
POSTER ABSTRACT

Fife's Social Care Ecosystem:

Collaboration as local intelligence

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1. **Background:** Fife has a wide range of care services, a diverse workforce and demographic, and a higher than average percent of people needing care. Financial and operational pressures led to the formation of the collaborations. We are more than a network—it's a community of intelligence where providers, partners, and professionals work together to co-create solutions that make a real difference for people and communities.

2. **Approach:** We used cross sector workshops and appreciative enquiry to unite the providers and establish close working relationships with our health and social care partners. From this the collaboratives were formed—the Care Home, Care at Home, and newly formed Housing Support Collaboratives—providers share ideas, training, and mutual aid, working hand-in-hand with the Fife Health and Social Care Partnership to tackle challenges together. We also formed a Care Home cooperative to amplify their collective voice.

We created terms of reference and member designed expectations: eg who, how, why to attend
At the heart of our collaboration are values shaped by those doing the work every day, looking after the people of Fife. These are:

1. Supporting - each other, our employees and our organisations.
2. Sharing - advice, ideas and intelligence that strengthens the whole sector
3. Professional Safe Spaces - creating trusted, therapeutic spaces where we can reflect, be honest, and never feel alone facing challenges.
4. Influence - working collectively to shape local and national policy for the benefit of the people who use our services and those who deliver them.
5. Identity - being recognised as a valued, professional community withing the wider system.
6. Relationship-led management - leading with trust, empathy and connection

These values are lived daily in our conversations, cooperation and collective care.

The members choose the agendas and priorities shaping the workload through surveys, and discussion points. We also share stories of lived experience from our residents/service users to ensure those we care for are at the heart of what we do.

3. Results: The Partnership recognises the value and voice of the independent sector,. The Independent Sector

Lead role has been transformational, nurturing mutual respect, trust, and shared purpose between providers and the Partnership.

This values-led collaboration has built trust, strengthened the workforce, created safe spaces for wellbeing and reflection, and given the independent sector a respected voice in strategic decisions—leading to improved outcomes for residents.

4. Implications: This values-led collaboration is changing how we work - and how we're seen.

Together we've built:

Mutual aid and shared learning, improving practice and confidence

Safe, reflective spaces that protect wellbeing and foster honesty and resilience.

A united, respected voice in strategic decision making.

greater workforce strength and retention through shared investment in people

Better outcomes for residents driven by connected, compassionate leadership