



# Annual Review

2017 - 2018



An equal society  
for every person  
who has a  
learning disability

# 01 Welcome



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I am delighted to welcome you to ENABLE Scotland's 2017/18 Annual Review. In these pages, you will read about the achievements of a modern, vibrant organisation, proud of its heritage, and passionate about its future.

Our strategic themes of Cash, Customers, Co-workers and Challenge are still at the heart of every decision we make, and this focus has led to a third successful year of surplus at year end - completely reversing the impact caused by the disappointing 2014/15 results.

ENABLE Scotland is now truly on a strong financial footing, with an effective operating model delivering predictable financial results.



## 02 Welcome



This has meant that we are well placed to face the familiar economic and demographic challenges that continue to put pressure on all organisations operating in the social care sector in Scotland. Our commitment to delivering excellent quality, personalised services for people to live and work in their own communities is unshakable – and has been reflected by even more people, in even more towns and cities across the country, selecting ENABLE Scotland to support them to live the life they choose.

This commitment to excellence has once more been reflected in our 2017/18 Care Inspectorate grades, with 71% of our social care services being graded **Very Good or Excellent** – against a sector average of 45%.

Our passion for equality continues through our employability work, where we have supported over 1,400 people who have learning disabilities to develop their employment skills, with 298 being supported into paid work. And we have championed the rights of our staff to access a fair wage for all hours worked, leading a successful campaign for the Scottish Living Wage to be paid for overnight support hours.

Our social impact hit a new high this year, as we launched a first-of-its-kind programme for the UK with our partners at The University of Strathclyde Business School and ScottishPower.

Breaking Barriers has raised the expectations and aspirations for young people who have a learning disability in Scotland. They have shown that it is possible to access a higher education and high quality career opportunities with a major employer. We are thrilled to have led the development and delivery of this innovative partnership and are excited to see what the future holds for the graduates, as well as the next intake of students in 2018/19.

Our tremendous achievements this year have given us a stable foundation heading into 2018/19. There is no doubt however that we face challenging times ahead, in an era where demand will only increase and charities face significant competition across the fundraising and commissioning landscape.

With this in mind, we are delighted to end 2017/18 by announcing our new, innovative partnership with Sense Scotland. We are coming together, from a position of strength, to accelerate change and improvement for disabled people and for the dedicated staff who care for them. Our new charity group will house both ENABLE Scotland and Sense Scotland as group members, share the costs of delivery, and ensure that we can reach out to deliver quality care and support to even more people who need it in their own homes and communities across the country. This is the first formal group collaboration of its kind in Scotland's third sector, and we are committed to sharing our learning with others as we move forward in 2018/19.

As we prepare to celebrate our 65th year, I am so proud that ENABLE Scotland continues to work in partnership with organisations, communities and most importantly, people, to progress our mission towards an equal society for every person who has a learning disability.

A handwritten signature in black ink that reads "Theresa Shearer".

**Theresa Shearer**  
CEO



**“Partnerships  
have always been  
important  
to ENABLE Scotland  
- and always  
will be ”**

# 03 ENABLE Family



**We continue to be the largest member-led learning disability charity in Scotland. The experiences of our members, in communities from Stornoway to Wigtown, are at the core of every decision we make.**

Our Scottish Council met four times this year, ensuring that their views shape our future, lead our campaigns, strengthen our position on policy matters and help govern the charity.

Our active membership is what continues to give ENABLE Scotland our credibility and mandate for our successful campaigning work. In 2017/18, we set out to encourage more young people to join our membership, and have grown our network of Adult and ACE Youth Groups, to its largest ever size: 33 groups now meet regularly across the country to take forward local and national activism - up from 28 groups in 2016/17.

Our national Freephone ENABLE Direct helpline continues to be there as a lifeline for families and carers of people who have a learning disability across Scotland, with a record number of 1878

people calling for advice and support in 2017/18, an increase of 876 on the previous year. Our national Welfare Rights service also continues to provide much needed guidance and support for our members across the country to navigate their rights within the social security system, with 443 people supported to claim over £1m.

In October 2017 we launched our new ENABLE Scotland website  
[www.enable.org.uk](http://www.enable.org.uk)

Over an **87%** increase in calls to ENABLE Direct

More than **5000** members and supporters

**37** Branches

**7** ACE Youth Groups

**26** Local ACE Groups



**236k** Website views since launch



We are grateful for the support of the Scottish Government through a CYPFEIF and ALEC Fund Grant

## 04 ENABLE Lives

**We have continued to champion change in the social care sector to ensure that people who have a learning disability receive the quality of support they need, as often as they need it, from staff who are happy and well rewarded.**

The quality and dedication of our workforce has been reflected in our 2017/18 Care Inspectorate grades, with 71% of our social care services being awarded Grade 5 or 6.

We have also continued to grow our national presence, and were successful in securing a place on the social care delivery frameworks in the new delivery area of Inverclyde for the first time. We were also proud to secure the opportunity to be the new provider for a substantial service in East Lothian.

2017/18 saw us reach out to provide our model of excellent quality social care services to more children than ever before, and we are pleased to have ended the year supporting 137 children across Scotland.

### Campaign Win!

In 2016/17 we started our influencing work to achieve the Scottish Living Wage for all frontline social care staff for all hours worked, and this year we achieved this commitment from the Scottish Government.

### ENABLE Recruits

In a climate where recruitment in social care continues to be a challenge for all providers, we have designed a new approach to managing our recruitment process, ENABLE Recruits. Through this change project, we have developed a new Recruitment Business Partner model for defined regions of service delivery, which supports candidates from the initial attraction piece to the first month in post. Early indications of the impact of this model on our recruitment and retention are positive and we look forward to developing this further throughout 2018/19.



**71%**   
**of our services**  
have been  
graded **5** (Very good)  
or **6** (Excellent)  
by the Care  
Inspectorate

**One of our incredible Personal Assistants Kris tells his story of what led him to joining the ENABLE Family.**

*"This is my first job in social care, having previously worked in construction, warehousing, retail and in offices.*

*It's very rewarding knowing you are making a difference in someone's life for their benefit. I'd recommend getting involved - it's the best decision I've made for not only a job, but a career".*

## 05 ENABLE Fundraising



We are thrilled to see continued growth in the number of new corporate organisations engaging with ENABLE Scotland. From taking part in fundraising activities, to volunteering staff time to help support our charitable delivery – we're so thankful for their support.

### Michael Page

This year we were delighted to welcome recruitment company Michael Page as our corporate partner for 2017/18. Michael Page offices in Scotland have taken part in the Kiltwalk and hosted fundraising quizzes in Glasgow and Edinburgh which were a massive success, raising £6,695.

Michael Page staff have also donated their time through a range of CSR initiatives. Over the course of 6 weeks, a team of 24 staff visited our PALS Children's Service in Cumbernauld, tidying up the outdoor recreational space and transforming the main playroom with a fresh coat of paint and new artwork.

*"I'd like to thank ENABLE Scotland for providing our staff with valuable volunteering opportunities that show first hand the incredible difference the charity makes to peoples lives. We hope our partnership can continue into the future."*

**Mark Houghton,**  
Operating Director,  
Michael Page

**Michael  
Page**

### The ENABLE Scotland Ball

On Saturday 24th February 2018 we returned to the iconic Kelvingrove Art Gallery and Museum in Glasgow's West End to host our 24th Annual Charity Ball. The event was once again a glittering affair welcoming nearly 400 guests for an evening of entertainment, food and of course – fundraising! We were truly blown away by the generosity of the guests, with the event **raising an incredible £116,880** to help us be there for more people who have a learning disability and their families who need us most.

The event would not have been possible without the commitment of our corporate sponsors Faxco, MacRobers LLP, NVT Group, Woodwinters Wines and Whiskies, Love to Travel and many more, to whom we owe our sincerest of thanks.



## 06 ENABLE Fundraising



Our fabulous fundraisers have once again been taking on incredible challenges up and down the country on behalf of ENABLE Scotland. We want to say a massive THANK YOU to every member of #TeamENABLE who has gone over and above to raise vital funds to enable us to support more children and adults who have a learning disability.

### The Kiltwalk

In 2017, 830 supporters from across the country laced up their trainers and took part in the Kiltwalk on behalf of ENABLE Scotland. We broke records by having the most walkers out of any other charity at each of the four walks in Glasgow, Aberdeen, Dundee and Edinburgh, and the Kiltwalk became the biggest ever mass participation event in ENABLE Scotland history! Everyone from our staff, members, corporate partners, branches and our supporters joined in on the action walking a colossal 9,491 miles throughout the year – that's the same distance as walking from Glasgow to Perth, Australia! The dedication of our army of wonderful walkers certainly paid off with the event raising a sensational £98,122!

*“We are truly blown away by the incredible efforts of #TeamENABLE who have recruited the most walkers out of any other charity in Scotland. We are always delighted by the sea of purple t-shirts at each Kiltwalk and every penny raised by ENABLE Scotland walkers will be topped up by an additional 40% thanks to Sir Tom Hunter and The Hunter Foundation.”*

**Paul Cooney,**  
CEO Kiltwalk



# This year's steps on the journey to an equal society for every person who has a learning disability

**Our year in numbers**  
2017/18

more than  
**5000**  
members and supporters

**37**  
Branches

supported more than  
**298**  
people  
to get a job

supported  
**1400**  
people  
to develop the skills and confidence they need to gain  
**work**

**71**  
of our  
have b  
graded  
**6**  
Ins

  
**830**  
Kiltwalkers

  
**1878**  
calls to  
**ENABLE**  
Direct

supported  
**443 people**  
to claim over  
**£1m**  
in unclaimed  
**benefits**



delivered projects and services covering all  
**32**   
local authorities in Scotland

**26**  
 **ACE**  
(Active Community of Empowered people)  
Groups

 **7**  
ACE Youth Groups

**%**   
r services  
een  
d  
or **5** (Very good)  
(Excellent)  
by the Care  
spectorate

provided  
**137**   
specialist services for children

  
**1800** people employed  
as part of the  
**ENABLE**  
Scotland team

provided  
**social care**  
support across  
**24**   
local authorities

**2**   
awards won!

supported  
**967**   
adults to live in their communities

  
Innovative  
new  
Charity Group

**2018/19**  
**65**  
years of  
**ENABLE**  
Scotland

## 09 ENABLE Works



**ENABLE Works is our specialist employability service, supporting people from school into adulthood, helping them to develop the skills and confidence they need to find work.**

Over the course of 2017/18, the team supported over 1,400 people who have learning disabilities and other disabilities to develop their employment skills, with 298 being supported into paid work. Alongside the ground-breaking Breaking Barriers partnership, ENABLE Works continued other successful projects such as All in Edinburgh, our Scottish Government funded employment programme, we also launched a Supported Employment Modern Apprenticeship pilot, funded through Skills Development Scotland, with 20 young people who have complex needs securing an MA.

2017/18 also brought our first project supporting people who have learning disabilities leaving prison, supported by the Scottish Government's Integration and Innovation Fund in North Lanarkshire.

Through ENABLE Works we have continued to contribute towards the development of the national employability agenda, and were delighted to be one of the few third sector organisations to be awarded the opportunity to deliver support as part of the new Fair Start Scotland devolved employability programme.

We delivered both of Scotland's transitional employment services – Work First Scotland and Work Able Scotland – ahead of the launch of Fair Start Scotland in April 2018, and we will be working with Remploy in Lanarkshire, The Wise Group in the West, and Momentum in the North East as part of the Fair Start Scotland delivery framework – supporting 488 people annually.



**ENABLE Works supports more than**

**1400 PEOPLE**

**who have a learning disability across all of our employability programmes**



# 10 ENABLE Works

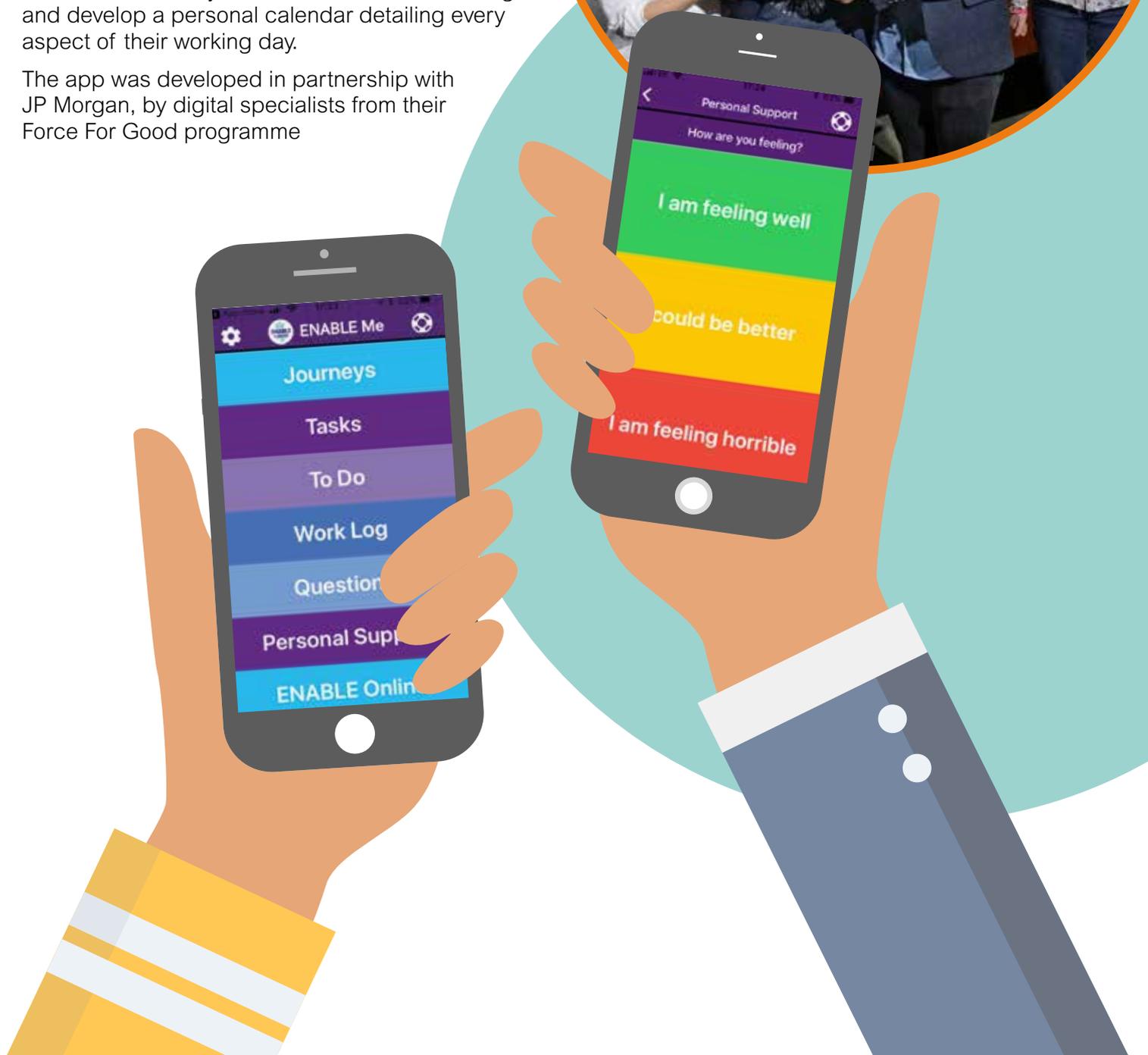


## ENABLE Me Travel App

ENABLE Works celebrated UK Employability Day in 2017 by previewing its new travel app ENABLE Me at Glasgow's Riverside Museum with Jamie Hepburn, Minister for Employability, and graduates from its work skills programme.

The new app – which will be launched in 2018 – has been developed to help people who have a learning disability build key independent travel skills, which is so often a barrier to finding work and being a part of their community. Users will be able to use a mix of pictures and text to plan and store their journeys, giving them the confidence to travel without the need for support. They will also be able to store key work tasks, create a work log and develop a personal calendar detailing every aspect of their working day.

The app was developed in partnership with JP Morgan, by digital specialists from their Force For Good programme



# 11 ENABLE Change



Our campaigning work is at the heart of ENABLE Scotland, directed by the experiences of our members – it is how we began, back in 1954. Listening to our member’s views and empowering them with the tools to enable change gives us the opportunity to collectively campaign for improvements in the areas that truly affect the day to day lives of people who have a learning disability.

## #BetheChange



Two-thirds of young people who have learning disabilities have been bullied, while nearly one-third of secondary pupils in Scotland told us that they find it difficult to make friends with young people at their school who have a learning disability.

In 2017/18 we re-launched our influential #BetheChange campaign, with the goal of encouraging people in communities across Scotland to make a commitment to break down barriers to an equal society for every person who has a learning disability. Our members decided that the best way to do this is for people to get to know each other better – to see the person, not just a learning disability.

#BetheChange has supported people who have a learning disability, our ‘Change Champions’, to deliver workshops across Scotland throughout the year to educate people about learning disability and to break down prejudice. #BetheChange has given people who have a learning disability a platform to share their personal stories and raise awareness of unacceptable behaviour and practices.

Thanks to support from the Corra Foundation, we helped empower more people who have learning disabilities to have a voice locally and nationally.



## Awards

In the last year, our campaigns are once again winning sector recognition through awards and delivering significant policy change - this year winning Cracking Campaign at the SCVO Scottish Charity Awards 2017 for #IncludED in the Main?! The campaign led to the Scottish Government announcing in November 2017 that it would publish the first ever set of guidance on delivering inclusion in education. We were also delighted to win the SSSC Carers Champion 2017 Award for our work to influence the Carers Scotland Act 2016 to include a right to a conversation about emergency planning – a direct response to an issue raised by our family carer members as part of the legacy of our Scottish Government funded *Picking Up the Pieces* project.

*As a member of ACE Youth I had the chance to become a Change Champion for our anti-bullying campaign - #BetheChange. As part of this work we spoke in the Scottish Parliament and delivered our own workshop to MSPs. This made me feel important and that we were doing something to change things. We are looking forward to lots more work on the #BetheChange campaign in our local communities.*

**Lucy McKee,**  
Change Champion

**2/3rds**  
of young people who have a learning disability have been bullied



## 12 Breaking Barriers



We were delighted this year to launch an innovative new programme with partners at The University of Strathclyde Business School and ScottishPower. Breaking Barriers has created the opportunity for a pilot cohort of 8 young people who have a learning disability to access higher education and work placed learning with support from ENABLE Scotland staff, they will proudly graduate with a diploma in business education, alongside other graduates from the University of Strathclyde.

This is a first for the UK, and we are proud to have led the development and delivery of this innovative partnership approach.

Our vision is equality of access to the opportunities that world class education and organisations can provide; where people who have learning disabilities are equal members of an inclusive university community; attain an accredited qualification and achieve employment opportunities.

Breaking Barriers is more than an education and employment programme. It enables young people who have learning disabilities to access the formative life-shaping experience of university that is a rite of passage for so many of us - yet is currently available to so few young people who have learning disabilities.

We are looking forward to following the progress of the first group of Breaking Barriers Graduates and to welcoming even more young people to the programme in 2018/19!



In partnership with Strathclyde University Business School and ScottishPower



fewer than **4%**  
of young adults  
with a  
**learning disability**  
go on to **higher**  
**education**

# 13 Collaboration and Innovation



**ENABLE Scotland and Sense Scotland this year launched an innovative Group structure, thought to be the first of its kind in the charity sector in Scotland, in order to accelerate change in improving the lives of disabled people and the dedicated staff who care for them.**

Extensive independent analysis estimates that by working in partnership, we will deliver substantial savings and efficiencies available to re-invest in frontline services. The collaboration will take up to a year to fully implement, with extensive staff and wider stakeholder engagement planned.

The venture will see both ENABLE Scotland and Sense Scotland share overhead costs associated with the delivery of property, HR, ICT, Payroll and Finance resources. These will be delivered for both by an overarching Group structure to enable us to reach even more disabled people throughout Scotland, and invest in innovative new ways of delivering support, including the use of digital technologies to enable our staff to work smarter.

Both ENABLE Scotland and Sense Scotland will retain their individual identities and relationships with families, disabled people and supporters.



***“Our shared vision is delivering the support needed for disabled people to live the lives they choose, in their own homes and local communities”***

**Theresa Shearer,**  
Chief Executive of ENABLE Scotland

***“This means we will be able to help more people, with the person-centred care they deserve from staff they trust and can rely on.”***

**Andy Kerr,**  
Chief Executive of Sense Scotland



**Working in partnership**



Money in  
**£34.9 million**

Money out  
**£34.5 million**

Surplus  
**+£0.4 million**

We are delighted to present a third consecutive year of extremely positive financial results for ENABLE Scotland.

At the heart of every decision we make is our maintained strategy of carefully managing outgoings – reducing our spending and investing in the services that support people and families take control to live the lives they choose.

This year's strong financial results not only cement the sustainability of ENABLE Scotland, but completely reverses the impact caused by the disappointing 2014/15 results, with the underlying operational deficit of that year now completely recovered. These results allow us to continue working towards an equal society for every person who has a learning disability.

To request a full copy of our annual accounts e-mail [enabledirect@enable.org.uk](mailto:enabledirect@enable.org.uk) or view them at [www.enable.org.uk/accounts](http://www.enable.org.uk/accounts)

## Thank you to our funding partners

Everything we do is made possible by the incredible generosity of the individuals and organisations that support our cause.

Our heartfelt thanks go to all of our funding partners, corporate donors, individual donors, volunteers and staff for helping us lead the way towards an equal society for every person who has a learning disability.





Join the ENABLE Family today. Contact us to find out how to become a member.

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 @ENABLEScotland  
 ENABLE Scotland

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