



# ENABLE Scotland Annual Review 2020 - 2021



**An equal society for every person  
who has a learning disability**

ENABLE Scotland is a charity registered in Scotland No SC009024

[www.enable.org.uk](http://www.enable.org.uk)



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## ENABLE Group



ENABLE WORKS



ENABLE Group consists of three pillars – ENABLE Scotland, ENABLE Works and ENABLE All.

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 – People, Legal and Governance, Finance, Technology and Change, and Policy and External Affairs – are delivered centrally by the Group in support of our three service-delivery pillars.

Employing 2,200 staff and with 12,000 members and supporters, ENABLE Group actively supports over 6,000 people to live independently as active citizens in their local communities.



## 03 Welcome



**I am delighted to introduce ENABLE Scotland's 2020/21 Annual Review, reporting a sixth consecutive year of positive results for our charity.**

**We ended 2019/20 with a strong mission to continue the positive trajectory of the previous five years.**

Yet as that financial year ended, we had just entered a full lockdown in response to the spread of Covid-19, and faced significant uncertainties about the impact the first major pandemic this country had faced in over a century would have on our capacity to deliver services and continue our sustainable growth.

In an exceptionally challenging year for the social care sector, the principle of servant leadership shaped our response, with the entire organisation focused on supporting the frontline, so they can in turn support the people we work for.

The response of colleagues across the organisation has been truly exceptional, and the following pages outline the outstanding impact and achievements of our charity.

Our values as a charity have truly shone through in this most difficult of years, and we stand well equipped to further grow our impact as we build an equal society for everyone.

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

**Theresa Shearer**  
**Group CEO**

In 2020/21, we:

- Mobilised our workforce to respond to the unprecedented challenge of Covid-19;
- Digitally connected our entire team and moved member engagement online;
- Campaigned for the rights of people who have a learning disability to Covid vaccination and self-directed social care and support;
- Supported even more disabled people with employment, training and education despite lockdown restrictions;
- Enabled over 1,000 people to stay safe and well at home throughout the pandemic;
- Recorded one of our best ever fundraising totals on the Kiltwalk;
- Became the largest social care employer in Scotland to achieve accreditation as a Living Wage Employer;
- Achieved a surplus of £858,000.





# 04 Campaigning for Change

Every day, ENABLE Scotland campaigns for an equal society.

This felt more important than ever during the coronavirus pandemic, as many people who have a learning disability and their families felt isolated and forgotten by the lockdown restrictions, and evidence from the Scottish Learning Disability Observatory showed that people who have a learning disability were twice as likely to contract Covid-19, twice as likely to be hospitalised, and three times more likely to die than the general population.

So in 2020/21, we:

 Called for everyone who has a **learning disability** to be offered the **Covid-19 vaccine in Priority Group 6**, which the First Minister agreed to in **February 2021**

 **Campaigned** with National Autistic Society Scotland and Scottish Autism for a dedicated **Commissioner for Learning Disability and Autism** which the **Scottish Government** has promised to deliver

 Fed our members' experiences into the **Independent Review of Adult Social Care in Scotland**

 **Campaigned** against **inappropriate and unacceptable seclusion and restraint in schools**



**#OurVoiceOurRights**  
Time to make rights a reality for autistic people and people with a learning disability.



# 05 Campaigning for Change



Pressed for people with **complex needs** who are stuck in hospitals and institutions to get the **support** they need to move into **a home of their own in the community.**



Held our **AGM & Annual Conference online, with 300 delegates** hearing a keynote speech from the Minister for Mental Health, Clare Haughey MSP, and a conversation on **deinstitutionalisation and human rights** with the award-winning campaigning journalist, Ian Birrell.



Provided the secretariat to the **Scottish Parliament's Cross-Party Group on Learning Disability** bringing **key issues** to the attention of **MSPs.**



Participated in **inclusion europe**

events to share our members' **ideas and experiences** and to learn from **partner organisations across the continent.**



# 06 Tales from the Frontline



## Matthew Burrows

*When 7 year old Matthew worried that his PAs would be breaking lockdown rules by coming into his home, our team asked the First Minister to record a personal video message to reassure him that they were keyworkers providing vital support – which she did!*

## Ewan and his Sheep

*Ewan’s team of PAs supported him to get out and about to look after his own sheep (Samantha and Peppermint) through his work at a farm. He loves his sheep, and his PAs made sure he got to see them again as soon lockdown eased.*



## William, a PA in Aberdeen

*“COVID-19 has really thrown all of our lives into perspective, that’s true for people we support and for me and my colleagues. Although very challenging, in some ways it has given us all more perspective about our lives... When a storm comes and affects all of us, we rely on each other to get through it.”*

## Ellie Thompson

*Ellie adapted her role to support two adults; as well as keeping in touch with the children she supports via Zoom. Ellie worked with colleagues to organise a very special birthday for someone we support.*

*“A lot of plans had been made to celebrate but unfortunately we couldn’t go ahead due to the social distancing rules. We sent photos of the day to his family and they said that this really helped them feel reassured about how he was being supported at this difficult time.”*





# 07 Tales from the Frontline



## Craig Sloan

Just three weeks after starting with ENABLE Scotland, Craig had to support the gentleman he works for to go to A&E – this was a big challenge for Craig in the face of Coronavirus:

*“When we arrived in A&E the person I support was immediately distressed and anxious. I was able to reassure him that he was in the right place, that he did the right thing by coming in and above all he was doing brilliantly.”*



## Sophie Patterson

Despite the challenging times, Sophie had no regrets about starting a career in social care:

*“What makes it so special is the people we support – it is a really good feeling when you connect with them and really build up that personal supportive relationship. We are all working hard to give that bit extra even if it is something simple to make things a bit special when they can’t go out and do all the activities they enjoy.”*



## Kirsty Drysdale

Kirsty supports two brothers who missed their usual social life during lockdown, so Kirsty helped to make up for what they had been missing.

*“We made bingo books and I downloaded an app on my phone which allowed me to call the numbers. After, we managed to get disco lights going and all got up for a dance – it was a great night and really took people’s minds off the challenging times.”*



## Lynn, a PA in North Lanarkshire

*“When this really difficult situation with Coronavirus became clear, my first thought was, ‘what can I do to keep the people I support safe and supported?’. With my colleagues, we worked as hard as we could to maintain a routine for the people we support – with faces they know and trust being there for them as much as possible. I am proud to support people who have learning disabilities, no matter what!”*



**ENABLE Scotland is the campaigning charity at the heart of the ENABLE Group.**

With a growing membership and supporter network of 12,000 people in every local authority area across Scotland, the charity delivers community-based projects and groups for people who have a learning disability and their families, and leads human rights-based campaigns to advance our vision of an equal society for every person who has a learning disability.

Thanks to a grant from the Scottish Government's Wellbeing Fund, we launched ACE Connect and Family Connect to move our member groups and meetings online, keeping people active, connected and engaged throughout the pandemic.

**In 2020/21, ENABLE Scotland delivered:**

Advice and support for families to exercise their right to



**582**  
**Online ACE**

(Active Communities of Empowered people) and ACE Youth sessions

for people who have a learning disability

Self-Directed Support

An ACE Connect helpline, taking



**531**  
calls

from people who have a learning disability and their family members

Specialist welfare rights advice and support, which has secured over

**£5m**  
in benefits

payments for people who have a learning disability and their families since 2013





# 09 ENABLE Works

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

## ENABLE Works delivers:

- Transitions support for young people with additional support needs to make the step up from school to further education, training and employment.
- Employability support for people with disabilities, including training, soft skills building, interview technique, work placements, and – crucially – ongoing support once in employment to boost job retention.
- Support for employers to adjust workplace practices and make appropriate adaptations for accessibility and health and safety purposes, including advice, guidance, disability awareness training, and support with interviews, onboarding and mentoring for employees with disabilities.
- A groundbreaking programme – Breaking Barriers – in partnership with Strathclyde Business School, ScottishPower and STV, which opens up higher education and major corporate workplaces to young people who have a learning disability.

## In 2020/21 ENABLE Works:



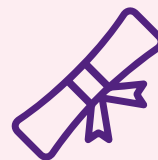
Supported **2,267 people** who have learning disabilities and other disabilities to develop their **employment** skills



Supported **567 people** into **paid work**



Delivered the successful **Stepping Up** programme in **75 schools**



Supported **18 young people** who have a learning disability to graduate with a diploma in business education from the **University of Strathclyde** through **Breaking Barriers**.



# 10 ENABLE All

**ENABLE All is the third largest social care charity in Scotland, and a UK top 40 social care provider.**

Care and support is provided through the ENABLE PA Model; our 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 PAs (Personal Assistants).

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

**In 2020/21, ENABLE All delivered:**



Human rights-based self-directed support chosen by more than

**1,000 people**  
in **27** local authority areas in Scotland

At least the Scottish Living Wage to over



**1,800** frontline social care employees for every hour worked – including overnight support.



**2.5 million hours** of social care support



An enhanced rate of at least **£10 per hour** to 35% of the frontline workforce – 50p per hour above the Scottish Living Wage, equivalent to over £1,000 more per year for a full time employee.







A digitally enabled workforce with all PAs issued with a smartphone



Jean's Bothy our award winning mental health project in Helensburgh



An award winning digital rota management system.



Support for people with complex needs who had previously been living in hospital to live the life they choose in their own home in the community.



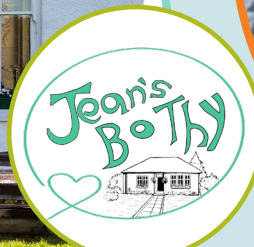
86% of services receiving Care Inspectorate grades at 5 (very good or 6 (excellent), against a national average of 60%



Support throughout lockdown for children and families through our RASCALS and PALS projects



Lisa Supported by Maria





# 12 Fundraising

The Covid-19 pandemic made fundraising really difficult for all charities, with so many of our usual events cancelled or impossible to do remotely.

The Kiltwalk has always been a great fundraising event for the ENABLE Family, but all four walks were cancelled in 2020.

However, a Virtual Kiltwalk Weekend was organised for September 2020, and ENABLE Scotland's staff and supporters stepped up to raise over £31,500 through Virtual Kiltwalk challenges undertaken alone or in small groups (compliant with Covid restrictions) across Scotland.

The 2020 Virtual Kiltwalk delivered ENABLE Scotland's best fundraising total for the event in more than 4 years!

Then it got even better when Sir Tom Hunter announced that The Hunter Foundation would double all fundraising generated through the Virtual Kiltwalk, meaning the event contributed over £63,000 towards ENABLE Scotland's charitable projects and services!

Our thanks to everyone in the ENABLE Family who fundraised, sponsored or donated to help us maintain our lifeline charitable projects and services in such a uniquely challenging year.

We would like to thank all our funders in 2020/21 for their vital contribution to our charity's work: volutpat.

£  
raised over  
**£63,000**  
through  
Virtual Kiltwalk  
Challenges





# 13 Annual Accounts



In 2020/21:



ENABLE Scotland's income:  
**£48.2 million**  
 (up £4.4m from 2019/20)

ENABLE Scotland's expenditure:  
**£47.4 million**  
 (up £3.5m from 2019/20)

ENABLE Scotland's surplus:  
**£858,000**

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

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

- Local councils gave ENABLE Scotland more money to support the people we work for.
- We raised two and a half times more money in grants from funders for our charitable services than we received the year before.
- Because of the coronavirus pandemic, we spent six times less money on fundraising and events than in the year before.
- We also spent less than half as much on travel as we did the year before.
- We used Government funds like the furlough scheme where this was the right thing to do.
- Money we had already spent on technology meant we were able to support most of our staff to work remotely during the coronavirus pandemic. We feel this was money well spent.

## 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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