



# enable

## Annual Review 2023-2024



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## Welcome

Across the charity's three pillars, we deliver self-directed health and social care support with Enable Cares, employability and training services with Enable Works, and community projects and campaigns with Enable Communities.

Founded in 1954, Enable has been supporting people to live independently in the community of their choice for more than 7 decades.

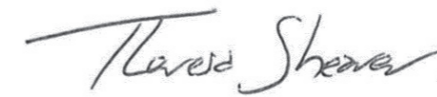
Employing 2,500 staff, serving 13,000 people and with 12,000 members and supporters, Enable is one of the largest non-public sector employers in Scotland.

We work for an equal society where everyone has the right to live, work and participate in the communities of their choice.

I am pleased to present Enable's 2023/24 Annual Review, in the year in which we celebrate our 70th anniversary. 2024 marked our ninth consecutive year of growth in impact and influence as a leading charity advocating for diversity, equity, and inclusion. We expanded our reach, focused on frontline investment, and pursued excellence in social care, employability, and campaigns.

In May 2024, we hosted the Europe in Action conference in Glasgow, bringing together 450 delegates from 40 countries to further disability inclusion efforts globally. Enable's values remain steadfast, aligned with the UN Convention on the Rights of Persons with Disabilities, and continue to guide our work.

Thank you to our Enable team, Trustees, members, supporters, and fundraisers for helping us drive change and deliver exceptional results across the charity. We look forward to continuing to grow our impact for the people we work for in the years and decades to come.



**Theresa Shearer** FRSE  
CEO, Enable

### Key Achievements:



7.9% growth in income to £63.1m



individuals supported into sustained employment; 7,000 developed employability skills



Expanded the Breaking Barriers initiative and grew partnerships with national and global businesses



Reinforced Enable as a thought leader in reform, innovation, and inclusion in the UK and internationally



Welcomed Milltown Community into Enable



# Enable Cares is one of Scotland's largest and most successful social care providers, offering support through our unique PA Model.

This model allows individuals to fully shape and control their chosen outcomes; from developing their bespoke service designs, to recruiting their own individualised team of Personal Assistants (PAs). Our PA Model empowers every person we work for to access their right to self-directed social care support.

Backed by a strong digital infrastructure, Enable Cares supports 1,000+ people to live independently in the community they choose, close to those they love.

## Our 23/24 Impact:

**2.5m**

hours of social care support provided across 27 local authority areas

**9.2%**

annual income growth, more than double the social care sector average - ranking Enable in the top 40 providers in the UK social care market (Plimsoll analysis)

**83%**

of Care Inspectorate registrations with at least one grade 5 (very good) or 6 (excellent), significantly higher than the sector average



We welcomed Milltown Community in Aberdeenshire into Enable, sharing our PA model, values, culture and practices



Worked in partnership with NHS and Health & Social Care Partnership (HSCP) colleagues to support people who previously lived in hospital settings into their own homes in the community



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# Enable Works is a leader in promoting disability inclusion across the UK, supporting people to overcome barriers to work into well paid, sustainable careers.

We empower companies to reshape their approach to diversity by supporting inclusive recruitment, delivering tailored training, and ongoing employer partnership.

Our 'All in Partnerships' initiative transforms employability services, helping employers create environments where all individuals can thrive while aligning closely with UK and Scottish policy priorities.



## Our 23/24 Impact:

**7,000**

people with disabilities supported to develop their employment skills

**1,090**

people supported into paid work; achieving an 87% sustainment rate to 6 months, higher than the sector average

**+2,000**

employers supported to be inclusive with our Diversity, Equity and Inclusion services

**98%**

of young disabled school leavers on the 'Stepping Up' programme moved onto positive progressions into further education, training, or employment – closing the gap with their mainstream peers

**3,750**

people supported across 14 areas through 'All in' Programmes, achieving 3.5 jobs for the average cost of one job on traditional employability programmes

**1,800**

people supported through the newly launched 'All in Glasgow,' a partnership of 18 third sector providers—the largest of its kind in Scotland



**Herald Diversity Award  
Winners 2024**



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

We lead the charge in supporting individuals with learning disabilities to be self-advocates, working at the individual, community, and national levels to drive meaningful change.

We work to make communities welcoming and supportive, allowing individuals to access their rights and opportunities by facilitating self-advocacy forums and community groups to give people the chance to be active community members and drive change for a more equal society.



## Our 23/24 Impact:

12,000

campaigners and supporters across 32 local authority areas

2,000

people supported each year through charitable projects

270

young people in 6 areas across Scotland benefited from Enable securing the largest-ever single grant from the Mobility Foundation to deliver independent travel skills

70

years of Enable's history documented through the 'Our Past, My Future' project, made possible by the Heritage Fund and thanks to National Lottery players

163

young people have benefited from our flagship Breaking Barriers programme since 2018, enabling young people with disabilities to attend leading UK universities, achieve accredited qualifications, and gain real work experience



Launched our **Rights Now!** campaign, powered by Enable and supported by Acorns to Trees – seeking to uphold the rights of people with learning disabilities

200

people from Enable membership & branches consulted on our response to the Learning Disabilities, Autism, and Neurodivergence Bill. MSPs, including Scotland's First Minister, supported the launch of 'Enable the Vote' campaign funded by the Electoral Commission



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## Enable Communities is the beating heart of the charity, with our commitment to fundraise supported by members, colleagues and supporters.

In 2023/2024, our supporters stepped up to raise a phenomenal £17,500 by taking on the Kiltwalk in Glasgow, Aberdeen, Dundee and Edinburgh.

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 £12,000 in prizes to date – with every ticket in with a chance of winning the £25,000 jackpot!



## Annual Accounts:

### In 23/24:

**£63.1m**

Enable's Income - Up by £4.6m (7.9%)  
from 2022/23

**£61.4m**

Enable's Expenditure - Up by £2.2m  
(3.8%) from 2022/23

**£1.7m**

**Surplus**

(includes property assets valued at £1.3m  
donated by Milltown Community)

Full annual accounts are available at:  
[www.enable.org.uk/about-us/annual-reviews](http://www.enable.org.uk/about-us/annual-reviews)

# In Their Own Words

In 2024, we celebrated 70 years of action by co-hosting a major international conference, Europe in Action with Inclusion Europe bringing over 450 delegates from 40 countries to Glasgow.

We shared our experiences and learning, and met with self-advocates and campaigners from across Europe during Scottish Learning Disability Week.



“ Europe in Action was a chance to meet other self-advocates from across Europe and share with them the experiences of people with learning disabilities. It's important to share our stories, facts and ideas, and work together to make life better for people with learning disabilities wherever they live in Europe.”

**Heather Gilchrist**, Enable Ambassador

Joe Kingdom, who completed the Breaking Barriers programme and is now employed by Enable, presented a workshop to delegates at the conference. He spoke about the challenges he has overcome, the Breaking Barriers programme, and his path to employment.



“ Before Breaking Barriers, I was a nervous wreck. I lacked confidence but I wanted to take the next steps in my life, and look at me now. Completing Breaking Barriers and the work placement at ScottishPower was the best thing that could have happened to me.”

**Joe Kingdom**, Enable Employee

Our programme of speakers included Dr Danielle Farrel, Your Options Understood and Enable Member, who discussed her experience of the PA Model.



“ 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 is all about that – I couldn't be happier.”

**Danielle Farrel**, Enable Member



# Trustees & Partners

Thank you to our Board of Trustees:



**Alan Meek**  
(Enable Board Chair)



**Paul McMahon**  
(Vice Chair; Chair of Nominations & Remuneration Committee)



**Katie Morrison**  
(Chair of Audit & Risk Committee)



**Tony McElroy**  
(Chair of Clinical Safeguarding Advisory Group)



**Martin Booth**  
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**Beth Morrison**  
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**Prof Eleanor Shaw OBE**  
(Trustee)



**Prof Margaret Whoriskey MBE**  
(Trustee)

Thank you to our funders, sponsors and partners:



Thank you for reading the Annual Report 2023 - 2024

For more information please visit:  
[www.enable.org.uk](http://www.enable.org.uk)





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