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## **Faith Leaders unite with urgent call for Fair Work in Social Care**

**400 Scottish Faith Leaders have signed a declaration calling for social care workers to be paid at least £12 per hour.**

**It urges the Scottish Government to do “everything within its power” to immediately ensure that all frontline staff earn a fair wage to help them cope with the ongoing cost of living crisis.**

Faith Leader representatives from across Scotland come together this week in support of a national campaign by the Coalition of Care and Support Providers in Scotland (CCPS) which outlines the urgent steps required by the Scottish Government to tackle the crisis within Social Care.

The ‘4 steps to Fair Work’ campaign aims to address the growing concern within Scotland’s not-for-profit social care sector. Currently providers are feeling the impact that a Scottish Government-funded base rate of pay of just £10.90 is having on staff and services. As a result of this many staff are leaving the workforce for better paid jobs elsewhere and there are challenges in trying to recruit new staff. This is leading to a loss of expertise and potential talent, and an undermining of key services – all of which jeopardises support for those who need it most.

The campaign which has been running since June aims to ensure that social care and support workers begin to be properly rewarded and recognised; and the people they support can thrive by getting the support they need at the right time and in the right places.

Rt Rev Sally Foster-Fulton, the Moderator of the General Assembly of the Church of Scotland commented ‘As people of faith we have a calling to honour care and service. Dignity and respect for others is at the very heart of the faith message. We are delighted to have this opportunity to have our collective voice heard on this matter of great importance.’

Viv Dickenson, CEO CrossReach, the Social Care arm of the Church of Scotland added ‘This is not just a matter of justice for those working in care, but it is a matter which speaks to the way in which we as a society value those that they support and care for – and our fundamental belief that every life is worth living and can be lived in the fullest way possible.

Archbishop William Nolan, Roman Catholic Archbishop of Glasgow and President of the Justice and Peace Commission of the Bishops’ Conference of Scotland commented ‘We can’t run a care system on the cheap. Carers are more than just deliverers of tasks and services. They are in relationship with the people they care for, many of whom are dependent on the carer for support and assistance.

Our plea is not just about pay - it’s about attitudes. If we want our loved ones to have good care when they need it we need to care also for the carers and support them with decent wages.

Speaking on behalf of CCPS, Rachel Cackett, Chief Executive said “We’re delighted that faith leaders from across Scotland are backing our campaign, demonstrating the common ground and common values we share on the vital issue of fair work.

“4 Steps to Fair Work aims to ensure that social care and support workers begin to be properly rewarded and recognised. We want the people they support to thrive by getting the support they need at the right times and in the right places.

“We need the Scottish Government to recognise that delivering on fair work for social care staff is central to a future Scotland that has rights and dignity at its heart.

“We hope you’ll add your voice to our campaign: please contact your MSP to alert them to our calls and urge them to raise the need for 4 Steps to Fair Work in Holyrood when parliament returns from recess next week.”

The campaign encourages members of the public to share their support by using the hashtags #4stepstofairwork and #stepchangeinsocialcare. Further details and advice on doing this can be found at [www.ccpscotland.org/campaign](http://www.ccpscotland.org/campaign)

## **Ends**

For further information, please contact:

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## Editor’s Notes

The ‘4 Steps to Fair Work’ steps are:

- Deal with pay inequality: As a first step, implement the promise of a minimum of £12 per hour for social care staff, starting from 1 April 2023.
- Ensure equal pay for equal work: Apply pay uplifts to staff in all services, not just those in registered adult social care.
- Value all staff who play their part: Deliver funding packages that value the crucial role of support staff and managers, alongside frontline workers.
- Give us hope of equality: Publish a timetable by this September to deliver fully on Fair Work in Social Care by 2025.

Further information on the CCPS [Campaign | Coalition of Care and Support Providers in Scotland \(ccpscotland.org\)](http://www.ccpscotland.org)

- Operating for over 150 years, CrossReach is a leading and well-respected provider of social care for over 10,000 people of all ages in Scotland who find themselves facing challenging circumstances at any point in their life.
- There are 70 CrossReach locations across Scotland employing 1600 staff and 350 volunteers
- CrossReach operates as part of the Church of Scotland Social Care council and is registered as a charity. SC011353
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