changes under three headings.

- a. Health outcome to include role of social work and social care.
- b. Outcomes updated to reflect evolving policy and language
- c. A wider focus on how public sector and public bodies work aligns with these outcomes.

A. Health outcome to include role of social work and social care

We welcome the focus on the NHS in the [vision for the health outcome](#). We would like to see this vision also say more about the role of social care. The vision for health should align with the [Scottish Government's statement of the benefits for the National Care Service](#). This includes embedding a human rights approach, tackling inequality and enabling people to flourish and live their lives as they want to. The updated vision could recognise the critical role of social care in helping to make sure that everyone has a right to a full life. This includes supporting everyone to play, work, live and take part in society. It also includes recognising that millions of people of all ages and with differing needs use social care, and that support is often delivered in people's homes and in homely settings.

- The vision should reference the contribution that social care and health make to the Scottish economy. This approach can help to 'shift the paradigm' identified by the [Independent Review of Adult Social Care](#). We support the review's view that social care must be seen as an investment rather than a burden.
- We would suggest revising the name of this outcome to 'health and social care' to emphasise the role of social care and the drive for integrated services as set out in the National Care Service (Scotland) Bill. The Policy Memorandum for the Bill notes that the Scottish Government's vision for the National Care Service includes recognition 'of the value of the investment in social care support...(to) contribute to the wellbeing economy, make the best use of public funds, and remove unnecessary duplication.'
- We would like to see a reference to the social work, social care and children and young people workforce in the revised health and social care outcome. We recognise that separate outcomes refer to the role of the wider Scottish workforce in delivering the national outcomes. These include outcomes on economy, education and fair work and business. Our vision, as the regulator of the social service workforce in Scotland, is that the people of Scotland can count on social services being provided by a trusted, skilled, confident and valued workforce. The pandemic and our ongoing recovery continue to accelerate and reinforce our understanding of the critical role of the social service workforce. Developing a professional, skilled and confident workforce is also a key part of the Scottish Government's ambition in Scotland's National Strategy for Economic Transformation. We strongly support the focus on supporting and valuing the workforce in the vision for the National Care Service. We would like to see a similar focus and reference to the role of the workforce in a revised health and social care outcome.

B. Outcomes updated to reflect evolving policy and language

- We suggest slight changes to some outcomes to reinforce the drive to mainstream equality, diversity inclusion. There may also be opportunities to reinforce the commitment to keeping the Promise and embedding children's and human rights. The national outcome on children could be amended to: We grow up loved, safe and respected so that we can all realise our full potential.'
- We would reframe the children outcome to remove the reference to 'worst' ('in our children we see the best and worst of ourselves now and in future.') Our view is that 'worst' jars with the focus on improvement and aspiration.
- We would like to see recognition of and a reference to a trauma-informed approach in the outcomes. One approach could be to update the health vision so that it references our awareness of trauma and its lasting impact. It may also be helpful to reference the impact of trauma in the vision for children.

- We would like to see a focus on the Scottish Approach to Service Design and the imperative to work with people to make sure that they are actively supported and empowered to take part in the definition, design and delivery of public services. This approach aligns with the findings of the Independent Review of Adult Social Care which reinforces the need to amplify the voice of lived experience within redesign and promote collaboration.
- We suggest slight changes to the tone in places to reflect the continued drive for person-led services. For example, the vision for communities states that we 'respect the desire to live independent and provide the necessary support to do so where possible.' This vision could be revised to recognise that we strive to do so in a way that puts people at the centre of service delivery.

C. A wider focus on how public sector and public bodies work aligns with these outcomes

The SSSC's [Strategic Plan for 2023-2026](#) sets out our four outcomes for the next three years.

1. **Trusted:** People who use services are protected by a regulated workforce that is fit to practise.
2. **Skilled:** Our work supports the workforce to deliver high standards of professional practice.
3. **Confident:** Our work enhances the confidence, competence and wellbeing of the workforce.
4. **Valued:** The social work, social care and children and young people workforce is valued for the difference it makes to people's lives.

Our Strategic Plan also sets out how we align our work with four of the key National Outcomes to show how we support registrants, employers and policy makes to deliver high quality and safe care. These four outcomes are as follows.

- Children
- Communities
- Fair Work and Business
- Education

For example, we set the standards for education and qualifications and develop the skills and confidence of the social work, social care and children and young people workforce. Our work also develops and supports the social service workforce so that it attracts and retains new talent.

5. Why would you make these changes?

Our suggested changes aim to ensure the outcomes recognise and reinforce the critical role of social care and reflect changes to policy and language since the previous review of the outcomes in 2018. Our response to question four sets out the reasons behind these proposed changes.

6. Complete this sentence: "I would like to live in a Scotland that..."

- is progressing towards universally shared outcomes and values
- uses an evidence-based approach to identify solutions and demonstrate progress
- has a valued-based approach and a focus on wellbeing
- takes steps to actively involve all of us in achieving our aims.

The National Performance Framework helps us to develop a unified purpose and vision. It also helps us measure progress and to ensure that we're working towards the same goals.

**Scottish Social Services Council
June 2023**