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

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

Contact ENABLE Direct
0300 0200 101
enabledirect@enable.org.uk
www.enable.org.uk

ENABLE Scotland is a charity registered in Scotland No. SC009024
It is my pleasure and privilege to welcome you to ENABLE Scotland’s 2016/17 Annual Review. It has been another significant and successful year for our organisation, as we have continued to engage with our members, workforce and the people we support to pursue our collective goal of an equal society for every person who has a learning disability.

There have been many key highlights to note over the course of this past year, as we have continued to strengthen the financial position and sustainability of our charity by maintaining our strong commitment to the strategic themes of Cash, Customers, Co-workers and Challenge. I am proud to report that 78% of our social care services were graded Very Good or Excellent by the Care Inspectorate, compared with a sector average of 41%. These results are a testament to the quality and dedication of our workforce, who work tirelessly to deliver the truly personalised support that enables thousands of people who have a learning disability to live the life they choose.

Our member-led, award-winning campaigning work is what makes ENABLE Scotland unique, and continues to have a significant impact. Over the past year, our IncludED in the Main?! campaign achieved landmark success by securing governmental guidance on inclusive education for the first time in 17 years. This was a campaign built on the real-life experiences of our members in schools today, and its legacy will go on to positively shape the educational environment for the next generation of people who have a learning disability in Scotland.

We have also achieved success through our employability work, with ENABLE Works supporting 1200 people to develop their employment skills through a wide range of innovative programmes. As the lead organisation for Open Doors Scotland, we have supported 350 young people entering the workforce, as well as 165 employers. For this work, we received the Partner of the Year 2016 award and our Scottish Government funded consortium, All in Edinburgh, was shortlisted for the ERSA Disability & Health Award 2017. ENABLE Scotland has also been recognised by Education Scotland for exemplary practice in our transition programmes delivered through schools.

Our charitable activity has continued to grow and, through the incredible generosity of our supporters, we delivered the most successful ENABLE Ball in our organisation’s history.

However, while this has been an extremely rewarding year and I am incredibly proud of everything we have achieved, the challenges facing the social care sector prevail as the demand for services continues to grow at a time when wider sector pressures are intensifying.

As an organisation, we have maintained our commitment to providing the best pay and conditions for our staff, and have continued our influencing work to achieve the Scottish Living Wage for all frontline social care staff across all hours worked.

Looking to the year ahead, we must continue to challenge ourselves and the sector to think differently, and pursue opportunities for increased collaboration. By working together and capitalising on the opportunities offered by digital technology, we can drive the innovation needed to overcome the many barriers facing our sector.

Finally, none of what we have achieved over the past year would have been possible without the dedication of our skilled and talented workforce, the commitment of our members, the support of our funding partners or the excellent leadership of our senior team and board of trustees. With their continued support – and the organisation in a strong strategic and financial position – I look forward to the year ahead, and leading ENABLE Scotland to continue its work towards an equal society for every person who has a learning disability.

Theresa Shearer
CEO
As the largest member-led learning disability charity in Scotland, ENABLE Scotland is all about our members and the people we support.

Our members are at the heart of the work we do. They inform and shape our campaigns, they bring energy and commitment to our fundraising activities, and they support one another in local communities all over Scotland.

In addition, our member committees: Scottish Council, National ACE (Active Community of Empowered people), Parents and Carers, Young Families and National Youth Committees form part of our governance structure. They also play a lead role in ensuring our organisational position is in line with the views of our membership.

Developing and empowering our membership base continues to be a core priority for the organisation. This year, 17 of our ACE Groups met with their local MSPs and raised issues from transport to employability. These meetings went on to inform debate at the highest level, with MSPs taking up issues with local councils and asking questions of the Scottish Government in Parliament.

ACE members have also been appointed to the Scottish Government’s Keys to Life Expert Group, and the Mobility and Access Committee – demonstrating the impact and influence of our membership voice on shaping an equal society for every person who has a learning disability in Scotland.

ENABLE Scotland’s approach to supporting people who have a learning disability involves designing the highest quality personalised services in partnership with them.

Our innovative Self-Directed Support (SDS) Project, We can all do it based in Fife has supported more than 300 individuals and families to think about designing their own independent support. It has also worked with more than 120 providers in the sector, developing best practice around SDS.

Over the past year, ENABLE Scotland has developed new services in South Lanarkshire, East Lothian and Dumfries & Galloway, taking the total number of local authorities we now work with to 22. The local teams in each area are focused on working with each individual to design support that allows them to live the life they choose.

Kirstin (pictured below) is supported by ENABLE Scotland in Edinburgh and, over the last year, has been on a journey. There was a time when she wouldn’t leave the house, didn’t want to think about the future and couldn’t imagine living in her own home or getting a job. But her life has changed through SDS.

Around a year ago, Kirstin began discussing her support arrangements with her ENABLE Scotland team in Edinburgh. Through their conversations it became clear that she needed more support than she had at the time, so together they began looking at her support budget and discussed her options.

Soon after, Kirstin moved into her own flat and started taking steps towards travelling independently. She signed up to a cake decorating course and loved it so much she has now become the star of the class and a master baker. With encouragement from her support team, she has also become the editor of a local community newsletter. Kirstin now works on this once each week and also helps other people with additional support needs in her community to do the same. She also delivers Positive Behaviour Support (PBS) training to the local Edinburgh services team.

Now, each week, Kirstin travels back and forth to her cake decorating class without support. She has made friends and her confidence has increased in this short period of time, because the team supporting her really know her, and understand what she wants to get out of life.

“I get the bus and travel to my cake class. I go to bounce trampoline class, and aqua zumba at the health club, and I’ve made friends with someone in the class who gives me a lift home. It’s great being able to do this stuff on my own. Life is good!”
Our campaigning work is the beating heart of ENABLE Scotland, led by the views and experiences of our members. It is their voice that provides us with a mandate for change, supported by our vision of an equal society for every person who has a learning disability.

In 2016, both parliamentary and local elections took place in Scotland. Traditionally, 30% of people who have a learning disability vote in elections. This statistic led to the launch of #ENABLEtheVote, our campaign aimed at empowering people to exercise their democratic right to vote.

This campaign was about breaking down the barriers to the voting process and ensuring people who have a learning disability and their families were able to have a say in Scottish politics.

As part of this campaign, we held 21 voting workshops across the country, which supported people to understand the voting process, and think about how they wanted to use their vote.

We also hosted eight unique hustings events, which connected members with their local politicians.

In partnership with the Electoral Commission, we produced accessible voting guides for people who have a learning disability and their families, to help people understand how to engage in the voting process.

We were delighted with the results, with 80% of people who have a learning disability that engaged with #ENABLEtheVote used their vote on election day.

Launched in 2016, IncludED in the Main?! was our campaign to improve inclusive education.

As part of this, we held a national conversation about the reality of education in Scotland today, capturing the views of more than 800 young people who have a learning disability and their parents and teachers.

Our report, 22 Steps on the Journey to Inclusion, highlighted that inclusive education is still far from a reality for many young people who have a learning disability. Indeed, too many young people are still excluded from the classroom and curriculum.

The launch of our report at parliament prompted a parliamentary debate, with recognition from the Cabinet Secretary that “we can and must do better”, signaling a significant step on the journey to inclusion.

In 2017, the Scottish Government will publish new guidance on how to deliver inclusive education. Now, for the first time since the presumption to mainstream was introduced in 2000, Scottish Education will have guidance which goes beyond the right to be present, to the right to be genuinely included - fulfilling our primary campaign objective.

We look forward to working with the Scottish Government, our members and sector partners as we continue our campaign and take the next steps on our journey to inclusion.
Our year in numbers
2016/17

- **78%** of our services have been graded Very Good or Excellent by the Care Inspectorate.
- **37** branches.
- **22** local authorities provided social care support across.
- **32** local authorities in Scotland delivered projects and services covering all.
- **32** ACE Groups.
- **21** ACE Youth Groups.
- **982** adults to live in their communities.
- **72** specialist services for children.
- **1002** people supported through our ENABLE Direct information helpline.
- **675** adults & children supported through our funded projects.
- **350** people to get a job.
- **5000** members and supporters.
- **417** people supported for £1.1m in unclaimed benefits.
- **1200** people to claim over £1.1m in unclaimed benefits.
- **40** social care support across.
- **22** local authorities.
- **5000** charitable income raised.
- **£0.8 million**
- **72** employed team.
- **1800** people supported as part of the ENABLE Scotland team.
- **5000** total charitable income raised.
ENABLE Works is the employability arm of ENABLE Scotland. We support people from school through to adulthood, helping them to grow in confidence and skills so they can find work.

We work in 21 local authority areas across Scotland, delivering a variety of projects and national skills programmes. These include Scotland’s new employment projects, Work First and Work Able, which are designed to work with people at school or college through training and into work.

ENABLE Works supports more than 1,500 people who have a learning disability across all of our employability programmes.

Never give up

“I’m Dylan. I’m 18 and left school last year. Teachers would always say I was a positive young man and had that ‘never give up’ attitude. I liked to hear that, it made me feel good about myself. But if I made a mistake, I would go into my shell and stop talking to everyone.

“Then the school introduced me to ENABLE Works and I started doing my Introduction into Workplace Skills (IWPS) qualification. I worked in the Business Support team at ENABLE Scotland and realised that I was really good at administrative work. I completed my placement and noticed there was a job vacancy so, with the support of Liam, I applied and made preparations for my interview. The interview was nerve-wracking but, with support from Liam, I did well. So well in fact, that I was offered the job. I’m now a paid member of staff at ENABLE Scotland and I’m so proud of myself. That’s what happens when you never give up.”

All in it together

ENABLE Works provides employability support for people of all ages. Ian, who is 53 and lives in Edinburgh, has been developing the skills and confidence he needs to find and keep a job with the help of our ENABLE Works team. Ian left school at 16 with no qualifications or job prospects. At the time he wasn’t encouraged to look for a job and, although he tried several times to find work over the years, he found it increasingly difficult without the appropriate support.

Around two years ago he was introduced to ENABLE Works through All in Edinburgh, and began developing the skills and confidence he needed to find a job for the first time in his life. Ian has a variety of physical health conditions and mental health issues that have affected his confidence in the past when applying for jobs. With support from ENABLE Works, and through an Adult Returners’ course at college, Ian learned how to create an impressive CV and perform well at interview by focusing on his strengths.

In less than a year, he secured a full-time, temporary position with the University of Edinburgh. With our support, Ian went from strength to strength and successfully completed the temporary contract. Less than a month later, he gained a permanent contract with a domestic agency servicing retail sites including Topshop in Edinburgh. Having a full-time job has been life-changing for Ian, and he’s now encouraging others to get involved with All in Edinburgh to do the same.

Open Doors Scotland received the Partnership of the Year Award at the ERSA Employability Awards 2016.
We want to say a huge thank you to the army of fabulous fundraisers across Scotland who have walked, cycled, danced, baked and genuinely gone the extra mile to raise the funds that enable us to support many more people who have a learning disability across Scotland.

The Kiltwalk

2016 marked ENABLE Scotland’s first year as a Kiltwalk fundraising partner. We had an incredible 201 walkers taking part from our local branches, regional offices and membership groups across the country.

Everyone from the ENABLE Family really entered into the spirit and joined in. This was the largest community event in ENABLE Scotland’s history, with members raising funds for charitable projects in their local communities totalling more than £20,000.

We have looked forward to donning the ENABLE Scotland tartan again this year and are continuing to develop our exciting partnership with The Kiltwalk.

Active Community of Empowered (ACE) Fundraisers

It was ACE members to the fore on the fundraising front during 2016/17, with the introduction of our ‘Burn’s Cuppa’ coffee mornings. 21 ACE groups across Scotland got together in their local communities to enjoy tea, cakes and a blether - while celebrating our Scottish heritage and raising funds for ENABLE Scotland. Kindly sponsored by Brodie’s Tea and Deans Shortbread, The Burns Cuppa raised an amazing £2,000.

Funded projects

Every year, ENABLE Scotland works with a variety of charitable funders to deliver specialist projects. Throughout 2016/17 we have been fortunate enough to deliver 14 projects with the invaluable support of our funding partners.

Your story, our guide is an innovative three-year partnership between ENABLE Scotland and Macmillan Cancer Support, designed to improve the public healthcare experiences of people who have a learning disability and have been diagnosed with cancer, or who have a family member who has been diagnosed with cancer.

The project has worked with a number of individuals and families to develop an evidence base that highlights the challenges facing individuals affected by learning disability who have experienced a diagnosis of cancer. The next stage of the project will involve developing training to support health professionals who are dealing with families that are going through diagnosis and treatment.

History Boys and Girls was an exciting project funded by the Heritage Lottery Fund to document the educational experiences of young people who have a learning disability and additional support needs over the decades. School pupils from Buchanan High School in Coatbridge were recruited and trained in oral history by the Oral History Unit at the University of Strathclyde, and in interviewing techniques from media expert partner, Make Me a Film. The young people went on to create a documentary film featuring former students from Drumpark and Knowetop schools, which premiered to 50 guests at a film screening at the Summerlee Heritage Museum, Coatbridge in October 2016.

Chloe Lafferty, (pictured below) project co-ordinator, loved her time working on the History Boys and Girls Project and said, “this is my first job really, and the best bit was getting to know everyone and working in a team”.

Picking up the Pieces is a project that provides emergency planning support for family and parent carers of adults who have a learning disability.

Last year, research and evidence produced by the project and submitted to the Scottish Government was influential in securing an amendment to the Scottish Government Carers Bill, ensuring that all carers are offered emergency planning provision.

The new Carers (Scotland) Act 2016 is now scheduled for implementation in April 2018.
The ENABLE Ball

The 2017 ENABLE Scotland Annual Charity Ball was the most successful fundraising event in ENABLE Scotland’s history, raising a phenomenal £155,000 for people who have a learning disability in Scotland.

It was a wonderful evening, with fabulous auction prizes up for grabs on the night, including original artwork from artist Gerard Burns and a chance to win a trip to New York.

The theme of the night was ‘children and young people’, with parents from our children’s services in attendance. Mum, Jackie Foy, whose son Patrick attends our Cumbernauld after-school service, RASCALS - told how the money would provide families like her’s with a lifeline. Moved by her story, the winner of our New York trip prize draw decided to gift the holiday to Jackie and her family. The money raised will now help us to grow and develop the support we provide to many more children and families across Scotland.

Corporate partnerships

Each year, our corporate partners provide invaluable support - engaging in fundraising activities, taking part in events and spreading the word about the work of ENABLE Scotland.

This year, our corporate partner the NVT Group in Bellshill raised a tremendous £13,573.

“We’ve fire-walked, cycled, Kilt-walked, and generally cajoled everyone into supporting people who have a learning disability. And we’re looking forward to continuing our partnership this coming year!”

Stephen Park Brown, Managing Director
NVT Group

This year, we were also thrilled to welcome the Ambassador Theatre Group, which owns Glasgow’s Theatre Royal and the Edinburgh Playhouse, as a corporate partner. Through a range of activities, including a static cycle from Edinburgh to London, they raised a fantastic £17,400.

“Covering 400 miles in three days was a challenge, but we have a dedicated team who were happy to put some time in on the saddle to support such a great charity.”

James Haworth, General Manager
King’s and Theatre Royal

Annual accounts and thank you

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

We have continued to follow our strategy and carefully manage costs – reducing our spending, and investing to make sure that people and families we support have the choice and control to live the lives they choose.

By managing our money carefully, we have made sure ENABLE Scotland is in a strong, stable and sustainable financial position for the future, and able to continue working towards an equal society for every person who has a learning disability.

Our 2016/17 annual accounts

Money in
£31.1 million

Money out
£30.4 million

Surplus
£0.7 million

To request a full copy of our annual accounts e-mail enabledirect@enable.org.uk or view them www.enable.org.uk/accounts

Thank you for supporting us

The life-changing work that we do is made possible by the generosity of the many selfless individuals and organisations that support our cause.

Our sincerest thanks 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.

Thank you for supporting us