More than anything in the past year, I have been struck not just by the quality and amount of work we carry out on the front line, but also by the reaction of others.

**Look at Darling’s in Arbroath.** Before it opened it had attracted almost £1m in funding; now it attracts recognition from organisations such as STV. That’s an amazing result for any new venture.

This recognition is just one example of the proof that the projects we undertake are innovative, empowering and making a difference, not only to the people involved with them but also to the communities they serve.

This is reflected across the organisation. Through our branches, projects and services, the lives of people who have learning disabilities are greatly improved. People are encouraged to make the most of their skills, to speak out for themselves, and to go on to make an impact in their communities. Things that other people just take for granted.

That has always been our ethos – our reason for being – and has seen the organisation and the people it serves grow and prosper for 60 years. 2014 marks our diamond anniversary, and that is something everyone involved with ENABLE Scotland will be proud of.

Our achievements prove we can be more than the sum of our parts, and that we can make a difference.

That has only been made possible by the efforts of everyone featured in this review, along with the countless others who just get on and do it. It has been an outstanding year, and I look forward to celebrating similar successes in our 60th year and beyond.

---

Jo Armstrong
Chair ENABLE Scotland

As we approach our 60th anniversary, in 2014, we wanted to find a way of sharing more about what we do and how we do it. This year’s annual review is a snapshot of ENABLE Scotland today.
Employment

"I really enjoyed being a trainee at Darling’s, as I made new friends and the training gave me confidence to apply for a job at Tayside Contracts. The staff are very supportive and helped me find out what I am good at. I enjoy my job very much as it gets me out the house and stops me being bored. I like earning my own money as I can buy the things I want to.”

Mark

Darling’s Coffee Shop, our first Social Enterprise, opened its doors in May 2012. Located in the seaside town of Arbroath, Darling’s is delivering life-transforming employment opportunities for young people aged 16-30 across Angus.

Darling’s provides a 16-week training and employability programme. Every year 60 young people will have the opportunity to gain new skills and practical experience, alongside preparing for future employment. The project was launched with £969,969 of funding from the Big Lottery. It is already delivering results with people moving into paid employment after completing the Darling’s programme. Darling’s also serves a mighty fine coffee!

Mark completed the Darling’s training programme in July 2013 and has secured a part time job as a Cleaner with Tayside Contracts.
In 2013 our Helensburgh Flexible Services provided support for almost 90 people who live in Helensburgh and the surrounding area.

Support is provided within the community and in people’s homes to enhance independence, develop travel skills and build friendships. We also support people into further education and employment and to take part in activities that interest them. We bring people together through a number of groups including our popular music group. This was launched in 2012 due to demand from people we support.

This type of personalised service allows people to maximise their support, access activities of their choice, build confidence and develop skills.

“If I didn’t have ENABLE Scotland I would not have the chance to do all the things I like doing like swimming and going to the gym to keep fit. I went to Benidorm with my friends.”

Craig
An innovative approach has been taken in North Lanarkshire to support people to do the things they want, such as meeting new friends and making the most of activities within the local community.

Through a research project in 2012, people in the area told us they wanted to pursue a range of interests with like minded people who live locally. GetINTO launched early in 2013 with a range of activities including five-a-side football, a walking club and a drama group. These activities were established in direct response to what people said they wanted to do. The plan for the future is to bring lots more people together through shared interests. More good times ahead.

"The GetINTO concept is fantastic. It gives limitless possibilities of doing things in a group and making new friends. Kirsten is more willing to speak up for herself and is more confident. The club gives Kirsten a chance to meet new people other than paid support and school friends."

Marie

Marie’s daughter Kirsten is a keen member of the GetINTO drama group.
“The support I got from the T2E programme gave me the confidence and self-esteem to develop the skills to get a job as a Care Assistant in a local nursing home. I feel that the whole experience has helped me find a job that I love doing.”

Colin

During the 2012-2013 academic year 200 students who have learning disabilities, engaged with our Transitions to Employment (T2E) project.

The project has supported students in seven Colleges across Scotland to develop vocational skills, confidence, and experience as well as supporting their transition into employment. The programme will be rolled out to further colleges over the coming year.

All students involved in T2E undertake real work experience linked to their skills and ambitions. Since T2E launched in 2009, 131 young people supported by the project have achieved employment and a further 284 have secured vocational-linked training and apprenticeships.

The project has been recognised by Her Majesty’s Inspectorate of Education for excellence and was included as an example of good practice in European Union policy guidance for active inclusion of young people furthest from the labour market.
As we prepare to enter our seventh decade, we are committed to increasing our membership base and creating more opportunities for our members and other supporters to engage with, and influence our campaigning activity. The best campaigns have the strongest evidence behind them.

Currently our Open Your Mind campaign is successfully bringing together the experiences of our members and the expertise of other organisations to tackle bullying and develop an information campaign that will challenge and change cultures, behaviours and attitudes towards learning disability. This is still a big issue for our members and it is time to take it seriously.

Members and local branches are at the heart of ENABLE Scotland, shaping the future of our organisation. A brand new Campaigns and Membership Team has been established, reinforcing the organisation’s commitment to the founding principles of the charity, while also driving forward improvements for the next generation of ENABLE Scotland members.

With 4,000 members, we have an effective, dynamic and empowered membership base. We ensure our members have a voice to identify key campaigning issues.
The way social care is funded is changing with the implementation of self-directed support and personalisation. This is giving people greater control of the support they receive. With funding from The Scottish Government, ENABLE Scotland has been part of a project called Changing Support, Changing Lives (CSCL).

CSCL is a partnership of five organisations who have come together to support other organisations to make the transformation to self-directed support. Since the project launched in 2012 we have been delivering conferences and workshops about self-directed support in all corners of the country. These events are open to everyone, including people who use services, their carers and family members alongside people who work for support providers and local authorities. Already more than 1,300 people have attended these events with many more planned.

ENABLE Scotland is involved in piloting several Public Social Partnerships (PSP) in Scotland this year. We are working with people who use support and other organisations to design innovative new services for the future. This move towards partnership working is in keeping with the recommendations of the national learning disability strategy: The Keys to Life. PSPs bring together voluntary organisations and local authorities to create a wide range of opportunities for people who use support. This creates more choice and control.
"The first thing I did with Inspire Me was a workshop about volunteering. We did loads of fun activities. We also put together a presentation to ask for money so we could do a community impact project. We wanted to help out at The Green Team, a conservation project in Edinburgh. We went to Glasgow to do the presentation. I'm getting really confident about travelling and going places, so that gives Dad's taxi a rest! The best things about Inspire Me are the new stuff you do and learn, the volunteering, the friends you make, the confidence you gain and the fun and everything really, all of it!"

Tara

Since the start of 2012 our Inspire Me project has reached out to young people through schools, colleges and youth groups. The project aims to inspire young people to build their confidence, speak out about what they want from their life and help them learn new skills.

We have been delivering workshops in schools throughout Scotland and have supported young people to get involved in a range of meaningful community impact projects. During the last year this has included young people renovating a hospital café, establishing a community allotment, transforming gardens at a nursery, creating podcasts, recording a hip hop song about bullying and developing an online game.
There was a celebration in Ayrshire in the Spring of 2013 when 22 local people were recognised by Cathy Jamieson MP for their achievements in taking part in a project that supports people who have learning disabilities to have better health and wellbeing.

Launched in 2012 the group have been participating in Scotland’s first Gateway Award, which is run by ENABLE Scotland and sister charity Mencap. The Gateway Award is funded by the People’s Health Trust Health Lottery and recognises achievements in a number of areas including healthy eating and fitness and wellbeing. Participants also undertake personal challenges with some incredible results. One member of the group has designed a game and another has even written a book.

“I have really enjoyed doing my bronze award with the Gateway Award. I took part in new and different activities such as Zumba, healthy cookery classes, arts and crafts and cycling.
I have been working on a personal challenge where I have designed an interactive video game. I have really enjoyed learning new skills and meeting new friends.
I am continuing to learn new skills and working on my personal challenge.”

Emma
“I heard about FUN from my Occupational Therapist. I didn’t think it was for me because I’m in a wheelchair but now I know it is for everybody. Go along – I did and I’ve never looked back. I’ve never been so popular. I didn’t go out before and now I’ve got options and a social life. I had friends at college but once college finished I lost touch with them. I wish I’d done this sooner and I won’t let life pass me by now.”

Stacey

FUN (Friends Unlimited Network) is a friendship and social network for people who have learning disabilities. Launched in partnership with Perth and Kinross Council in 2012, this innovative project brings people together through a range of social events and activities which are determined by its members.

Alongside taking part in FUN events such as bowling, discos, basketball, football, picnics, jewellery making and speed-friendling, members have also started to form natural friendships with people coming together to take part in shared interests. Since FUN was launched, the skills and confidence of members has increased and many new friendships have blossomed.
Friendship and peer support can help young people who have learning disabilities gain confidence, life experiences and set aspirations. The ENABLE Link project was founded on the belief that friendship has the power to transform lives.

The East Dunbartonshire group has been meeting weekly since 2007 and is going from strength to strength.

This is an inclusive project, which supports the development of natural friendships between young people with and without learning disabilities. The young people plan and take part in a range of activities such as visiting the cinema, bowling or going out for dinner. Most importantly ENABLE Link has been a catalyst for many lasting friendships. Friendships that are based on all the usual things teenagers like doing such as relaxing with friends, having sleepovers, hanging out at skate parks and going on ever-memorable first holidays.

In 2012 and 2013 the group secured funding from Better Breaks to run a Summer Spectacular programme which included workshops on drama, dance, rock and stage production, as well as outings and outdoor adventure days.
In 2012 we formed a partnership with Partick Thistle Community Trust to launch a project, Thistle Works, that uses football as a medium to help young people develop employability skills.

Working with coaches from the Glasgow-based club, we have found football to be a great way of engaging with young people. The project not only builds confidence and skills such as teamwork, communication and leadership, but the fitness of participants has increased and many firm friendships have been formed. To date, more than 100 young people aged 16 and over have taken part in the project. Many people are now moving into employment, college, coaching and volunteering.

Thistle Works has been great for me. I have seen a lot of development from everyone. No matter their ability when they first start, you always see big impacts on people’s communication, visual awareness, ball control and confidence, and it is a great place to make friends.”

Derek
Established in 2007 with the help of Big Lottery funding, Speak4Yourself brings groups of young people together to promote self-advocacy and young people's rights. It also helps young people who have a learning disability find mainstream youth activities and peer support.

The project has groups in three areas of Scotland, giving young people who have learning disabilities a way of saying what matters to them. The groups have successfully campaigned on a number of issues.

In 2013 the Speak4Yourself members joined forces to launch a national campaign called HUBS – Help Us Be Spontaneous. Initiated, developed and led by young people, HUBS is calling on rail companies to reduce the notice period for people who use a wheelchair to travel by train.

There was also cause for celebration as Speak4Yourself won a special commendation at the 2012 Care Accolades.
ENABLE Scotland’s PALs and RASCALs projects provide much needed after-school and holiday support for children and young people with additional support needs.

During the last year 48 children and young people have attended PALs in Kilpatrick and RASCALs in Cumbernauld, benefiting from a safe and secure environment to come together and enjoy a fun time socialising with their peers. Staff are trained to respond to the personal and medical needs of every young person.

As well as providing a meaningful and inclusive experience for children and young people, the projects also provide much needed respite for parents and carers. This often allows them to spend quality time with their other children. Working parents have peace of mind knowing their children are being well cared for and supported while having an enjoyable experience with friends.
Our GET SET project was launched in 2013 to support people in the Glasgow area gain work-related skills as a platform into paid employment. The project is founded on helping people become active citizens through participation in a range of community impact projects. GET SET helps people develop skills such as teamwork, organisation and time-keeping, and is also succeeding in breaking down barriers that often exist for people who have a learning disability.

So far GET SET has run a successful conservation project with the Forestry Commission and a group of green-fingered volunteers have committed their time, effort and creativity to transform the residents’ gardens at Carnntyne Gardens sheltered housing in the city. This includes developing a berry garden so residents can make jam, an area for residents to grow their own vegetables and a ‘sensory’ garden designed specifically to benefit those who have Alzheimer’s.
Local Youth Forum: Best Friends (LYF:BF) was formed in 2012 when a group of young people from Fife met at an event and realised there were common issues they wanted to address in their local communities.

This self-advocacy group has highlighted key issues with local councillors, such as accessibility of public buildings, which resulted in the young people being asked to visit the Scottish Parliament and report on how easy it was to access. Accessible public transport is another key campaigning area that has gained the support of local councillors. The group have also taken part in various local authority and Scottish Government consultations.

LYF:BF has given young people a voice to campaign, speak out and engage with politicians. The group is continuing to challenge and campaign on a variety of topics identified by young people, which they believe will help shape a brighter future for their peers.

LYF:BF is off to a great start and has already won a PEER Educator of the Year award at the YOSCARS Fife and a Fife Young Quality Scot Award 2012.

"I have been involved in making changes for young people who have disabilities." Jake
Participate

We have been in partnership with Inclusion Europe since 2011 working on the exciting peer support project, Topside. Many adults who have a learning disability do not have the opportunity to fully participate as active citizens in their community. This project provides people who have a learning disability with the appropriate training needed to support other adults with learning disabilities to make their own decisions, take control of their lives and make a unique contribution to their communities.

In the last year a small group of people we work for have successfully progressed through the Topside training programme. A superb achievement!

“Peer support is about people with learning disabilities learning to help each other. It is the best thing since sliced bread if you can catch my drift.”

John Feehan
ENABLE Scotland’s branches are the foundation of ENABLE Scotland. There are 46 branches across Scotland, offering support at a local level, campaigning on issues affecting members and providing invaluable local support.

The ENABLE Scotland branch network has 3,500 branch members and an incredible 490 volunteers extending ENABLE Scotland’s reach across 30 local authorities.

All our branches do an incredible job in working towards improving the lives of people who have learning disabilities.

Here are just some of the highlights from the past year.

In 2013 our Caithness and Elgin Branches both celebrated 50 year anniversaries.

The Edinburgh Branch developed a tranquil quiet room within its premises for their 230 members to make use of when at the branch taking part in social activities. Completely refurbished to create a perfect place to relax, the room was furnished with donations from the local branch of IKEA.
The Ayr Branch have always been known for providing an excellent range of classes, outings, holidays and social activities for its 150 members and the pool tournament has now become legendary. From humble beginnings, the Branch pool team take part in the local pub league and have had players representing Scotland for the past six years.

Branches in Ayrshire and Dumfries and Galloway played a key role in ENABLE Scotland’s Picking Up the Pieces project, which led to the publication of a report addressing the needs of family carers. Funded by The Scottish Government, the Picking Up the Pieces report was launched with the support of the Glasgow Branch.

The Cumbernauld Branch worked with ENABLE Scotland to create a free event for parents and carers of children and young people with additional support needs in the local area. The event provided information on local services and support along with a range of workshops. Parents and carers said it was great!
ENABLE Scotland is run by members and our Scottish Council is the main way for members to participate in the national affairs of the organisation.

The Board of ENABLE Scotland and Scottish Council take advice from a number of standing committees. These committees play a lead role in a number of ENABLE Scotland campaigns and projects.

**ACE (Advisory Committee to ENABLE Scotland)** is composed of adults who have learning disabilities, who are either members or people who receive a service from the organisation. It aims to offer advice to ENABLE Scotland on both service delivery and the level of participation of people who have learning disabilities within the organisation. The committee also identifies and supports campaigns and influences national policy around learning disability.

**The Young Families Support Committee** comprises parents of children who have learning disabilities and professionals. The aim of the committee is to identify and campaign on issues affecting the lives of parents, carers, and siblings of children or young people with learning disabilities.

**The Parents and Carers Committee** considers national policies of concern to carers of adults who have learning disabilities, and takes a lead role in a number of ENABLE Scotland’s campaigns.
"I became involved with ENABLE Scotland after my eldest child, Lauren, was supported by the ENABLE Link Project in East Dunbartonshire. Having seen how well the service was run and how it helped Lauren, I was happy to commit some time to a Parents Together event. It was through my involvement in this that I was approached to observe a committee weekend and the rest, as they say, is history! Being part of ENABLE Scotland has become a valuable part of life for my whole family and we hope to be active members for many years to come."

Mandy Bradley, Chair, Young Families Support Committee

"I was on the Board of ENABLE Scotland when I was first asked to become Chair of PCC and happily accepted. I became involved in what is now ENABLE Glasgow many years ago after growing up alongside my cheeky, cheeky Down's Syndrome brother, Peter.

As ENABLE Scotland was formed all those years ago by parents of children with a learning disability, I think the Parents and Carers Committee is very important and it is good that they consider current legislation and policy, and can report on experiences within different local authorities across Scotland."

Anne MacKinnon, Chair, Parents and Carers Committee

"I got involved with ACE through the local Edinburgh Branch. Then I heard about National ACE and decided to join. I got on to National ACE and I like going to the meetings. ACE is important because we discuss changes which are happening at ENABLE Scotland and it is good to hear what the other branches are up to."

Ivan Cohen, Vice Chair, ACE
The Fundraising Team is pleased to report that this year we raised an amazing £1.3 million. We received £664,000 from legacies and £381,000 from grants and trusts. Our events alone raised £146,000.

**Money coming in**
- £26.8M ENABLE Scotland (Leading the Way)
- £0.3M ACE Advocacy
- £0.1M ENABLE Trustee Service
- £1.6M ENABLE Scotland

**Money going out**
- £26.7M ENABLE Scotland (Leading the Way)
- £0.3M ACE Advocacy
- £0.1M ENABLE Trustee Service
- £1.6M ENABLE Scotland
In 2013 ENABLE Scotland achieved the highly acclaimed European Foundation for Quality Management (EFQM) Committed to Excellence (C2E) award. EFQM is one of the most effective ways for an organisation to strive for excellence. Receiving this award is a meaningful achievement that we are very proud of.

Through the introduction of a programme of continuous quality improvement such as EFQM, we are improving services for the people we support.

Staff throughout the organisation, including employees who have learning disabilities, were involved in the development of our improvement plan. Everyone involved demonstrated real passion, commitment and energy to achieve the award.
My name is Kenneth McGowan, I am 18 years old and I live in Alexandria. I am currently studying NC Administration at West College Scotland, Clydebank Campus.

I got involved in the youth group Speak4Yourself through my ENABLE worker at the time. She made me aware of the group so I decided to go along with her one evening and I have not stopped since. It has opened my eyes to different opportunities and given me more confidence to do things that I had never done before.

At Speak4Yourself, we bring able-bodied people together with less able-bodied people and we do fun activities, games, we go on trips, and we speak for ourselves. We have an opinion on everything we do and make sure our voices are heard!

I have been heavily involved with the Help Us Be Spontaneous (HUBS) campaign. HUBS focuses on changing the attitude of staff at the train stations towards disabled people, so it is easier for disabled people to board trains and, hopefully in the future, not to have to give so much notice.

I helped to come up with the idea of HUBS and have been to all the meetings, and I am hoping to see it through to its end. We have filmed, done interviews and campaigned for HUBS. I spoke in front of hundreds of people at the Keys for Life launch about the campaign and many people signed our petition.

During my years at ENABLE I have become more independent and have done a lot of campaigning.
Thank you for supporting us

ENABLE Scotland
INSPIRE House,
3 Renshaw Place,
Eurocentral, Lanarkshire,
ML1 4UF.

Tel: 0300 0200 101
email: enabledirect@enable.org.uk
Web: www.enable.org.uk

With many thanks to

Andrew & Mary Elizabeth Little Charitable Trust
Andrew Paton’s Charitable Trust
Appletree Trust
Artemis Falkirk Caledonia Choir
David Solomons Charitable Trust
D C Thomson
DWT Cargill Fund
Erskine Cunningham Hill Trust
Garfield Weston Foundation
Hospital Saturday Fund
Hugh Fraser Foundation
James Wood Bequest Fund
John M Archer Charitable Trust
John Younger Trust
JTH Charitable Trust
Lenz Charitable Trust
Martin Connell Charitable Trust
Mary Andrew Charitable Trust
Miss Agnes H Hunter’s Trust
Miss B W Muirhead Charitable Trust
Miss P M Ireland Trust
Moffat Charitable Trust
Miss Marion Broughton Charitable Trust
Russell Charitable Trust
The RJ Lang Family Trust
Row Fogo Charitable Trust
Saints and Sinners
Sir J Donald Pollocks 1936 Trust
St Katharine’s Fund
Souter Charitable Trust
Talleg Ltd
Thomas Grierson’s Memorial Trust
Templeton Goodwill Trust
William Grant
White Top Foundation
Wm Sword Charitable Trust