



# Tagsa Uibhist

## Slàinte agus Sunnd Health and Wellbeing in our Community

### Strategy 2026 - 2029



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## 1. Foreword

This strategy builds on the great progress we've made over the last three years. Thanks to the hard work and expertise of the Tagsa Uibhist team, we met, and in many cases exceeded, our previous goals.

The funding environment is becoming increasingly difficult and recruitment continues to be a challenge. To address this, we are committed to offering competitive pay together with a flexible, supportive workplace. Our staff are our greatest asset, especially our frontline carers who work in all conditions across Uist. Tagsa Uibhist takes its duty of care to them very seriously.

### **Our Focus for the Future;**

Our goal is to provide safe, welcoming services that support health and wellbeing for people of all ages in Uist. Over the next three years, we will:

- **Streamline our work:** We will focus our resources on the activities that make the biggest difference to the community.
- **Build on our strengths:** We will use our long-standing and highly valued services and recent successes as a foundation.
- **Stay connected and Responsive:** We will continue to advocate for our community and stay rooted in Uist's unique culture, proactively finding solutions to the challenges that people here face in achieving health and well-being.

By working more efficiently and continuing to invest in our team's development, Tagsa Uibhist will remain a vital support for everyone in Uist.

**Dr. Peter Keiller,**  
*Chair of the Board of Directors*

## 2. Introduction

Tagsa Uibhist is pleased to present our strategy for the period 2026-2029. This has been written following comprehensive consultations with our staff, clients, directors, community members, and partner agencies. It outlines our goals and aspirations as we continue to work collaboratively to enhance health and wellbeing in the communities of Uist. This strategy reaffirms our commitment to our mission and our strong ties with the Uist community.

Tagsa Uibhist is a community-based local organisation that provides a range of integrated services that contribute to our mission of improving health and wellbeing for people in Uist. As a trusted charity embedded in the community we proactively engage with services in Uist consulting and liaising to promote health and wellbeing and to support people to access the services they need. Tagsa works in a comprehensive, collaborative and person-centred way.










Our staff provide nurturing, sensitive and practical support to enable people to live independently, to maintain good health and wellbeing, to flourish and live with dignity in all stages of life. As part of our work, we deliver Home Support (Care at Home) and Adult Support services which are registered with the Care Inspectorate and SSSC.

Guided by our vision and mission, we will focus on areas where we can effect tangible change and make a meaningful impact. Our efforts will include direct care and support, promoting independent living, fostering social participation, and community wealth building. Additionally, we will advocate on behalf of community members and strengthen the capacity and impact of the third sector in Uist through positive collaboration.

Tagsa Uibhist has established a robust track record in delivering essential services, including:

-  Care at Home
-  Respite Care and Support for Carers
-  Mental Health and Well-Being Support
-  Community Transport
-  Community Gardens

Over the next three years, we aim to grow each of our departments to reach more people and expand what we do to meet real community needs. To achieve this high-quality work and stability, we will focus on developing and retaining our skilled staff. As a dynamic employer, Tagsa Uibhist is committed to attracting and retaining talented employees, particularly those at the beginning of their careers. We aim to provide a positive work environment, offering training and development opportunities along with competitive terms and conditions. This is reflected by our accreditation by Investors in People.

While we recognize that funding is a challenge, we will stay proactive in bringing investment into our services that support people in Uist by consistently delivering excellent care, health and wellbeing services.

### 3. Our Vision, Mission and Organisational Values

#### Our Vision

*All people in Uist have the opportunity and support they need to be healthy, to live with dignity, to experience wellbeing at all stages in their lives, and to be part of an inclusive and caring community.*

#### Our Mission







*From Eriskay to Berneray, we aim to enhance health and wellbeing at all stages of life by providing care and support and promoting social inclusion, participation, and dignity for all.*





## Our Values

We are guided by our organisational values, or core principles. All Tagsa Uibhist employees and volunteers always strive to be:

-  **Welcoming**
-  **Trustworthy**
-  **Caring**
-  **Community Driven**
-  **Collaborative**
-  **Committed**

Alongside access to essential services, the following factors are vital for people to achieve wellbeing: dignity, respect, connectedness, inclusion, and equity. We recognise that the human quality of interaction and communication with service users can be just as important as delivering the services themselves. We also value the local and cultural knowledge that our staff possess which enables them to provide appropriate and personalised care for our clients.

## 4. Why our Work is Needed

### 4.1. An Ageing Population with Complex Needs

Uist's population is ageing rapidly. Nearly 29% of residents are aged 65 or older, compared to 20% across Scotland, and the number of people aged 75 and over is projected to grow by 25% by 2028. This demographic shift means increased prevalence of chronic disease, age-related conditions, and a growing demand for care at home over longer periods.

### 4.2. Geographic Isolation and Health Inequality

Low population density, unreliable transport links, and distance from specialist services create profound health inequalities. Residents routinely wait longer for diagnosis and treatment because services cannot reach them, or they cannot reach services. Most specialist consultations, consultant-led maternity care, and complex treatments require travel to Stornoway, Inverness, or Glasgow. NHS dentistry access is critically low. Flight and ferry cancellations regularly disrupt appointments, and the Patient Travel Scheme's reimbursement model creates cash-flow barriers for low-income families who cannot afford upfront costs. Wheelchair users face particular challenges: inaccessible island buses, complex mainland logistics, and the risk of being stranded if travel is disrupted. While life expectancy in the Western Isles is reasonable, healthy life expectancy is lower, and living with a disability here costs significantly more due to higher fuel prices and delivery surcharges on essential aids.



#### **4.3. Social Isolation, Mental Health, and Fuel Poverty**

Uist has high levels of social isolation and loneliness, factors strongly linked to cardiovascular disease, depression, and cognitive decline. Fuel poverty is widespread, affecting the ability of residents to heat their homes, eat well, and participate in activities that support wellbeing. These socioeconomic pressures contribute to poorer mental health and increased chronic disease risk. There are no residential detox or rehabilitation facilities in Uist; those needing medical detox must travel to the mainland, often to Glasgow, removing them from their support networks. Returning without intensive local support increases relapse risk, creating a cycle of crisis and travel.

#### **4.4. Young People and Families: Hidden Challenges**

The challenges facing infants, mothers, families, and young people are often invisible but deeply felt. Post-natal care is patchy, health visiting capacity is stretched, and specialist perinatal mental health support is virtually non-existent locally. Mothers who travel to the mainland to give birth return home without the continuity of care available elsewhere, and many new parents are isolated from extended family.

Financial pressures are acute: high fuel and living costs, limited employment, and fuel poverty affect young families as much as older residents. These stresses contribute to anxiety, relationship difficulties, and domestic abuse, an issue that remains largely hidden due to stigma and lack of local refuge options.

Young people face limited access to mental health support. CAMHS is under-resourced, often requiring travel for anything beyond basic provision. Depression, anxiety, social isolation, and substance misuse are growing concerns, yet community-based support is thin and pathways to help are long and uncertain.

Statutory services often cannot meet these needs: thresholds are high, waiting lists long, and specialist services distant. Tagsa Uibhist's integrated services directly address these challenges. Our Care at Home provision enables older people to remain independent and dignified in familiar surroundings, alleviating pressure on formal healthcare. Our mental health support, visiting services, and dementia care tackle isolation and promote wellbeing across all ages. Community transport connects people in remote areas to healthcare, social opportunities, and essential services. The Community Gardens offer a therapeutic, inclusive space that promotes physical activity, social connection, and access to nutritious food.

#### **4.5. Choice and Self-Directed Support**

The Social Care (Self-Directed Support) (Scotland) Act 2013 requires that people are offered genuine choice in how their care is arranged and delivered. Tagsa provides a high-quality, independent alternative to local authority provision, ensuring these rights are a reality in Uist. Our person-centred approach offers more time per visit, meaningful interaction, and seamless



access to our wider services, adult support, mental health, and transport, creating continuity that statutory services often struggle to match.

#### **4.6. Bridging the Gap**

Tagsa occupies a distinctive space between informal, unpaid support and statutory services that may be under-resourced or slow to respond. For those who fall through gaps in formal provision, we are often the only accredited, responsive service available. We help individuals and carers navigate the system, access entitlements, and connect with appropriate support.

#### **4.7. Advocacy at Every Level**

We advocate for individuals, supporting them to challenge inadequate services and secure the care they deserve, and for the community as a whole. Tagsa chairs the Locality Planning Group for Health and Social Care for Uist, undertakes community-based research, and amplifies local voices in strategic discussions to drive improvement.

#### **4.8. Supporting Families and Young People**

With a small, dedicated team, Tagsa works flexibly alongside health visitors, schools, and voluntary partners to support families and young people. We provide direct help through mental health services, visiting support, and community activities, and we advocate strongly for greater investment in services for this group, an area of urgent and growing need.

#### **4.9. Prevention: Better Lives, Lower Costs**

Our focus on keeping people well, active, connected, and independent delivers benefits for individuals and the wider system. Preventative, community-based support avoids costly hospital admissions (upwards of £3,000 each), delayed discharge (approximately £300 per day), and expensive residential respite. In an era of constrained budgets, this model is compassionate, cost-effective, and sustainable.

#### **4.10. An Integrated, Holistic Approach**

Looking ahead to 2026–2029, Tagsa's ability to deliver interconnected services - Care at Home, mental health support, transport, social inclusion - maximises impact and avoids duplication. This holistic approach recognises that physical, mental, and social wellbeing are inseparable, and positions us to navigate an uncertain funding environment while continuing to meet the real needs of our community.

## **5. Our Work and Our Outcomes**

### **5.1. Care at Home**





Tagasa Uibhist's Care at Home service provides flexible support to individuals in Uist, enabling them to live as independently as possible in their own homes for as long as they are able to or wish to. The service also gives vital support to family and informal carers. Support is tailored to individual needs and includes personal care, domestic assistance, companionship, and social interaction, addressing isolation and promoting overall wellbeing. The service supports clients with various disabilities, adults at risk, and people with long-term conditions, including those who may not meet the criteria for statutory assessments. Emergency and out-of-hours support is also provided. During this period, the Care at Home service will focus on:

Care at Home	Outcomes 2026-2029
	<b>Enhanced Wellbeing and Independence:</b> People using our service experience improved physical, emotional, and social wellbeing, enabling them to maintain maximum independence within their own homes and communities.
	<b>Person-Centred and Responsive Care:</b> The service consistently delivers care and support that is tailored to the unique needs, preferences, and choices of each individual, adapting flexibly to changing circumstances.
	<b>Safe and High-Quality Care Delivery:</b> Individuals receive care that is safe, effective, and consistently meets high standards, with robust systems in place to safeguard their health, safety, and welfare.
	<b>Empowered and Supported Staff:</b> Tagasa's care at home team is skilled, knowledgeable, well-supported, and empowered to deliver high-quality care, with opportunities for continuous professional development and a positive working environment.
	<b>Strong Partnerships and Community Integration:</b> Tagasa's care at Home service actively collaborates with families, carers, healthcare professionals, and the wider community to ensure a holistic and integrated approach to care, promoting social inclusion and access to local resources for service users.

## 5.2. Adult Support, Mental Health and Wellbeing

**Visiting Support:** Tagasa will continue to deliver a programme of regular home visits and activity support to at least 60 individuals, many living with dementia. All of this support will be case managed through regular meetings, consultation, and care plan reviews. Through this work we will reduce social isolation, loneliness, and the incidence of poor coping mechanisms. Our service will provide regular opportunities for clients to maintain, friendships, social contacts and to remain active. Our respite care helps carers and family members to maintain their commitments at work and in the community thereby enabling them to continue in their caring role.

**Support for People Living with Dementia:** Tagasa staff's expertise in providing support and care













to people living with dementia includes knowledge on how an individual’s family and carers can be affected. We work closely with the NHS, providing enhanced post diagnostic support, delivering a minimum of one year’s support to people newly diagnosed with dementia.

**Health, Well-Being and Carers Forum:** As noted above, Tagsa will provide facilitated opportunities for individuals and groups to meet, share their experiences, receive information, consult with experts, and attend presentations by relevant speakers on issue and topics related to enhancing health and wellbeing. The topics will be defined but could include addictions and substance abuse, social isolation, mood disorders, relationship support, active lifestyles, healthy eating and nutrition). This will involve hosting agencies and organisations with specialist knowledge and expertise. We will add value by providing transport if needed.

**Psychotherapeutic Services:** As part of Tagsa’s wider consultation with the community, we have responded by broadening our support for individuals with mental health challenges. Tagsa’s approach is tailored for each individual and includes preventative approaches that can positively enhance resilience and wellbeing. Tagsa Mental Health and Well-Being will respond to challenges to mental health and wellbeing by providing accessible and reliable psychotherapeutic services. Providing support when people’s wellbeing is challenged and through life transitions before crisis intervention and statutory mental health provision is required, we can create a robust preventative framework which can be internalized increasingly over lifespans with ripple effects through the community. By creating safe confidential psychotherapeutic groups, we will build nurturing environments and models for authentic peer support while tackling social isolation.







Mental Health and Wellbeing	Outcomes 2026-2029
	<ul style="list-style-type: none"> <li data-bbox="252 1227 1326 1346">  <b>Improved Mental Wellbeing:</b> Service users report a sustained increase in their overall sense of wellbeing, including feeling happier, more content, and more optimistic.         </li> <li data-bbox="252 1384 1350 1503">  <b>Reduced Symptoms of Mental Health Difficulties:</b> Individuals experience a decrease in the frequency and intensity of symptoms associated with conditions like anxiety, depression, and trauma.         </li> <li data-bbox="252 1541 1337 1615">  <b>Increased Self-Esteem and Confidence:</b> Service users demonstrate greater self-belief, feel more capable, and are more willing to engage in new experiences.         </li> <li data-bbox="252 1653 1289 1727">  <b>Increased Resilience:</b> Service users show greater capacity to cope with life's challenges         </li> <li data-bbox="252 1765 1294 1839">  <b>Improved Social Connectedness:</b> Individuals report feeling less lonely, more connected to others, and have a stronger sense of belonging.         </li> </ul>



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**Increased Engagement in Meaningful Activities:** Service users participate more actively in activities they find enjoyable and purposeful, contributing to a sense of fulfillment.
- 
**Increased Independence and Self-Management:** Service users demonstrate greater ability to manage daily tasks and make decisions that support their wellbeing.
- 
**Reduced Carer Burden:** Family members and carers report decreased levels of stress, anxiety, and feelings of being overwhelmed due to the support provided.

### 5.3. Community Transport

Tagsa delivers a vital lifeline Community Transport service to assist clients to attend medical appointments, day care, adult learning, and respite, as well as shopping and to access other appointments that they need to attend. This service is available for individuals with support needs and/or mobility difficulties, and who have may not have access to public transport services and who do not have a vehicle or a family member who can provide transport for them. As part of our efforts to respond to the climate emergency, we utilise three zero emission electric vehicles in addition to vehicles adapted for wheelchair users. Through accessing this service, individuals can more readily participate in social events, community gatherings, and maintain connections with friends and family, combating loneliness. The transport service enables individuals to attend support groups and connect with others facing similar challenges, improving their sense of belonging. Access to social activities and community involvement facilitated by transport contributes to a greater sense of purpose and improved mental health.

Community Transport	Outcomes 2026-2029
	<b>Improved Access to Essential Healthcare Appointments: (e.g., GP, hospital, specialist).</b>
	<b>Increased Uptake of Preventative Healthcare Services.</b>
	<b>Enhanced Access to Affordable Nutritious Food.</b>
	<b>Reduced Social Isolation and Loneliness.</b>
	<b>Increased Engagement in Social Support Networks.</b>
	<b>Improved Mental Wellbeing through Increased Social Participation.</b>
	<b>Reduced Anxiety Related to Transportation.</b>



#### 5.4. Community Gardens




Tagsa's Community Gardens are a busy and highly valued part of the social landscape in Uist; a welcoming space for allotment group members to grow fruit, vegetables and decorative plants, a place to learn new skills with our trained gardeners, to volunteer, for internships, community service, for recycling, a place to buy fresh produce and as a therapeutic environment for people with support needs. The gardens are a friendly environment to grow food, socialise, volunteer, and become more active. The garden team also run regular events and workshops. The Tagsa Uibhist Community Gardens serve as a central hub for promoting health and wellbeing through horticultural activity. The approach focuses on three key interconnected areas:

**Gardening for Health and Wellbeing:** The gardens provide a therapeutic environment that fosters physical and mental wellbeing. Active participation in gardening tasks, such as planting, cultivating, and harvesting, offers gentle exercise, reduces stress, and improves mood. The gardens offer a space for relaxation, reflection, and connection with nature, all of which contribute to improved mental health.




**Social Inclusion:** The Community Gardens are a welcoming and inclusive space for people of all abilities, including those with support needs. Shared gardening activities promote social interaction, reduce isolation, and build a sense of community. The gardens facilitate the development of new skills, increased confidence, and enhanced self-esteem through collaborative projects. Tagsa Uibhist's Mental Health and Wellbeing department will actively use the gardens to support clients through structured gardening sessions, promoting therapeutic benefits and social engagement.

**Access to Nutritious Food and Support for Gardening at Home:** The gardens increase the availability of fresh, locally grown, and nutritious food for the community. Produce from the gardens is made available to the community, addressing food access challenges and promoting healthy eating habits. The project also provides outreach and support to encourage individuals and families to grow their own food at home, further enhancing access to fresh produce.

The Community Gardens project will strive to achieve the following outcomes:

Community Gardens	Outcomes 2026-2029
	<b>Increased availability of fresh, locally grown, and nutritious food for the community.</b>
	<b>Enhanced Physical Health:</b> Increased levels of physical activity, improved mobility, and better overall physical health through active engagement in gardening tasks.
	<b>Reduced Social Isolation and Loneliness:</b> Increased social interaction, the development of new social connections, and a stronger sense of belonging within the community.



-  **Increased Confidence and Skills Development:** Participants gain new gardening skills, increased confidence in their abilities, and a greater sense of purpose through their involvement in the gardens.
-  **Empowerment and Community Engagement:** Participants feel more empowered to take control of their own health and wellbeing, and become more actively involved in community activities.
-  **Support People to Grow Their Own Food:** More people in Uist are growing and consuming their own nutritious fresh vegetables and are connected to other growers.







## 6. Developing Our Organisation

To successfully navigate the demographic and financial pressures described above, Tagsa Uibhist must continue to be a resilient, dynamic, highly valued and forward thinking organisation. Our organisational development strategy for 2026-2029 focuses on building this resilience through financial diversification, HR excellence, and a culture that truly ‘walks the talk’ of our mission.

### 6.1. Putting our Organisational Values into Practice

At the heart of our strategy is a commitment to our core values, which serve as the foundation for everything we do. To achieve health and wellbeing in our community, we must first ensure the health and wellbeing of our own team. We believe that a positive, inclusive culture is not just a desirable attribute but a strategic imperative.

Our values are reflected in our daily practice:

-  **Welcoming:** We create a friendly and inclusive environment where every staff member, volunteer, and client feels valued and respected.
-  **Trustworthy:** We act with integrity and honesty, building trust through open conversations and transparency at all levels.
-  **Caring:** We show compassion and empathy, prioritizing the physical, spiritual, and emotional wellbeing of our workforce just as we do for those we serve.
-  **Community Driven:** We actively engage with Uist's unique culture and needs, ensuring our work remains rooted in the community.
-  **Collaborative:** We work together as one united team, sharing knowledge and resources to achieve our common goals.
-  **Committed:** We demonstrate dedication and perseverance, overcoming challenges with a positive attitude and a focus on solutions.





We believe that wellbeing at work is a precondition for wellbeing in the community. Our staff cannot care effectively for others if they themselves do not feel supported, respected, and safe. For this reason, we are committed to creating and sustaining a working environment in which everyone can thrive.





We foster a culture of openness, where feedback, both supportive and constructive, flows freely in all directions. Staff are encouraged to raise concerns, share ideas, and challenge decisions respectfully, knowing they will be heard without fear of reprisal. Managers lead by example, modelling transparency and accountability in their own communication.

We recognise that gossip and informal negativity can erode trust and harm individuals. Tagsa Uibhist operates a clear expectation that concerns about colleagues, clients, or the organisation are raised directly and constructively, never through rumour or back-channel talk. Where this expectation is not met, it will be addressed promptly and fairly.

Every member of staff, regardless of role, background, identity, or personal circumstance, has the right to feel included, valued, and safe at work. We actively promote equality and diversity, challenge discrimination, and ensure that our policies, spaces, and practices reflect our commitment to dignity and respect for all.

## **6.2. Investing in our People - Workforce Development**

As the Western Isles faces a shrinking working-age population, projected to drop by 8%, and a local health and social care workforce with a high median age of 51, we will focus on a robust, local-first talent strategy. We will:

-  **Dynamic Recruitment:** Recruiting sufficient high quality staff is our greatest operational hurdle and we will continue to respond through proactive local engagement, using international recruitment when needed, and strong staff support, development and retention practices. We are moving toward values-based hiring tools and recruitment protocols with a safeguarding mindset to ensure we attract people who share our vision.
-  **Maintain HR Excellence:** We will continue to promote our Investors in People (IiP) status, focusing on all nine indicators to ensure high-quality people management.
-  **Professional Growth:** We provide comprehensive training and Continuous Professional Development (CPD) plans, including SVQs in Health and Social Care, to help our staff grow within the organisation.
-  **Supportive Environment:** We remain a Real Living Wage employer and offer flexible, supportive workplace policies that recognise the demanding nature of social care work.







### 6.3. Union Recognition - Voluntary Agreement

Tagsa Uibhist is committed to positive, constructive relationships with our workforce and to upholding high standards in employment practice. In March 2026, we formalised a voluntary recognition agreement with UNISON, the Western Isles Local Government Branch, establishing a framework for consultation, collective bargaining, and staff representation. We believe that effective employee voice contributes to better decision-making, stronger working relationships, and a fairer workplace. Union recognition supports our values of openness, honesty, and collaboration, and ensures that staff have independent representation and support when needed. We will encourage staff to join UNISON and provide facilities for union representatives to carry out their duties, support shop stewards and representatives with training, including in health and safety, provide reasonable paid time off for union duties and activities and maintain open, respectful dialogue through the JNCC and informal engagement. This partnership reflects our belief that a well-supported, fairly treated workforce is the foundation of high-quality care and a thriving organisation.

### 6.4. Financial Sustainability and Efficiency

Securing adequate funding remains a significant challenge in the current climate of fiscal austerity. Our financial roadmap includes:

-  **Diversification:** In order to build on and enhance the work we deliver in our partnerships with Comhairle nan Eilean Siar and NHS Western Isles, we will continue to pursue national grant and philanthropic funding to secure new revenue streams for the benefit of people in Uist.
-  **Value Proposition:** We will develop a data-driven value proposition to strengthen our strategic partnerships, demonstrating the clear social and economic impact of our services.
-  **Local Pipeline:** By focusing on employability schemes and the Young Persons Guarantee, we aim to attract local talent early in their careers.
-  **Retention through Support:** We believe that providing high-quality support and a just workplace is the most effective retention tool, ensuring our team feels supported.

### 6.5. Commitment to Gaelic

Gaelic is an integral part of Uist's identity, history, and daily life. As a community-based organisation, Tagsa Uibhist is committed to supporting, promoting, and normalising the use of Gaelic in our workplace and in the services we deliver. For many people in Uist, Gaelic is the language of home, memory, and belonging. Being able to communicate in one's first language is not just a matter of preference; it can be essential for comfort, trust, and effective care. Supporting Gaelic also strengthens community bonds, contributes to cultural continuity, and signals our








respect for the place and people we serve. Tagasa is already participating in the Neart sa Ghàidhlig initiative, to promote Gaelic in daily practice and to create positive spaces for Gaelic. We recognise that not all staff are Gaelic speakers, and participation will always be supported, never pressured. Our aim is to create an environment where Gaelic is welcomed, visible, and valued, reflecting the community we are proud to be part of.

## 6.6. How we Work with Others

Tagasa Uibhist is committed to collaborative practice, working as one united team internally and as a proactive partner within the wider community.

-  **Integrated Services:** We will work holistically across our departments, from Care at Home to Community Gardens, to ensure that clients receive an open, inclusive service that addresses a wide range of needs.
-  **Strategic Partnerships:** We will continue to advocate for greater strategic engagement with the NHS and CnES to improve outcomes in health and social care across the islands.
-  **Shared Outcomes:** By working with local partners we will leverage collective expertise to tackle root-cause challenges like social isolation, mental health challenges, addiction and dementia.

## 7. Governance

Tagasa Uibhist is committed to robust, transparent governance responsive to our unique community environment.

Over the period 2026 - 2029, we will develop our Board of Directors to ensure the charity is responsive, well-informed and sustainable, and which has a robust oversight of all legal and regulatory responsibilities.

In keeping with our Board membership strategy we aim to maintain a diverse and representative Board which reflects our whole community. We will seek directors who bring the broad range of skills, perspectives, and commitment needed for a forward-thinking charity delivering high quality accredited health and wellbeing services. Directors will have access to ongoing training and development ensuring they are equipped to fulfil their governance duties effectively and able to support staff in delivering our mission.

Governance responsibilities will be distributed across the Board, promoting collective ownership, resilience, and the capacity to respond to changing circumstances. Regular review of the Board composition together with succession planning will ensure that Tagasa Uibhist has a Board that is accountable, engaged, and connected to the community it serves.

