

OUR SERVICES



Jen Dow & Robin Hamilton

A MESSAGE FROM OUR HEADS OF SERVICE

“Don't fear change, it is leading you to a new opportunity”

Whether we want to or not, change is an inevitable part of life. As we go into our 50th year we are preparing for a few different changes.

First we welcome Paul McCrory as our new CEO as we say goodbye to Linda Tuthill who is retiring on the 27th of February. We have never known The Action Group without Linda as a senior leader so this will be an adjustment for us all. We are also preparing for changes in the Development Manager team.

Our dear colleague Linda Matthew will also be retiring in April, and Paisley Deighton will be going on Maternity Leave in the Summer. We have successfully recruited for both positions and would like you to join us in welcoming Simon Warr who will be taking over from Linda, and Matt Ogden who will be covering for Paisley. Simon is joining us from outside The Action Group and Matt is currently in the role of Practise and Wellbeing Leader of Leith Restalrig.

We would like to say a big well done to the Leigh Baird (Development Manager for Seafield and Edinburgh South) and Kyle McKenzie (Development Manager for East and Midlothian) and their Leadership Teams for there Very Good grades in their recent Care Inspectorate Inspections. We see the hard work and commitment from your teams.

Finally, In honour of The Action Group's 50th year - we are looking forward to a range of events to celebrate with you all. More details will be shared soon!

UPCOMING EVENTS

TAG Talks: Celebrating Diversity

March

26



Looking for volunteers!

Would you like to represent your country?

Please fill out [this form](#) if you would like to take part. You can share a dish, a dance, a poem, a story, a traditional outfit, or any other tradition from your home country.

The Prentice Centre 11am - 2pm



Keep up to date!

COMMUNITY WEBSITE

For the people we support

ASC

For our staff

LEITH, NEWHAVEN & RESTALRIG

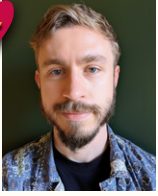
Newsletter
February 2026

THE
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YOUR LEADERSHIP TEAM

Restalrig



Matt Ogden
Practice and Wellbeing Leader



Hayley Wright
Operational Leader



Stijn Baecke
Depute Practice and Wellbeing Leader



Abolade Ganiyu
Depute Practice and Wellbeing Leader

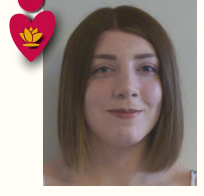
Newhaven



Nikki Kelleher
Practice and Wellbeing Leader



Pamela Fish
Operational Leader



Chloe McHarrie
Depute Practice and Wellbeing Leader

REGISTERED MANAGER'S MESSAGE

Paisley Deighton - Development Manager

What a great couple of months it has been getting to know all about the Restalrig and Newhaven team.

I have met and spoken to so many staff members and it has been inspiring how welcoming everyone has been. The dedication and hardwork I have seen you all put into your practice and support the new leadership team has been amazing and we all thank you so much for your patience.

My goal for the next three months is to have more spaces where staff and people we support can come and join us and help us work on the improvement of the team and your feedback would be really important to help us achieve this.

The end of an era..... after 34 years of dedicated leadership, our CEO, Linda Tuthill, will be taking early retirement and handing over the baton to Paul McCrory. Linda has been instrumental in shaping The Action Group into what it is today, and we thank her for her outstanding contribution.



A special **thank you** this quarter goes to:

Janis Hobb and Ross Maskew for their dedication and problem solving helping two of the people we support settle in to their new homes

Jane O Donnell for your dedication to the people you support

Steve Roberts for being a support network to so many people we support.

**Fred Hessler for completing all the required paperwork tasks
Kerr Whitelaw for keeping the people we support safe in medical situations**

If someone at TAG makes you say WOW!, you can nominate them for a WOW Award. Just email wow@actiongroup.org.uk with who they are and what they did.

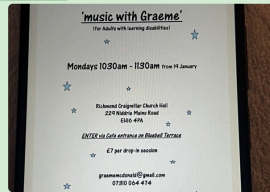
Celebrating Success



Andrew has been away enjoying his holiday, visiting Fitzwilliam Museum in Cambridge



Rory is back at horses at Muirfield and loving it would be great for others to go as they specialist for people with disabilities



Come join Music with Graeme, Mondays 10.30-11.30am at Richmond Craigmillar church hall, please reach out to Nikki for more details

IMPORTANT



We are delighted to introduce Tawanda Restalrig's full time operation lead. He is excited to meet you all soon



EDINBURGH SOUTH & SEAFIELD

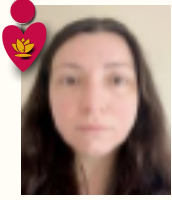
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THE
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YOUR LEADERSHIP TEAM

Seafield



Hillary Appleyard
Practice and Wellbeing Leader



Ruxandra Umbres
Operational Leader



Yvonne Walker
Depute Practice and Wellbeing Leader

Edinburgh South



Suzanne Anderson
Practice and Wellbeing Leader



Kate Daykin
Operational Leader



Ola Muritala
Depute Practice and Wellbeing Leader

REGISTERED MANAGER'S MESSAGE

Leigh Baird - Development Manager

We are absolutely delighted with our Care Inspectorate scores. They reflect the dedication, professionalism, and pride you bring to your roles every day. Thank you to everyone who contributed to this fantastic achievement — it truly belongs to the whole team.

We also started the year on a high with our brilliant diversity celebration. Thank you to everyone who came along to take part, dance, and connect — it was wonderful to see so many of you there.

As we celebrate our 50th Anniversary this year, I'm looking forward to more opportunities for us to come together and celebrate our success. I hope to see you at our upcoming events and to see how our team can get involved in TAG challenges throughout the year. If you have any ideas, please get in touch!

Our Annual Inspection Results - January 2026



How well do we support people's well-being? 13 People's health and well-being benefit from their care and support. 1 2 3 4 5 6 Very Good

How good is our leadership? 2.2: Quality assurance and improvement is led well. 1 2 3 4 5 6 Very Good



A special **thank you** this quarter goes to:



Oladipupo (Ola) Muritala
Thank you for being so amazing ♥

If someone at TAG makes you say **WOW!**, you can nominate them for a WOW Award. Just email wow@actiongroup.org.uk with who they are and what they did.

Celebrating Success



Diversity event: This was a great success, we had a mix of Nigerian food/music and Scottish food n music with a wee bit Romanian as well.

IMPORTANT



We are delighted to Introduce **Kate Daykin** to our **Edinburgh South Operation Leader**.



WEST LOTHIAN, FALKIRK, & EDINBURGH WEST

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YOUR LEADERSHIP TEAM

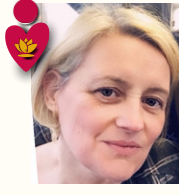
West Lothian and Falkirk



June Thompson
Practice and Wellbeing Leader



Bev Reid
Operational Leader

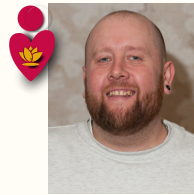


Mel McFarlane
Depute Practice and Wellbeing Leaders



Carole McMillian
Acting -up Depute Practice and Wellbeing Leaders

Edinburgh West



Stefan Holt
Practice and Wellbeing Leader



Fraser McKee
Operational Leader



Kaitlyn Walker
Maternity leave

REGISTERED MANAGER'S MESSAGE

Linda Matthew - Development Manager

This month brings a few changes to the management team in Edinburgh West. Heather is moving on to pastures new, Fraser is stepping up into a full-time Operations role, and Carole will be acting up as Deputy Practice and Wellbeing Lead in West Lothian and Falkirk.

I'll also be taking early retirement — yes, I know, you'll all be thinking I'm far too young 😊. I'll be finishing up at the end of March, and while it's the right time, it's not without mixed emotions. I'm incredibly grateful for the people I've worked alongside and the memories we've shared, and I'll be leaving just as spring begins to show itself in the garden — a fitting new chapter.

Also after 34 years of dedicated leadership, our CEO, Linda Tuthill, will be taking early retirement and handing over the baton to Paul McCrory. Linda has been instrumental in shaping The Action Group into what it is today, and we thank her for her outstanding contribution.



WOW!

A special **thank you** goes to:
Alistair Keith.



"The way you show up—with patience, kindness, and real commitment. Thank you for making such a difference."

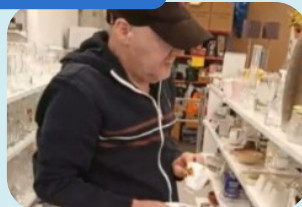
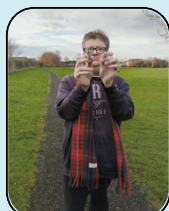


If someone at TAG makes you say **WOW!**, you can nominate them for a WOW Award. Just email wow@actiongroup.org.uk with who they are and what they did.

Celebrating Success



"Brian has come such a long way, from moving into his own home to committing himself to getting fitter and losing weight. His hard work and determination have paid off, and he has now lost 3 stone 3lbs.



Brian has stepped outside his comfort zone to volunteer at a local charity shop. This has been going really well, and with the right support, he is now looking at further opportunities. In addition to this, Brian is now travelling independently back to Bo'ness after his support has finished, which is maximising his support time..

IMPORTANT



As The Action Group celebrates its 50th year, we remain firmly rooted in the values at the heart of everything we do — to value, listen to, and involve people, ensuring that every action we take is judged to be the best. Please get in touch to share good new stories of your journey.



WEST LOTHIAN, FALKIRK, & EDINBURGH WEST



YOUR LEADERSHIP TEAM

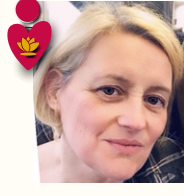
West Lothian and Falkirk



June Thompson
Practice and Wellbeing Leader



Bev Reid
Operational Leader



Mel McFarlane
Depute Practice and Wellbeing Leaders



Carole McMillan
Acting-up Depute Practice and Wellbeing Leaders



Stefan Holt
Practice and Wellbeing Leader



Fraser McKee
Operational Leader



Kaitlyn Walker
Maternity leave

Edinburgh West

REGISTERED MANAGER'S MESSAGE

Linda Matthew - Development Manager

★ **THANK YOU TO OUR EXCEPTIONAL STAFF, PEOPLE WE SUPPORT, PARENTS & CARERS** ★

I would like to express a huge thank you to everyone who took the time to speak with the Care Inspectorate during our recent inspection. Your feedback, support and honest conversations make a real difference to our service. We are delighted to share that our services have been assessed as **Grade 5 - Very Good!** I was proud to hear some of the feedback from staff, people we support, parents and carers. Thank you for continuing to support us, work in partnership with us, and placing your trust in our service. We couldn't do this without you!



care inspectorate



Our Annual Inspection Results

February 2026

How well do we support people's well-being?

1.3 People's health and well-being benefit from their care and support



Very Good

How good is our staff team?

3.3 Staffing arrangements are right and staff work well together



Very Good

How well is our care and support planned?

5.1: Assessment and personal planning reflect people's outcomes and wishes



Very Good

Key questions inspected in 2023/2025 which remain

People experience compassion, dignity and respect



Excellent - Outstanding or sector-leading performance.

People get the most out of life



Excellent - Outstanding or sector-leading performance.



GRANTON, CHILDRENS, GROUPS & PORTOBELLO

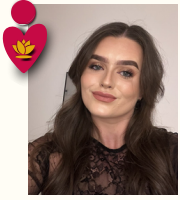
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YOUR LEADERSHIP TEAM

Granton and Children's services



Maia Arnott
Practice and Wellbeing Leader

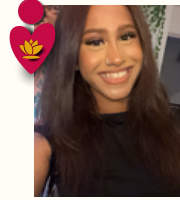


Rachel Boyle
Operational Leader



Ayodeji Adejokun
Depute Practice and Wellbeing Leader

Groups & Portobello



Ahana Zaman
Practice and Wellbeing Leader



Kirsty Pike
Operational Leader



Claire D'arcy
Depute Practice and Wellbeing Leader

REGISTERED MANAGER'S MESSAGE

Lorna Patton - Development Manager

Hello everyone. It's been a busy start to the year with lots going on across the cluster, and I wanted to take this opportunity to thank you all for your continued support and dedication — it truly is appreciated by everyone.

This year, one of our cluster's main focuses is staff wellbeing, involvement, and development.

A key part of this will be reviewing our staff meetings and exploring how we can improve them in terms of frequency and involvement.

We will be sharing more information about this in the coming months.

50 Years of The Action Group! -

We're marking this amazing milestone with a year full of celebrations, and more details about events will be shared soon.

(If you have any happy memories or stories from your time with TAG, I would love to hear them and include them in the celebrations.)



WOW!

A special **thank you** this quarter goes to:

Our **Holiday Hub Staff Team** who helped us deliver a fantastic week at our **February Children's Holiday Hub**.

It was wonderful to welcome back returning children and to have the pleasure of meeting those joining us for the first time. The week would not have been the success it was without our **brilliant staff team**, who brought energy, enthusiasm, and fresh ideas each day.

We hope to see you all again at the **Easter Holiday Hub!**

If someone at TAG **makes you say WOW!**, you can nominate them for a WOW Award. Just email wow@actiongroup.org.uk with who they are and what they did.

Celebrating Success



We are thrilled to **welcome Callum to TAG!** Callum has recently moved into his first flat with the Granton Team and is settling in well with both his support and staff team.

When he's not getting his new home ready, Callum enjoys following his big passion for trains. He loves visiting Waverley Train Station, where he carefully records all the arrivals and departures in a large notepad, using a variety of colours to differentiate them.

Thank you to everyone who has supported Callum during this exciting chapter of his life. We look forward to continuing to support him to enjoy the activities he loves while also discovering new opportunities.

IMPORTANT



We are delighted to welcome the following staff to our cluster

- **Abiodun Adepoju**
- **Connor Lynch**
- **Samuel Aderonmu**
- **Israel Falodun**
- **Ifebuche Ojigbo**
- **Gbenga Aluko**

We are also pleased to be welcoming back **Oluwatobiloba Abiyeye & Olamide Ojo** from Maternity Leave

We also want to say goodbye to **Tara Donohoe**, who will be leaving TAG at the end of March. .

We wish you lots of luck for the future!



EAST LOTHIAN - SALTIRE AND MIDLOTHIAN

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February 2026



THE
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YOUR LEADERSHIP TEAM

East Lothian - Saltire



Farzanna Islam
Practice and Wellbeing Leader



Jenni O'Connor
Operational Leader



Kerry Brash
Depute Practice and Wellbeing Leader

East Lothian & Midlothian



Lisa Ramsay
Practice and Wellbeing Leader



Angie Bain
Operational Leader



Ryan Kiddie
Depute Practice and Wellbeing Leader

REGISTERED MANAGER'S MESSAGE

Kyle McKenzie - Development Manager

We are delighted to share the fantastic results of our final inspection report!

Our service has received an Overall Evaluation of **5 (very good)**.

Highlights from the report include:

- Key Question 1 – How well do we support people's wellbeing?
- **Very Good (5)**
- Key Question 2 – How good is our leadership?
- **Very Good (5)**
- Key Question 3 – How good is our staff team?
- **Good (4) - Training recommendation**
- Key Question 5 – How well is our care planned?
- **Very Good (5)**

These results are a true reflection of the dedication, professionalism and compassion shown every day.

A huge thank you to all of our staff and managers — this achievement belongs to you. Your commitment to delivering high-quality care and continually striving to improve makes a real difference to the people we support.



WOW!

A special **thank you** this quarter goes to:

A special thank you this quarter goes to the whole team following the recent care inspection.

Your dedication, kindness and commitment truly make a difference. **Thank you for being so amazing** ♥

If someone at TAG makes you say **WOW!**, you can nominate them for a WOW Award. Just email wow@actiongroup.org.uk with who they are and what they did.

Celebrating Success



We are proud to share that our Operations Lead, Angie, successfully completed the 62 Miles in January Challenge in support of Cancer Research UK.

Throughout January, Angie walked an incredible 62 miles and raised a fantastic £605 for this important cause.

This is a wonderful achievement and a great example of the dedication and community spirit within our team. Well done, Angie — and thank you to everyone who supported and donated!

IMPORTANT



As The Action Group celebrates its 50th year, we remain firmly rooted in the values at the heart of everything we do — to value, listen to, and involve people, ensuring that every action we take is judged to be the best. Please get in touch to share good new stories of your journey & keep an eye out for our 50th celebration events.

