



Enable Annual Review 2022 - 2023

www.enable.org.uk

Enable Scotland, Charity No: SC009024. A limited company registered in Scotland, No: SC278976
Enable Scotland (Leading the Way), Charity No: SC021731. A limited company registered in Scotland, No: SC145263
Enable Communities Group Limited, Charity No: SC049060. A limited company registered in Scotland, No: SC620598
Registered Office for all companies: Inspire House, 3 Renshaw Place, Eurocentral, Lanarkshire, ML1 4UF

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**enable
cares**

**enable
works**

**enable
communities**

Enable supports people, employers and communities across its three pillars – Enable Cares, Enable Works and Enable Communities.

We believe in an equal society where everyone has the right to live, work and participate as active and respected citizens in the communities of their choice.

Across the organisation, we deliver self-directed health and social care (Enable Cares), employability and training services (Enable Works), and community projects and campaigns (Enable Communities).

Employing 2,500 staff and with 12,000 members and supporters, Enable is one of the 40 largest non-public sector employers in Scotland, and actively supports over 13,000 people to live independently as active citizens in their local communities.



3. Welcome

I am delighted to present Enable's 2022/23 Annual Review, reporting on a year in which the charity has once again grown its reach and impact in communities across the country.

Having come through the challenges of the Covid-19 pandemic, we entered this year with a strong commitment to continue the positive trajectory of the previous seven years, with a clear strategy to extend our reach to support more people and to invest in our frontline workforce.

It has been an exceptionally challenging landscape for all charities, and even more so for the social care sector. Yet our mission to build a society where equity, diversity and inclusion are embedded at every level and in every organisation continues to drive our provision of social care, employability and community-based support.

It is truly inspiring to see our charity's values embodied by those exceptional colleagues who have once again delivered outstanding results across Enable's pillars – Enable Cares, Enable Works and Enable Communities.

My thanks to everyone we work for and with at Enable, and to our Trustees, our members, supporters and fundraisers. As we look ahead to our charity's 70th anniversary in 2024, the values and mission that inspired our founding families in 1954 still shine brightly in everything you do.



Theresa Shearer FRSE
Enable CEO

In 2022-2023, we:

- Grew our income by over £5m (9.5%);
- Invested around £800,000 to pay our frontline social care workforce at a rate beyond the Real Living Wage for all hours worked, reflecting our status as an award-winning accredited Living Wage Employer and helping mitigate the impact of sector-wide recruitment and retention challenges;
- Maintained core ICT infrastructure as the country exited the Covid-19 pandemic, facilitating connectivity and productivity through remote and hybrid working;
- Delivered mobile devices, data allowances and digital rota management for frontline care and support staff;
- Further strengthened our organisational commitment to equity, diversity and inclusion, with objectives across a range of priorities which will support diversity in recruitment, career progression and service delivery.



4. Enable Cares

Enable Cares is one of the largest social care charities in Scotland, and a UK top 40 social care provider.

Care and support are provided through our **Enable PA Model**: a model of excellent quality, human rights-driven self-directed support which enables the individual to exercise choice and control over their care and support, including selecting and contracting their own **Personal Assistants (PAs)**.

The **Enable PA Model** has demonstrated that truly self-directed support can be achieved through a delivery model that is scalable and transferable.

Over the course of 2022/23, the team:



Delivered human rights-based self-directed support chosen by more than **1,100 people** in **27 local authority areas across Scotland**



Maintained a higher proportion of Care Inspectorate grades at **5 (very good)** or **6 (excellent)** against a **sector average**



Supported a **digitally enabled workforce**, with all PAs issued with a **smartphone and data allowance** and an award-winning digital rota management system



Worked in partnership with **NHS and Health & Social Care Partnership (HSCP)** colleagues to support people out of hospital settings into their own home in the community



5. Enable Cares



Delivered **2.5million hours** of social care support each year; a quantitative measure of the scale of **Enable Cares**, although **our primary measure of success are the outcomes we achieve for the people we work for**



Shared our experiences with the Government and trade unions to help **campaign for better pay for everyone in social care**



As an **award-winning Living Wage** accredited employer, we paid an enhanced rate to our frontline workforce in areas where social care recruitment and retention have been challenging - with certain demonstration sites paying at **£12 per hour**



Delivered **Committed to Care** - a major workforce initiative agreed with **UNISON** - which included raising the basic rate of pay for frontline staff significantly beyond the **Scottish Living Wage**, equivalent to an additional **£1,800 per year** or **£150 per month for a full-time PA**



Boosted recruitment through a **£1,000 qualification premium to attract SVQ - qualified employees** to return to the social care sector - and a **Refer A Friend payment of £1,000**



6. Enable Works

Enable Works is one of the largest and most successful employment support teams in Scotland.

We serve people who are facing barriers to employment to obtain and sustain high quality and rewarding careers.

Over the course of 2022/23, the team:



Delivered the successful **Stepping Up** programme for young people with additional support needs in **75 schools** across **15 local authority areas**. **1,050 young people with disabilities** were supported to make the transition from school to further education, training and employment, with **98%** moving into positive progressions



Supported **5,500 people** who have a learning disability or other barriers to work across **28 local authority areas**



Supported **650 disabled people** into paid work, as well as providing **employability support** including training in soft skills, interview techniques, work placements and ongoing support in employment to boost job retention



Since 2018, the flagship **Breaking Barriers** programme has supported **115 young people who have a learning disability** to graduate with a diploma from the **University of Strathclyde** or **Edinburgh Napier University** – with **90%** of graduates moving on to a positive progression. The programme has been expanded with partners **Strathclyde Business School, ScottishPower, STV, Edinburgh Napier University, EY, Strathclyde Faculty of Science** and **Balfour Beatty**



7. Enable Works



Led **"All In" partnerships** in **14 areas**, supporting **1,965 people** and delivering **3.5 jobs** for the average **cost of 1 job** on traditional employability programmes



Expanded provision to include the **Reignite women returners programme** – supporting **100 women with disabilities** to get back to work



Established **Enable Works** as lead partner of the **Community Renewal Fund in North Lanarkshire and East Ayrshire**, supporting **580 people** on their journey into employment



8. In Their Own Words

Enable engages with our members who have a learning disability, their families, the people we work for, the people we work with, and our partners and supporters in Scotland and across Europe. Enable believes in an equal society where everyone has the right to live, work and participate as active and respected citizens in the communities of their choice.



I know how important it is to be in control of your own life – I had to fight for a long time to make that a reality for myself. I turned that experience into a business, and I enjoy helping other people to access their rights to self-directed support.

When it came to my own support, I knew that Enable was going to be the place for me. I am in the driving seat – choosing my team of PAs and helping to advertise for them, what hours I want to be supported, what I want to be supported to do – and what I don't! I am a busy person, I am quite feisty, and I know what I want. Enable are all about that – I couldn't be happier."

Danielle, Enable Member

I never thought I would ever get a chance to go to university, but Breaking Barriers gave me that opportunity as part of an inclusive and supportive community. I learned things that I never knew before – including about myself and my potential – and the support from Enable and ScottishPower was tailored to make sure I achieved the best I could.

Today, I have a paid job with Enable, doing what I love – getting people with a learning disability engaged with our campaigns, and taking our message to politicians, to government officials, and into the community."

Lucy, Membership Ambassador



9. In Their Own Words



// The first perk of my job is that I can sink my teeth into possibly my favourite thing in the world – numbers and statistics – via our new client recording database interface!

Another perk of my job is that I regularly can speak to people that either have similar difficulties to me, or more complex needs than I have, who come on to one of our programmes. My own experience means I can understand issues they have had in the past and how they can potentially overcome them in the workplace in the future."

Dylan, Admin Assistant, Enable Works

// We're delighted to be supporting Enable in their work to mobilise the learning disability community to make change happen, with an important focus on the Scottish Government's proposal for new legislation to protect their rights. We hope this will make a real, positive difference for people with learning disabilities in Scotland."

Bill & Fiona, Founders of Acorns to Trees



// My rights, my friends' rights and the rights of every person with a learning disability in Scotland must be protected by law. We need to make sure we get this Bill in place to do that."

Heather, Enable Ambassador



10. Enable Communities



Enable Communities is the member-led campaigning charity at the heart of Enable.

Our solutions-focused approach demonstrates what is possible. At individual, community, and national level – together, we make change happen.

With a growing membership and supporter network of **12,000 people** in 2022/2023 we:



Launched our **Rights Now!** - powered by Enable and supported by Acorns to Trees - calling for new legislation which enshrines and protects:

- The right to self-directed care and support;
- The right to inclusive education and employment;
- The right to be included and respected in the community;
- A Commissioner role to hold public bodies accountable to these rights.



Campaigned on behalf of **12,000 members** across **32 local authority areas** in Scotland



Delivered **charitable projects** supporting **3,000 people per year**



Supported 30 local branches which serve **2,000 people** in their communities



Secured significant multi-year funding from **Motability Foundation** to launch new after-school groups for children and young people with a learning disability in **6 areas of Scotland**



Received funding from **Corra Foundation** for our **Self Advocacy Forums**



Answered **531 calls** through **Enable Direct**



11. Enable Communities



enable self advocacy forum

14 local Self-Advocacy Forums across Scotland, plus online communities of support for disabled people and their families



Advice and support for **over 200 families** each year to exercise their right to **self-directed support**



Local Area Coordination (LAC) services in Midlothian and East Renfrewshire, supporting **over 200 people** to access their rights using an internationally-recognised community support model



The **Enable Me App** and dedicated training to **support 250 individuals** to become independent travellers



Specialist welfare rights advice and support, which has secured **over £6m** in benefits payments for people who have a learning disability and their families since 2013



Award-winning campaigns for change, including **#MyOwnFrontDoor** – calling for the right to support in your own home in the community where you want to live, and **Rights Now!** – pressing for legislation to uphold the rights of people who have a learning disability and to hold public bodies to account



12. Fundraising

We were delighted to welcome back in-person opportunities to see one another and get out and fundraise.



In 2022/23, our supporters stepped up to raise a phenomenal **£38,274** by taking on the Kiltwalk in Glasgow, Aberdeen, Dundee and Edinburgh. Our huge thanks to Sir Tom Hunter and the Hunter Foundation, who topped up all amounts raised by **50%** to significantly enhance the final total!

We are extremely grateful to our volunteer fundraisers, corporate supporters, Kiltwalk Ambassadors and everyone who helped us to achieve this phenomenal sum.



The **Enable Lottery** continues to be popular with our members and supporters, and is expected to raise around **£13,000 per year** for Enable's charitable projects and services.

Every ticket purchased makes a big difference, and players have shared over **£6,000** in prizes to date – with every ticket in with a chance of winning the **£25,000 jackpot!**



13. Annual Accounts

In 2022/23:



Enable's Income:
£58.6 million
Up by £5m (9.5%)
from 2021/22



Enable's Expenditure:
£59.0 million
Up by £5.8m (10.9%)
from 2021/22

**Full annual accounts
are available at:**

<https://www.enable.org.uk/annual-accounts/>



Surplus/Deficit:
- £451,053



14. Trustees & Partners

Thank you to our Board of Trustees:



Paul Jukes
Chair



Paul McMahon
Vice Chair; Chair
of Nominations
& Remuneration
Committee



Alan Meek
Chair of Audit &
Risk Committee



Beth Morrison
Trustee



Martin Booth
Trustee



Shareen Gault
Trustee



Tony McElroy
Trustee



Katie Morrison
Trustee

Thank you to our funders, sponsors and partners:





**Thank you for reading the
Annual Report 2022 – 2023**

**For more information please visit:
www.enable.org.uk**



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