



ENABLE Scotland Annual Review 2021 - 2022

An equal society for every person
who has a learning disability

www.enable.org.uk

ENABLE Scotland is a charity registered in Scotland No SC009024

2 Contents



3 Welcome

4 ENABLE Scotland

6 ENABLE Works

8 In Their Own Words

10 ENABLE Cares

12 Fundraising

13 Annual Accounts

14 Trustees and Partners

ENABLE Group



ENABLE
WORKS



ENABLE consists of three pillars – ENABLE Scotland, ENABLE Works and ENABLE Cares.

Across the Group, we deliver community projects and campaigns; employability, education and training; and self-directed health and social care support for people throughout Scotland. Core functions include all elements of corporate services, strategy and development, and are delivered centrally by the Group in support of our three service-delivery pillars.

Employing 2,500 staff and with 12,000 members and supporters, ENABLE Group actively supports over 11,000 people to live independently as active citizens in their local communities.

3 Welcome



I am delighted to present **ENABLE's 2021/2022 Annual Review, reporting a seventh consecutive year of positive results for our charity.**

The year began with many lockdown restrictions still in force. However, we remained committed to our guiding principles of keeping the people we work for and with safe and supported throughout.

The response of colleagues across the organisation has been truly exceptional, and our values are embodied by those who work with us to uphold ENABLE's mission. The following pages outline the outstanding impact and achievements of our colleagues and members over this year.

As always, I would like to thank all our staff, our members, and our supporters for the work they do to enrich the lives of those we serve as we work to build an equal society for all.

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

Theresa Shearer
CEO

In 2021/22, we:

- Moved our entire frontline workforce onto a rate of pay in excess of the Scottish Living Wage before this was funded by the Scottish Government;
- Launched our Committed to Care package of enhanced pay for all frontline staff with incentives to recruit and retain committed Personal Assistants (PAs);
- Were recognised with the Outstanding Leadership Award by Living Wage Scotland;
- Joined Scotland's Net Zero Community, committing to reduce our carbon footprint;
- Maintained a digitally-connected frontline workforce;
- Supported our workforce to keep the people we work for safe and well in the community in the face of the ongoing Covid-19 pandemic;
- Achieved a surplus of £330,756.



ENABLE Scotland is the campaigning charity at the heart of everything we do.

In **2021/22**, we launched a campaign to uphold the human rights of all adults who have a learning disability in Scotland to live in a home of their choice, in the community they like, close to the people they love by **2023**. The campaign is **My Own Front Door**. It calls on the Scottish Government, NHS and COSLA to work together to use the following keys to unlock the system:

- 1** **Key 1:** Close unnecessary Assessment and Treatment Unit (ATU) beds and end the practice of Scottish citizens being sent out of the country.
- 2** **Key 2:** With immediate effect, implement a Community First principle for the commissioning of support for all adults and children who have a learning disability in Scotland.
- 3** **Key 3:** Invest nationally in a specialist care provider network to improve local coverage accessible in every neighbourhood.
- 4** **Key 4:** Maintain a national at-risk register and ensure that everyone identified on this in 2021/22 has a plan in place by 2023 to come home to the community of their choice.
- 5** **Key 5:** Create a national community living panel to ensure oversight and accountability of decision-making about individual placements.

The campaign mobilised action to end institutionalisation and gathered significant media coverage – featuring in **267 items** in the national and regional Scottish media – and was shortlisted for SCVO Charity Campaign of the Year. We secured a historic commitment from the Scottish Government and COSLA in their jointly published **Coming Home Implementation** report, that by March 2024, out-of-area placements would only be made where chosen by the individual, and that people with complex needs were only in hospital when – and for as long as – they required assessment and treatment.



5 ENABLE Scotland



With a growing membership and supporter network of **12,000 people**, in **2021/22** we:



Secured
£100,000
from **Barclays**

to engage with people from ethnically diverse communities who have learning disabilities



Received funding from
Corra Foundation
for our **ACE Groups**



Won funding from
The **ALLIANCE** to launch
National SDS Service
to support individuals and families to exercise their right to **self-directed support** wherever they are in Scotland



Held our first hybrid conference themed **My Own Front Door** with **250 in – person delegates** and a **further 200 tuning in from across Scotland** as well as our partners from **Inclusion Europe**



Delivered
582 ACE and ACE Youth Sessions



Answered
531 calls through the ACE Helpline



Took our total to more than
£5.5m in benefits secured for disabled people and their families through our **Welfare Rights Service** since 2013



Ran our successful
ENABLE the Vote campaign to encourage engagement and participation in the **Scottish Parliamentary Elections in May 2021**



Were re-elected to provide the secretariat to the **Cross Party Group on Learning Disability** in the **Scottish Parliament** ensuring our members' voices are heard by lawmakers



6 ENABLE Works



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

Over the course of 2021/22, the team:



Delivered support with transitions for young people with additional support needs making the step up from **school to further education, training and employment**



Launched **Breaking Barriers** at its second university – **Edinburgh Napier University** – in March 2022, with plans to further expand the award-winning programme



Provided **employability support** including **training in soft skills, interview techniques, work placements and ongoing support in employment** to boost job retention



Led “All In” partnerships in **11 areas, supporting 1,965 people** and delivering **3.5 jobs** for the sector-average cost of **1 job**



Supported employers to adjust **workplace practices** and make appropriate adaptations for **accessibility and health and safety** whilst providing monitoring for **employees with disabilities**



Renewed **All In Edinburgh** for a further **6 years**



Delivered the flagship **Breaking Barriers programme** with partners **Strathclyde Business School, ScottishPower and STV**



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



Worked with **580 people** on the **Community Renewal Fund** making ENABLE a provider of choice for new funding through the **Shared Prosperity Fund**



7 ENABLE Works



ENABLE Works:



Supported
4,500 people
who have learning disabilities and
other disabilities to develop their
employment skills



Secured
**paid work for
650 people**



Delivered the Stepping Up
programme in
**75 schools across
11 local authorities**
with 4 more in the pipeline.
**98% moved into
positive progressions**



Advised
2,000 employers
on how to offer **inclusive
workplaces**

Breaking Barriers:



**20 young people
with a learning
disability**

graduated with a diploma in
business education from the
**University of
Strathclyde**



59 young people
have benefitted from
**Breaking Barriers
since 2018**



90% of graduates
moved onto a **positive
progression**



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 – all in pursuit of our shared belief that everyone has the right to live independently in their own community.



“ I want to live in Scotland, near family. I want my own flat, with my own things around me. It's my life, I'm in charge.”
Nova

“ We want everyone in Scotland to have the same opportunities my sister Nova has been given to live in a home of their choice, in a community they choose, close to the people they love. It is so important that everyone with a learning disability gets the right just like Nova. As a family we had to fight hard to make this a reality for our sister with the help of ENABLE Scotland.”

Sara



“ It can be so hard to speak for yourself when you have a learning disability. It is even harder to make people listen. That is why I am speaking out. It makes me so angry that other people who have a learning disability are stuck in hospital, or forced to live far away from their families. This has been going on for too long.”

John



9 In Their Own Words



“ I have a passion for caring. All my life, I have cared for others and it’s what I love to do. Everyone needs to be treated as an equal and my role as a PA is to understand what is needed, to understand how the person I work for is feeling, and to make sure they are well looked after and happy. I like working as part of a team but at the end of the day, you need passion to be in caring and I am passionate about it!

Joy, Personal Assistant



“ Thank you for all you do, Joy. You are a truly inspirational person and I’m very proud of all your achievements and to say you’re part of our team. This is why we do what we do. Joy is truly a ‘joy’ to work with.”

Tammie, Joy’s Team Facilitator



“ I have PAs who are interested in my life and really encourage me to do stuff that allows me to be more independent. For example, at the start of summer holidays, Kirsty, one of my PAs suggested that I start volunteering at Paragon Music and now I’ve just finished writing my first newsletter for the company and, unlike what I hear from my friend’s support company, I have a consistent team who turn up on time.”

Eilidh, chooses ENABLE for her support



“ Thank you **ENABLE Scotland** and your partners in the UK for making this contribution of £75,000 to help Ukrainian people with intellectual disabilities and their families. Your support makes a difference, helping hundreds of families, showing solidarity.”

Milan Šveřepa, Director, Inclusion Europe



10 ENABLE Cares



ENABLE Cares is Scotland's largest entirely community-based social care charity.

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 through 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 **2021/22**, the team:



Delivered human rights-based self-directed support chosen by more than **1,000 people in 27 local authority areas across Scotland**



Produced individual plans followed for each person in collaboration with local **Health and Social Care Partnerships**



88.1% of our social care services received the highest Care Inspectorate wellbeing grades of 5 (very good) or 6 (excellent) against a sector **average of 62.6%**



Delivered services throughout the **Covid-19** pandemic, with the people we work for less likely to be infected – not only than the more vulnerable population with learning disabilities, but than the general population



Supported a **digitally enabled workforce** with all PAs issued with a **smartphone** and digital rota management



11 ENABLE Cares



ENABLE Cares:



Launched **Committed to Care** – a major workforce initiative agreed with UNISON – which includes 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**



Continued our **Reward to Retain initiative**, with certain demonstration sites paying at **£11 or 12 per hour**



Provided **2.5 million hours** of social care support across Scotland



Introduced our **Refer A Friend payment of £1,000** to recruit more PAs who share our values



Boosted recruitment through a new **£1,000 qualification premium to attract SVQ – qualified employees** to return to the social care sector



12 Fundraising



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



In **2021/22**, our supporters stepped up to raise a phenomenal **£82,804** through virtual Kiltwalks and conventional Kiltwalks, which took place in Glasgow, Edinburgh, Aberdeen and Dundee.

Aided by the incredible generosity of Sir Tom Hunter and the Hunter Foundation, which increased the final total by **50%**, we are extremely grateful to our volunteer fundraisers, corporate supporters, Kiltwalk Ambassadors and everyone who helped us achieve this phenomenal sum.



As requested by our members, we launched the **ENABLE Scotland Lottery**, in October 2021. This is expected to **raise £13,000 per year** for **ENABLE Scotland's** charitable projects and services.

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



13 Annual Accounts



In 2021/22:



ENABLE Scotland's income:
£53.5 million
(Up 11% from 2020/21)

ENABLE Scotland's expenditure:
£53.2 million
(Up £5.8m from 2020/21)

ENABLE Scotland's surplus:
£330,756

ENABLE Scotland had another strong year financially, bringing in more money than it spent – for a seventh consecutive year. It's good to have a surplus because it helps make sure the charity is strong and we can keep helping people to live independently in the community.

Full annual accounts are available at
<https://www.enable.org.uk/annual-accounts/>



14 Trustees and 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



Kenneth Pinkerton
Chair of Clinical Safeguarding & Governance Advisory Group



Beth Morrison
Scottish Council Elected Trustee



Martin Booth
Trustee



John Brady
Trustee



Shareen Gault
Trustee



Prof. David Hillier
Trustee



Tony McElroy
Trustee



Katie Morrison
Trustee

Thank you to our funders, sponsors and partners:





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

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Thank you for reading the
Annual Report 2021 - 2022.



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

