



ENABLE Scotland

Leading the way in learning disability

Annual Review 2010/11





Peter Lederer - **President**

Introduction

ENABLE Scotland is a charitable organisation founded by the parents of children who have learning disabilities in 1954. We are a membership organisation, and our members take a very active role in the governance of ENABLE Scotland, working alongside our Board Members to ensure that people who have learning disabilities are at the heart of everything that we do.

ENABLE Scotland provides support to people who have learning disabilities and mental health problems in all aspects of their lives including; work and training, being part of the community and building friendships and relationships. Above all, we exist to ensure that people who have learning disabilities are given the same opportunities in life as everyone else and have the choice and control they are entitled to regardless of ability.

It is my great pleasure as President of ENABLE Scotland to welcome you to the Annual Review 2010/11. This has been a year of change and development at ENABLE Scotland, all of which has been necessary in order for the organisation to sustain the invaluable work that we do.

Sadly, this year saw the passing of our final founding member, Catherine 'Cathie' Shapter. Cathie was one of five parents with children who have learning disabilities who founded ENABLE Scotland in 1954. Her death has given me, and many others, cause to reflect on our history and our achievements. Cathie's son Johnny was diagnosed with Down's Syndrome in 1944 and the treatment they both received from people in their local community was so appalling that it forced Cathie to move out of Glasgow and live in a remote croft in the country.

Cathie and her co-founders were excluded from the communities they lived in because their children had learning disabilities and were different to the other children.

They experienced first hand what it felt like to be treated like an outcast and be shunned by society. The very fact that they were treated this way remains incredible and deeply saddens me. The fact that Cathie and the other founders felt they had to establish their own organisation in order to get support, demonstrates just how important ENABLE Scotland is to the lives of people who have learning disabilities and their families.

Thankfully, Scotland has changed significantly since 1954, and by and large people who have learning disabilities now have better life experiences than Johnny, including the opportunity to live in their own communities, to have an education, and to make friends. Our organisation, thanks to Cathie and others like her, has played its part in ensuring these changes have come about. Each and every one of our staff members and volunteers continue to play their part in maintaining and developing this progress, and this wonderful legacy that Cathie and the other founders have left.

Peter Scott - **Chief Executive**

Once again this has been a year characterised by change for ENABLE Scotland. We have seen the appointment of a new Chairperson, Jo Armstrong, following the retiral of Alex Russell who held the role of Chairperson since 2007. I would like to thank Alex for his years of dedicated service, and welcome Jo to her role in which I know she will have a lot to offer.

ENABLE Scotland is a large third sector organisation, employing 1850 staff and operating in a competitive market. Due to the changes in the marketplace over the last year, it has been necessary to make significant changes to the structure of the organisation and in doing so have achieved efficiencies across the business. We have been faced with uncertainty over the past year for a number of reasons. Though we continue to work in uncertain times, we believe that the organisation is now in a good position to manage the challenges that lie ahead and sustain the work that we do.

Some of these challenges have come about due to the Personalisation of social care, and this will continue to have an impact on ENABLE Scotland, and more importantly on the lives of people who have learning disabilities, mental health problems, and their carers. We believe that Personalisation will mean positive changes for people who have learning disabilities and/or mental health problems, offering more choice, control and flexibility. We recognise that we have an important role in this change process, working responsibly with Local Authorities and partner organisations to find cost effective solutions to the challenges that we face.

We also have a vital role to play in our capacity as a campaigning organisation, which is to campaign for the changes and improvements that people who have learning disabilities need and deserve. Some of the services relied upon by

people who have learning disabilities and their families have come under threat due to the current economic climate, which means we have to campaign and fight harder to protect them. With over 4500 members throughout Scotland, we are well placed to challenge cut backs and ensure that people who have learning disabilities don't experience disproportionate cuts to services as a result of cuts to public spending.

In the year ahead we will continue to fight inequality and work with the people we support, and their carers, to develop bespoke community-based services that make a positive difference to people's lives. We will do this thanks to the continued dedication of our excellent staff teams, and the on-going commitment of our Trustees and members. I would like to thank our Trustees for the support they have shown to me over the last year, and our members for keeping us informed about the issues that are affecting their lives. Thanks also to our staff teams, who have worked tirelessly and made an enormous impact on the lives of so many.



Personalisation

A Parent's Perspective



Peter Johnstone is 20 years old and lives in Glasgow with his mum, dad, brother and sister.



Julie Johnstone

People who have a learning disability are taking on the challenge of managing their own support as the Personalisation of Social Care develops in Scotland. It seems a daunting prospect at first – but Julie and Peter's story reveals how it can mean flexibility, choice and control like never before.

“Having the flexibility to decide what works for Peter is just wonderful – we couldn't do that before.”

Meet Julie, Peter's mum. Julie is mother to three children and her eldest son, Peter, was born with a learning disability. When Peter was younger he attended a school for people with additional support needs and loved being creative. He had a real passion for art and design – it was always his favourite thing to do at school, but when he left school things changes:

“Peter was spending all his time at home with me and he was fed up. He is an adult now and wanted to be off doing his own thing. He wanted to be out with friends enjoying himself, and he wanted the chance to continue his education.”

Peter became one of the first people in Scotland to be assessed and awarded an Individual Budget in order to manage his own support. This gave Peter and Julie the opportunity to recruit a personal support team who would fit in around family life which meant that Peter was able to go to college with support from one of his team members.

“When we first started looking into organising Peter's support we spoke to lots of different providers and asked for advice, but ENABLE Scotland just seemed to have the edge. They really understood what we were looking for and didn't talk to me about constraints or limitations. Their approach was very much – let's work together and make things better”

With the introduction of the individual budget and his personal support team, life has changed for Peter and the rest of the family:

“Peter enrolled in an art and design course at the local college which means he is spending much more time out of the house doing his own thing. He loves being creative and even exhibited one of his pieces in the Glasgow Young Talent Exhibition during the summer.”



He also recently used his Individual Budget to go on holiday without his mum. This was a first for Peter, and it would not have been possible if he had not had the flexibility to spend his budget in a way that worked for him:

“My younger son Paul went on holiday with Peter to Kilder recently, and Peter just loved the fact that he was going away without mum. The boys had a great time doing outdoor sports, fishing and climbing. He just enjoyed being away and having fun, the same things everyone wants when they go on holiday.”

“**Having the Individual Budget has made a huge difference to Peter’s life, and to the whole family. Peter loves having the freedom to do things without us and it gives me the chance to focus on the rest of the family more often. It really has changed our lives, and though the idea of managing the budget was scary at first, I would never want to go back. Peter is so much happier now.**”

Employment realising the dream with the Big Plan



The prospect of starting a new job and meeting lots of new people is an intimidating one for most people. Ross Gray was worried about what lay ahead, but was determined to realise his dream of gaining employment.

Ross has always had a real passion for music so when he began speaking to ENABLE Scotland Employment Services about his ideal job, a work placement in a record shop seemed to be the perfect first step.

Ross secured a work placement in Glasgow's Avalanche Records. Initially he received support at work from a member of the ENABLE Scotland team; however he soon became more confident and comfortable in this new role and wanted to go it alone.

Ross was unsure about travelling on public transport alone, but through the ENABLE Scotland Travel Buddy scheme he met another young man who had a learning disability who was a confident and independent traveller, and they then began to travel together each morning.

Jenn Hall, Employment Support worker said:

“It was fantastic to see Ross, who had been so anxious before, grow in confidence and independence. Ross’ mum and dad were delighted to see to their son flourish.”

Building on the confidence and skills Ross gained from his work placement, Jenn and his team started to look at opportunities for paid employment. Along with his mum, dad and circle of support made up of family and friends, Ross took part in an ENABLE Scotland Big Plan.

The Big Plan is a community-based planning exercise which supports people who have learning disabilities to realise their ambitions with the help of the people around them. Ross identified that he would like to work closer to his home and in a restaurant.

His circle of support helped him to find a new restaurant which was due to open in the area, and with support from ENABLE Scotland he attended the interviews and was offered the job. Ross is now a valued member of the team at the restaurant and loves the independence he now has.

Membership making a difference

Linsey Booth from Elgin is a national member of ENABLE Scotland. She sits on the Scottish Council, a group which takes a lead role in the governance of the organisation, she is also a member of national ACE, the ENABLE Scotland self advocacy group.

Linsey has just gained her Millennium Volunteer Award for her voluntary work and contribution to her local community. Not only is Linsey a volunteer peer supporter for Elgin Speak4Yourself Group, she also offers her time to her local doctor's surgery every week.

Linsey's first experience of volunteering was in 2009, when she decided to train as a young person's peer supporter for ENABLE Scotland's Elgin Speak4Yourself group, (an advocacy group for young people aged 17-25yrs.) She now supports other younger members of the group to speak up with confidence, take up new challenges and learn new skills.

Linsey says:

“I have gained a lot of confidence through volunteering. I enjoy meeting and helping other people and I feel that through my volunteering I am doing something useful for our community.”

Linsey is also a member of three advocacy groups, the Elgin ACE Committee, ENABLE Scotland's National ACE Committee and the Moray Disability Forum. Linsey is keen to point out that: -

“I feel through my involvement with group advocacy, I have had the chance to speak up for the rights of people who have disabilities. I think it's important to work with other people who have disabilities to try and persuade our



Linsey Booth with supporter Cathy Coverly

local decision makers to make better decisions that will affect people with disabilities”.

Linsey emphasises

“I hope through my advocacy work, I will help to improve the lives of other people with disabilities.”

Linsey is core member of these groups and her contribution is immensely valued. Her enthusiasm for the promotion of the rights of people with disabilities is well recognised in the community and the support she gives to the young people in the Speak4Yourself Group is second to none. Well done Linsey.

362

New friends
joined our online
community via
Facebook

1014

New followers joined
the conversation with
ENABLE Scotland on
Twitter

Our Information
Helpine answered

1352
enquiries

We have
provided flexible
support for
259
living in their own
homes

The year in numbers

ion
ered

54

Adults were supported to have a short break

447

Children were supported to organise and enjoy a short break

274

People were assisted to live in supported accommodation

890

people were supported in to employment by ENABLE Scotland Employment Services throughout a range of placement schemes

Services

Short breaks – Building expectations

January 2011 marked the beginning of an exciting journey for ENABLE Scotland, offering the opportunity to explore flexible respite options with families and carers across Scotland. The Scottish Government and Shared Care Scotland announced that they would be issuing grants to providers like ENABLE Scotland with the aim of reaching out to families and carers in rural areas and helping them to source flexible respite in their local area.

ENABLE Scotland was successful in securing a £28,000 government grant which will provide opportunities for families and carers in hard to reach areas to use this money to organise a short break. We look forward to reporting on how families and carers have chosen to spend their grant money in the 2011/12 Annual Review.

Supporting young people - Speak 4 yourself

Speak 4 Yourself is a service which was established with the aim of developing natural friendships whilst encouraging young people who have learning disabilities to speak out for themselves and to campaign for change.

The Speak 4 Yourself project ran for four years with ENABLE Scotland from 2007 to 2011. Throughout the duration of the project a total of 256 friends were introduced to one another including 195 young people who have learning disabilities and 61 peer group supporters.

During the final year 2010 -2011 a total of 78 friends were introduced to one another, involving 59 young people with learning disabilities and 19 peer supporters. At the end of the year all of these young people were involved in organising the Speak 4 Yourself conference held in Stirling in May 2011. This celebrated the successes of all the young people involved with Speak 4 Yourself.

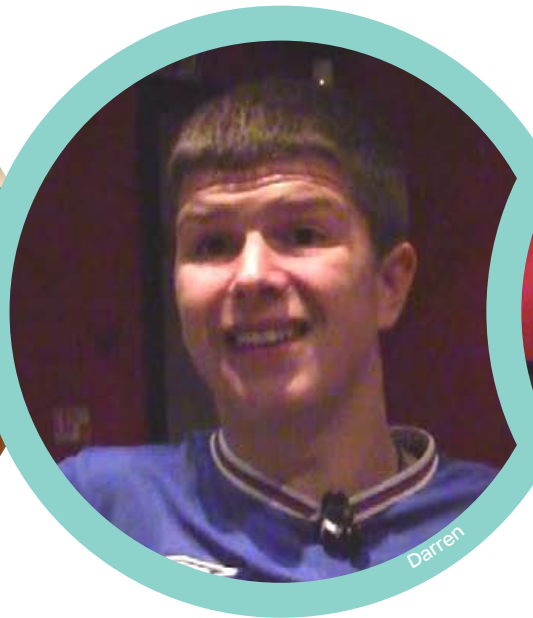
Achievements of Speak 4 Yourself members

- Caithness group joined the Highland Youth Forum and worked in consultation with Highland Council.
- Helensburgh group challenged the transitions policy of the local high school for people who have learning disabilities
- Fife group worked in partnership with Fife Council on their Rights Strategy for people who have learning disabilities.

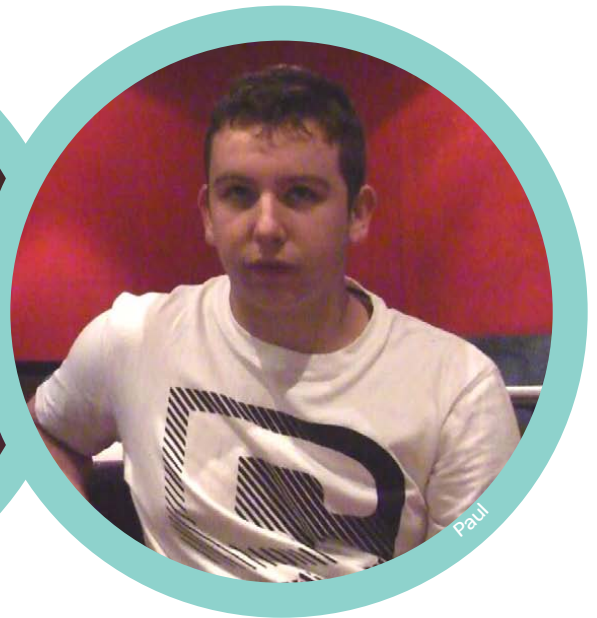




Speak 4 Yourself Group



Darren



Paul

In the community ENABLE Link

ENABLE Link is another service for young people aimed at facilitating natural friendships. The service is used by a variety of young people ranging from 12 to 25 years old. During this year **50** young people in East Dunbartonshire were supported to develop friendships locally by **42** Peer Supporters. In Caithness a further **16** young people have been supported to find friends in their local community by **14** Peer Supporters.

ENABLE Scotland's ENABLElink project is founded on the belief that friendship has the power to transform lives. Paul and Darren became friends through ENABLElink:

Darren: "We met through ENABLElink at a quiz two years ago - Paul was just a genius in that quiz. If it wasn't for ENABLE Scotland we wouldn't have met, and I'm really glad that we did."

Paul: "We go bowling, swimming and to the cinema often as part of the clubs we go to. I would be bored if I hadn't met Darren, it's been great to get out and do stuff together."

For Paul this is the first time he has been able to go out and about without an adult with him. Both boys have had a huge boost to their self-confidence and self-esteem.

Becoming friends with Darren and being introduced to Darren's circle of friends has transformed Paul's life. Paul's mother is delighted about the friendship Paul has developed and can see the huge affect it is having on her son's life.

Paul now has a friend his own age he can hang out with. This may seem pretty trivial to most but Paul has felt the enormous benefits that true friendship brings. Darren has introduced Paul to his own friends and Paul is now part of their group.

Supporting carers Lifelong Carers Service

The Lifelong Carers Service supports older carers who have children with learning disabilities. The reality of caring for someone who has a learning disability becomes more challenging for carers as they get older and the Lifelong Carers Service provides support to help deal with these challenges.

During this year the Lifelong Carers Service has worked with **98** families and the project team has carried out **208** home visits helping older carers to think about putting plans in place for the future by creating an Emergency Plan.

An Emergency Plan is about planning for when carers are perhaps ill or no longer here and includes a series of home visits, developing links and relationships with the extended family. Plans not only provide detailed information but are also pictorial in their content and include photographs that family members believe reflect their lives and relationships.



Lifelong Carers

The service has also established local carer groups, offering carers the opportunity to meet and benefit from mutual support circles in their local area. These groups are meeting regularly and the feedback indicates that carers are feeling more confident and less isolated as a result of the mutual support.

Margaret Flanigan from Newton Stewart is retired and cares for her brother Pat who has a learning disability. Margaret speaks of the support she received through the project saying:

“Now I have completed an emergency plan I feel a sense of reassurance. I have a long term plan for Pat’s care if I was no longer able to care for him, but I have also planned for crisis situations. If I was in an accident it is good to know that I have a plan about who would step in and keep a sense of normality. It was also very important for me to know that Pat’s interests, likes and dislikes were covered in the plan so these are taken into account when I am no longer able to care for him. Getting these things wrong could have a horrible impact on his life.”

“Through the project I have met other carers and you soon realise there are other people in the same situation as you. You begin to feel connected”.

Employment Services

Inspiring Scotland- Employability Project

It is estimated that **86%** of people who have a learning disability of working age are unemployed.

Through our work with young people who have a learning disability we know that given the chance they want to work and do all the same things as their peer group – earn money, have friends and get a home of their own. ENABLE Scotland runs a number of innovative projects to help young people live the life they want and this is very much focused around skills, training and employability.

Success of the Project this year

- 76 young people have completed “Stepping Up” – a programme supporting young people to prepare for the world of work;
- 16 young people have moved on to paid employment;
- 53 young people are attending Further Education courses;
- 4 young people have embarked on Modern Apprenticeships;
- 3 young people have moved onto the Get Ready for work programme.

During the last year we have worked with 55 schools and 316 young people who are taking part at different stages of the project, depending upon their age. We have achieved the above through the following:

- working with pupils to develop social skills, a work ethic and vocational plans;
- Developing young people’s self belief and a “can do” approach;
- Supporting appropriate classroom employability activities;
- Organising work tasters;
- Organising supported work placements;
- Supporting young people to become independent travellers;
- Encouraging and supporting young people to get more involved in their community;
- Supporting young people in achieving employment;
- Providing an aftercare service to ensure sustainability.

Fundraising

Making your Donation come to life ...

ENABLE Scotland depends on the generous spirited people, companies and organisations from all over Scotland who donate and raise the funds that underpin much of our work.

2010 was our third year of abseiling at the Titan Crane in Clydebank and we partnered with Rock Radio to deliver our first Night Abseil. Other adrenalin activities included the Burns Night Firewalk and skydiving in Perthshire, whilst overseas we had cyclists pedalling through Vietnam and Kenya. For those preferring a touch of glamour we had our Ladies Lunch and our annual Big Ball, both firm favourites and generously supported once again by old friends and new.

We were chosen as Amor Group's Charity of the Year for 2010 and their staff enjoyed a variety of fundraising and volunteering activities, from abseiling the Montrose Viaduct to revamping the outdoor space at PALS - the ENABLE Scotland after school club in Clydebank. Amor volunteers also worked

alongside the young people we support in Woodhall, Edinburgh, planting trees and preparing the garden nursery.

The young people from ENABLE Scotland's Woodhall project were in the spotlight again when the spectacular show garden they created with landscape gardener Kenny Thompson, for the Garden Scotland Competition, was awarded the silver medal. Keyline Builder's Merchants very kindly donated the wood, paint and stones for this garden.

Sporting events took place throughout the year and our supporters were able to enjoy banter and laughs from John McKelvie and Jimmy Nicholl and hear Tam Cowan's insights on life. The St Andrews Sporting Club very kindly chose to support ENABLE Scotland again this year and we benefited from their Masked Ball and a live boxing event.

BASF, the Chemical Company, renewed their commitment to the ENABLE Scotland Safety Challenge, designed to make their working environment a safer place whilst raising funds for us. Over the last six years they have raised over **£12,000** through the challenge.



The income we receive from donors who take a home money box or make a small regular gift, or who leave us the ultimate gift in the form of a legacy, is absolutely vital. These gifts make an impact on the lives of people who have learning disabilities long into the future and we are incredibly grateful for them. This year donors contributed **£152,000** and we received **£269,000** from legacies.





The Big Lottery continued to support our work in 2010, with funds to support programmes for older carers in the southwest, our Speak 4 Yourself groups for young people, our ACE advocacy groups, and our training and employment services for young people.

We also secured support from Children in Need for our Speak 4 Yourself groups in Helensburgh, Caithness and West Dunbartonshire. Our Information and Library service (now ENABLE Direct) received a grant from the Baily Thomas Charitable Fund and our core services benefitted from a further £52,000 received from a range of Charitable Trusts.

The fundraising year came to a fantastic close when we were selected as the Co-operative Group's Charity of the Year 2011, in partnership with our sister charity Mencap. The partnership was officially launched in January 2011 and the money that we raise over the next year will be used to launch a ground-breaking programme called Inspire Me.

Through this programme 20,000 young people across the UK who have a learning disability will be provided with activities, training, volunteering and employment opportunities.

You can donate or get involved now! Call 0141 226 4541, or go to www.enable.org.uk



LOTTERY FUNDED



Campaigns

As a member-led organisation, the campaigning activities of ENABLE Scotland are directed by the views of our members and we build our campaigns based on issues which are often highlighted by parents, carers and people who have learning disabilities. During 2010/11 we have been campaigning on four key issues:

Welfare Reform

The Welfare Reform Bill will make big changes to the benefits system. Our aim is to ensure welfare reforms do not disproportionately affect people who have learning disabilities and we will continue to tell politicians about the negative impact of these changes. This year:

- We jointly organised a national protest against the changes
- We encouraged 14 Scottish MPs to sign an Early Day Motion on the impact of the reforms
- Lanarkshire ACE group presented a 3,000 signature-strong petition to the Minister for Work and Pensions.

Further Education

College funding cuts are leading to a reduction in the number of courses for students who have learning disabilities. Colleges form an important part of the lives of many people, providing crucial opportunities to develop independent living skills, build friendships and to develop skills for employment. This year:

- We approached each of Scotland's 42 colleges asking how many courses have been reduced
- Circulated the findings to all MSPs.

We will continue to raise this issue with politicians and stakeholders. Our aim is to ensure that people who have learning disabilities are not disproportionately affected by cuts in Scotland's colleges.

Bridging the Training Gap

Our Young Families Support Committee raised concern at a lack of understanding in relation to learning disability and autism by education staff. Freedom of Information requests uncovered that education staff do not have to receive training in learning disability and autism. This year:

- We published a report on the findings of our campaign
- Our petition calling for mandatory training received almost 2,500 signatures
- We jointly held a fringe event at the SNP autumn conference.

Our petition will be presented to the Scottish Parliament's Petitions Committee in the near future and our aim is to encourage the Scottish Government to ensure all education staff receive mandatory training.





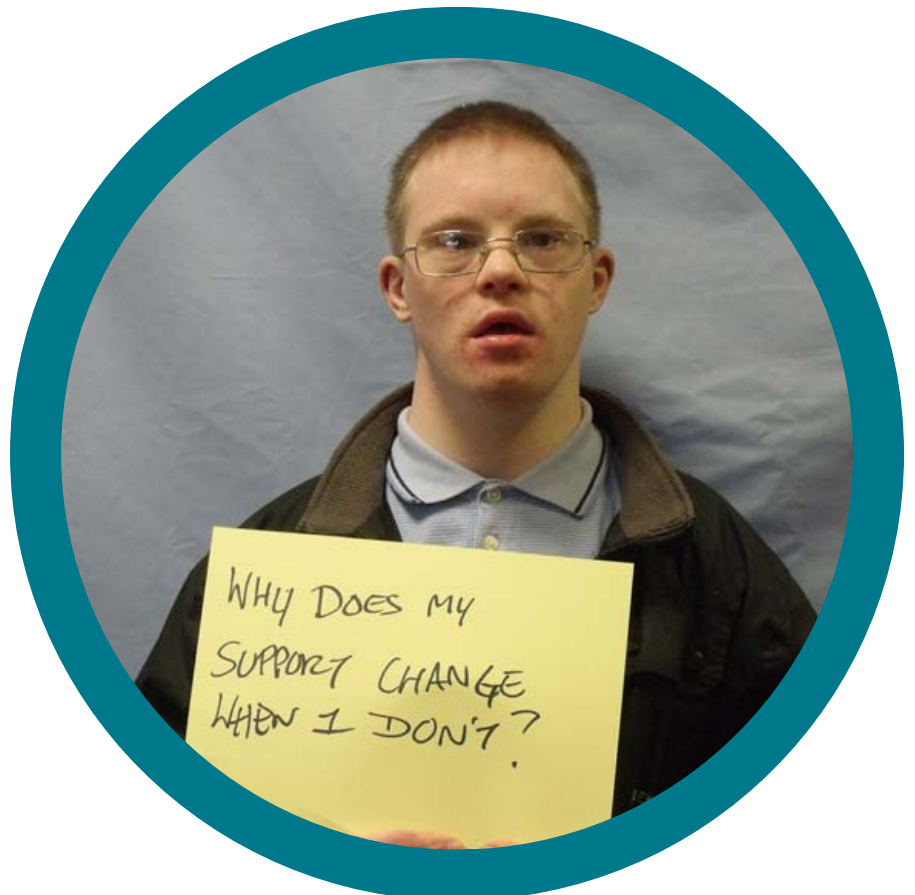
Lifelong Carers

Lifelong carers remain scared about what will happen to their son or daughter when they are no longer able to care for them. Since 2004, ENABLE Scotland Parents and Carers Committee has been campaigning to ensure lifelong carers have some peace of mind for the future. This year:

- We met the Minister for Public Health to discuss lifelong carers
- We held an event to develop and promote emergency planning.

Our future plans are to highlight the issue of sibling carers and to continue to promote emergency planning as a way of offering lifelong carers some peace of mind for the future. We will:

- Continue to raise awareness of the unique needs of older family carers at a national level.
- Consider how we will build the capacity of siblings to support emergency planning for carers.



Chairperson's Report

Professor Jo Armstrong



At ENABLE Scotland we believe that people who have learning disabilities are entitled to the same opportunities in life as everyone else, and our vision is one of a truly equal society. We work towards this vision on a daily basis.

Like everyone, we recognise that these are very challenging times and we have had to make some very tough decisions this year not only to meet these challenges but to continue to deliver for all those who, more than ever, need our support. We have, for example, reviewed how our charity is managed and run to ensure that both the governance arrangements and company structures are suitable for the times that are ahead. We undertook this review with the support of the Institute of Directors Scotland (IoD) and I want to thank Mike Willis from the IoD for his continued support throughout this project.

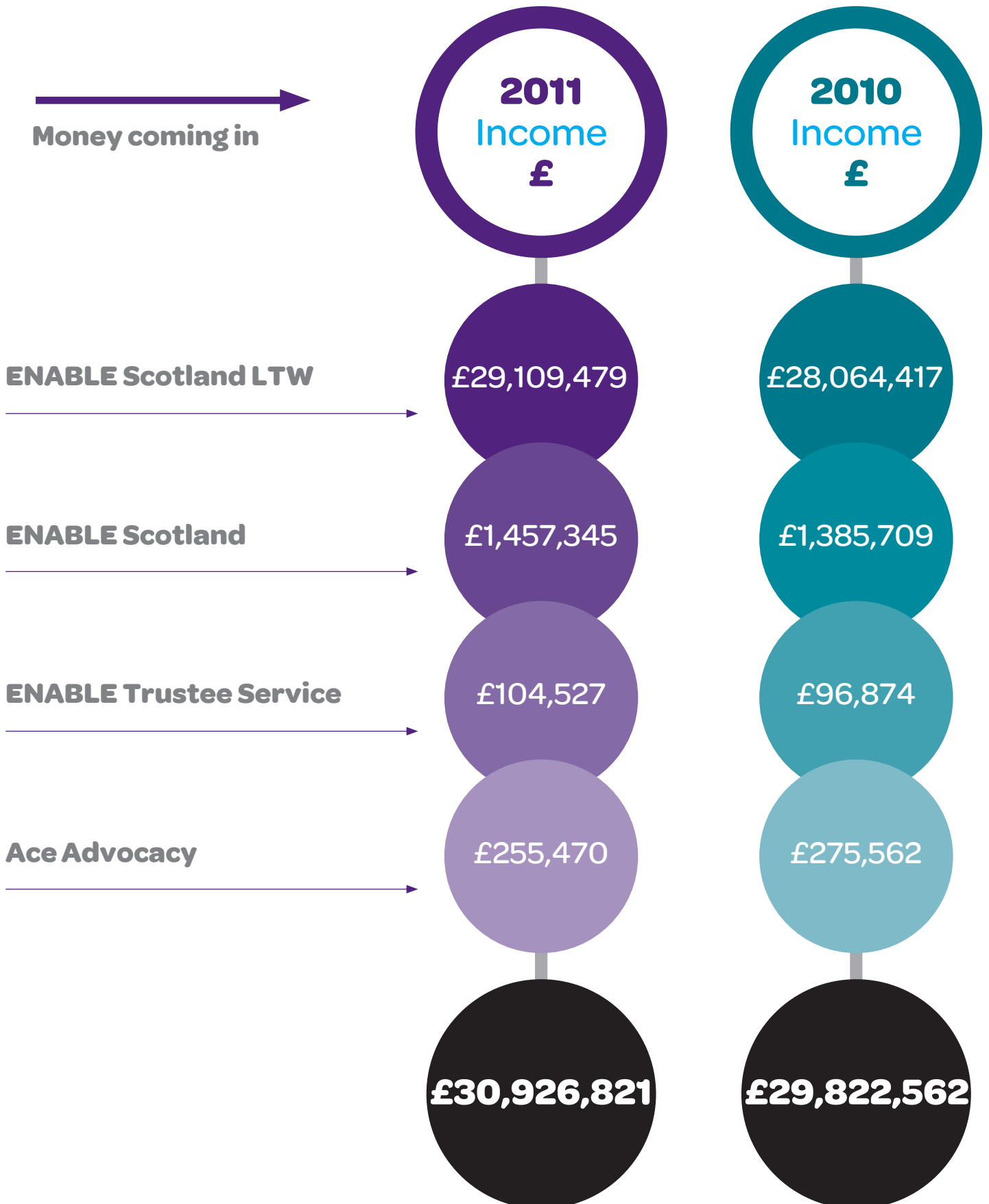
During these uncertain times many crucial services are facing potential cuts, and our members have told us that they are very anxious about what this means for them.

Arguably it has never been more important that we use our strength as a membership organisation and an active campaigner to fight any unacceptable cuts and to protect the services that people need. Throughout this year we have worked on a number of campaigns including the changes in the UK Government's welfare reform agenda, changes to both pre and post 16 education arrangements and, to ensure the needs and fears of older carers are being adequately addressed. We will continue to address these issues in the year ahead, working with our members to capture the attention of policy makers.

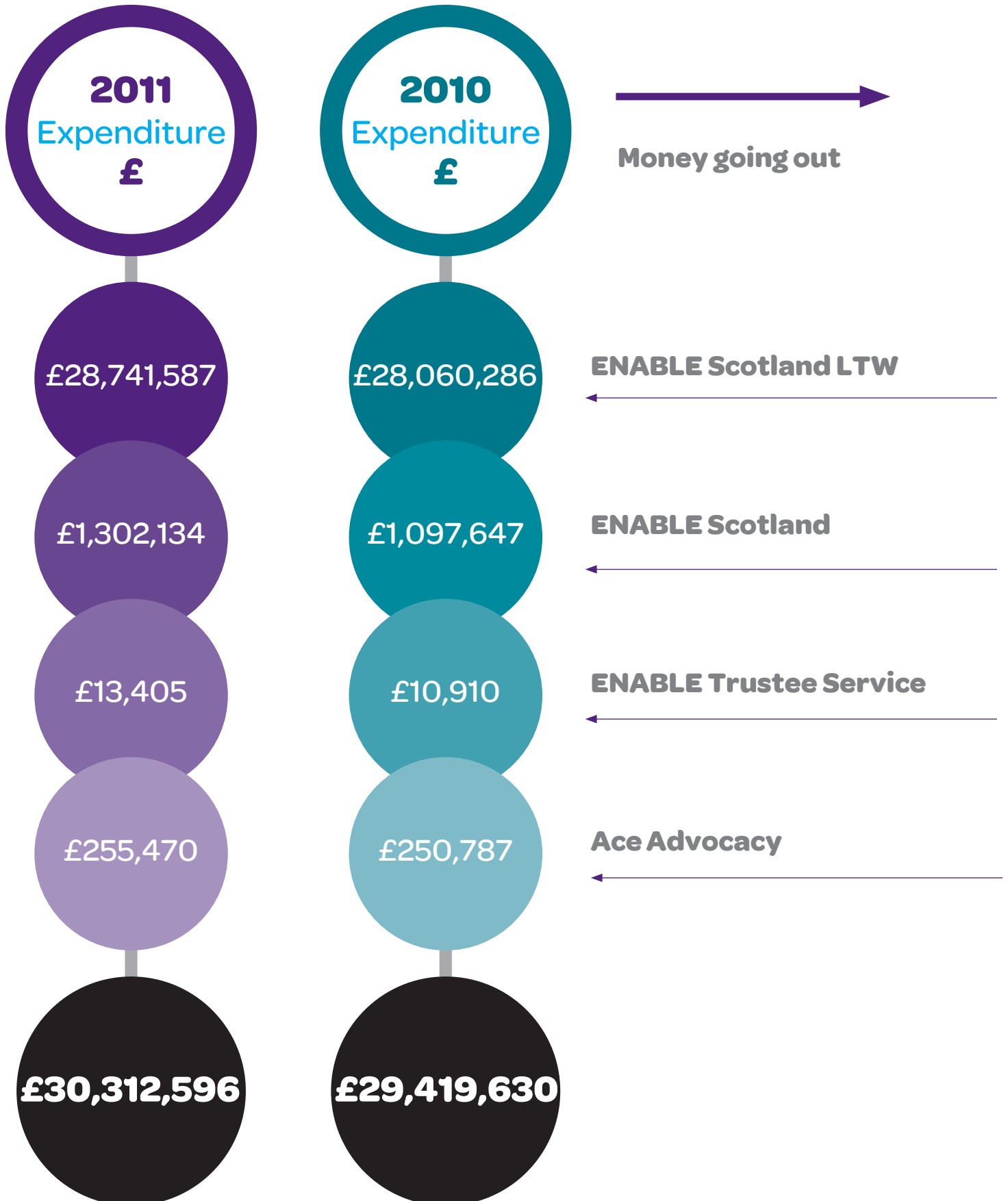
We have many achievements to be proud of this year, notably winning the Charity of the Year partnership with the Co-operative Group alongside Mencap, and our work with Inspiring Scotland. Despite the current economic climate, the Co-operative and Inspiring Scotland partnerships are crucial in allowing ENABLE Scotland to deliver successful projects that support many young people who have learning disabilities to develop confidence and friendships whilst also benefiting from the opportunity to develop the skills that will help them move into employment.

In 2010-11 ENABLE Scotland increased its total income by 3.7% compared with 2009-10. Whilst this is a relatively modest increase, it remains a significant achievement in the current financial climate. Most importantly, this growth allows us to continue the important work of each company in the group, namely: ENABLE Scotland, ENABLE Scotland (Leading the Way), ACE Advocacy and ENABLE Scotland Trustee Service.

ENABLE Scotland is a fantastic cause, with a history of achievements that demonstrate the difference we make to people's lives. For over 50 years we have enjoyed the confidence of our supporters, staff and most importantly people who have learning disabilities, their parents and carers. We have confidence that regardless of the financial challenges we face in today's economic climate we will continue to make a positive difference to our society. Thank you to all of our members, supporters and staff for your commitment and support.



Financial Information





ENABLE Scotland
Leading the way in learning disability

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