



Qenable

enable cares | **enable works** | **enable communities**



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Supporting people, employers and communities

Enable is a leading human rights NGO, supporting thousands of people to live, work and participate in the communities of their choice.

Today, Enable employs 3,000 people, supports 15,000 people each year and has a community of more than 12,000 members and supporters. With a presence in every local authority area in Scotland and annual revenues exceeding £100 million, we combine national scale with deep roots in communities.

Our work is delivered through three distinct but connected pillars:

Enable Cares delivers self-directed health and social care, supporting people to live independently in the community of their choice.

Enable Works creates routes into careers through specialist employability, training and employer partnerships.

Enable Communities brings people together through community projects, self-advocacy and national campaigns that strengthen voice, choice and participation.

Together, our three pillars put human rights into practice-enabling people to live, work and participate as equal members of society.



A Word from our CEO

For more than 70 years, Enable has been at the forefront of advancing equality and human rights for disabled people. Today, we are a leading human rights NGO and social business, driving change locally, nationally and internationally through our commitment to 'demonstrate by doing'.

Through excellence in social care, innovation in employability, and ground-breaking campaigns led by our self-advocates, Enable continues to deliver meaningful impact and influence change.

Those visionary families who founded our organisation in 1954 were determined that their children who had learning disabilities would not be institutionalised and would have the opportunity and support to live the life they choose.

After recently celebrating our 70th anniversary, we remain resolutely true to our values and mission to build an equal society, guided by the United Nations Convention on the Rights of Persons with Disabilities (UNCRPD).

Having long advocated in the sector for collaboration between organisations with shared values and purpose, we are delighted to have welcomed The Mungo Foundation, Crossroads Caring Scotland and Milltown Community into Enable, extending our reach and impact across the country.

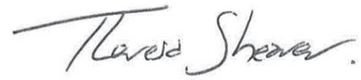
Enable Cares supports over 1,500 people to live independently in the community through our PA (Personal Assistant) Model of human rights-driven self-directed support. The PA Model is internationally recognised as a scalable and transferable best practice model of social care and support, winning the 2023 Award for Social Innovation from the European Association of Support providers for Persons with Disabilities (EASPD).

Enable Works supports people facing barriers to employment to obtain and sustain high-quality, rewarding careers through specialist employment support, innovative programmes and long-term partnerships. We also work alongside employers to unlock talent, strengthen workforce capability and create inclusive workplaces where individuals and organisations can thrive.

Enable Communities is the beating heart of the organisation, with our local projects and commitment to self-advocacy supporting people who have a learning disability to be heard and listened to at all levels of government. Since the 1950s, Enable's campaigns have achieved historic change for people with disabilities to have the right to education, independent living, and democratic inclusion. Determined to fight for the rights of people with disabilities in every country, we are proud to be founding members of Inclusion Europe, supporting self-advocates in 39 countries to campaign for inclusion and equal rights.

Our campaigns and advocacy continues to drive change on behalf of the people we serve, working with self-advocates to highlight the barriers and opportunities that exist for people with learning disabilities.

Enable is committed to collaboration and working with partners across the public, private and not-for-profit sectors, recognising that no one sector has all the answers; yet working together, we can find solutions to the societal challenges of today and the future.



Theresa Shearer FRSE
CEO, Enable





Our Impact

£100m

annual income
across the organisation

15,000

people supported
annually

3,000

employees across
the organisation

Top 40

largest non-public sector
employers in Scotland

Influencing Change Beyond Scotland

Enable uses its experience, expertise and influence to advance the rights of disabled people and shape policy and practice in Scotland, across the UK and internationally.

Our leadership extends across influential European and international networks. Our Chief Executive is Vice President of the European Association of Service Providers for Persons with Disabilities (EASPD), our Chief Development Officer is a Board member of Inclusion Europe, and Enable is an active member of both the Association for Supported Employment Europe (ASEE) and the World Association for Supported Employment (WASE).

Through these relationships, we contribute directly to international policy and practice, sharing expertise and working with governments and partners to strengthen approaches to inclusion, employment and independent living. Our international work has included partnerships and engagement across Austria, Finland, France, Malta, Slovenia, Spain and Canada.



Self-directed Social Care for Every Individual

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

The Enable PA Model
Our PA Model empowers every person we work for to access their right to self-directed social care support.

Making Choice and Control a Reality
Enable Cares supports over 1,500 people across Scotland to access the PA Model to live independently in the community they choose, close to those they love.

International Knowledge Exchange
Enable is increasingly sought out by partners across the world to share learning and expertise of our model with governments and service providers who share our values and who can transfer the learning for international delivery and impact.



Our Impact:

£80m
annual income

2,500
employees

1,500
people supported to live independently

3m
hours of social care support provided each year across 28 local authority areas

Living Wage Accredited
award-winning Living Wage Accredited Employer

30%
annual income growth, more than four times the social care sector average

85%
of Care Inspectorate registrations with at least one grade 5 (very good) or 6 (excellent), in comparison to a sector average of 71%

UNCRPD Article 19
committed to making the right to live independently and be included in the community real for everyone

Scan for more information

Unlocking Talent for an Inclusive Economy

Enable Works is one of the UK's leading specialist employability providers, supporting more than 12,000 people each year to prepare for, secure and sustain high-quality careers. We specialise in supporting disabled people, people with long-term health conditions and neurodivergence to develop their skills, fulfil their potential and succeed in work.

Transforming Employability

Through our award-winning All In partnerships, Enable Works has transformed how employability support is designed and delivered. Today, we lead a network of 32 high-performing NGOs, bringing organisations together around shared outcomes and creating more integrated pathways into employment.

Working with more than 2,500 employers each year, we help businesses strengthen inclusive recruitment and workplace practices, access untapped talent and build diverse, skilled and resilient workforces.

Creating Lasting Impact

Our focus is not simply on helping people enter work, but on enabling them to build sustainable careers. Across our specialist employability programmes, 76% of clients who enter employment remain in work after one year, almost three times the national average.

Every £1 invested in Enable Works generates £7 in social value*, through increased employment, improved wellbeing, greater economic participation and reduced demand on public services. By creating better outcomes for people and stronger workforces for employers, Enable Works is helping build a more inclusive and prosperous economy.



Our Impact:

£18m
annual income

£7
social value generated for every £1 invested*

12,000+
people supported annually

2,500
employers engaged each year

76%
sustainment at one year - almost 3x the national average

1,400
young disabled people supported through Stepping Up, with 98% moving into positive destinations

UNCRPD Article 27
making the right to work and employment real for disabled people

Scan for more information

*HACT UK Social Value Bank

Energising Communities Through Action and Advocacy

Enable Communities exists to ensure people who have a learning disability are not just included in society but help shape it.

Through self-advocacy, community action and national campaigning, we strengthen voices, grow community leadership and drive progress towards the full realisation of the rights set out in the UN Convention on the Rights of Persons with Disabilities (UNCRPD). Driving the national movement to realise Articles 29 (participation in political and public life) and 30 (participation in cultural life, recreation, leisure and sport) of the UNCRPD.

Building Inclusive Communities

Enable Communities supports more than 2,000 people with learning disabilities across Scotland to connect with others, develop leadership and shape the communities in which they live. Working at an individual, local and national level, we champion rights, amplify lived experience and drive lasting social change.

Championing Equality and Inclusion

There are more than 175,000 people who have a learning disability in Scotland, yet too many continue to experience inequality, isolation and barriers to full participation. Our ambition is a Scotland where everyone is active and engaged in our communities.

Driving Change Through Collective Voice

Across all 32 local authorities, our Self Advocacy Forums and Community Groups bring people together to influence local services, inform public policy and challenge the barriers that limit opportunity. By turning lived experience into collective action, we create change that extends far beyond the individuals directly involved.



Our Impact:

£2m

annual income

30

employees

12,000

campaigners and supporters across 32 local authority areas

2,000

people supported each year through charitable projects

UNCRPD Article 29

delivering Article 29 of the UNCRPD to participate fully and equally in political and public life, through our National Self-Advocacy Forum and Enable The Vote campaign

UNCRPD Article 30

our successful campaign - Access for All - continues to deliver Article 30 of the UNCRPD, the right to participation in culture, arts and sport for all those we serve

Scan for more information

Enable in Action

Danielle, Enable Member

Danielle is someone who knows what she wants. She is supported by **Enable Cares** through our industry-leading PA Model to empower her to live the life she chooses.

She is an entrepreneur, having set up her own business in 2015 to support companies and charities to better understand person-centred planning, and she is a guide leader in her local community in North Ayrshire. She is a creative person, reflective in her colourful character and outgoing personality.

Danielle has fought hard for her rights to access self-directed support and to choose the home and the community she lives in. When it came to choosing the people to help her manage that support, she knew that Enable was the place for her.

> ***"I know how important it is to be in control of your own life – I had to fight for a long time to make that a reality for myself. I turned that experience into a business, and I enjoy helping other people to access their rights to self-directed support. When it came to my own support, I knew Enable was going to be the place for me. I am in the driving seat – choosing my team of PAs and helping advertise, 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!"***

Danielle volunteers as a leader at her local Brownies. She enjoys helping children experience new things, exploring their creativity, getting out into the great outdoors, and helping them to make many firsts.





Liam, Diageo Employee

Liam is one of many people who has secured a full-time position through the support of **Enable Works**. He joined Diageo, a global leader in beverage alcohol which has an outstanding collection of 200 brands across spirits and beer and sold in 180 countries. Committed to diversity, equity and inclusion, and with the help of Enable Works, Diageo has recognised the power of inclusion and the need to represent the communities they serve.

To support their aims of becoming a more inclusive workplace; the team at Diageo was supported by Enable Works to devise a supported internship programme, 'We Are All Able'. Enable Works plays a crucial role in the delivery of the programme, providing a comprehensive disability awareness and inclusive management education programme.

> ***"Progressing through to the apprenticeship has made the opportunities I have limitless. It has made me confident within myself and teaches me how to tell myself 'I can do this!' No matter how many people say, 'you can't do it' because you're having issues. It has made me the person I am and I believe that all people are equal, disability or otherwise."*** said Liam.

In recognition of this innovative and impactful programme, Diageo and Enable Works received Employer Partnership of the Year at the Employment Related Services Awards, as well as Liam, who was recognised as Modern Apprentice of the Year against 22,000 other modern apprentices.

Claire McKendrick, Head of Scotch Strategy, Diageo, said:

> ***"We thoroughly enjoy being a partner of Enable Works. The knowledgeable team has really engaged our people and helped us to think differently about how we interact with and employ people who have a disability. They have brought to life the ways to enable people who have a disability to find work and develop their skills."***

Enoch, Breaking Barriers graduate

Enoch joined Enable's Breaking Barriers programme enabling him to attend leading university, Edinburgh Napier, where he would complete a work placement at EY. He was referred by a community support worker, who noted that they felt Enoch would benefit from joining the cohort to develop his communication and social skills. At the beginning of Enoch's Breaking Barriers journey, he was hesitant to interact with the other young people in the group. However, after week two, Enoch settled into the group and formed close friendships with his peers. Enoch's confidence grew week-to-week, where he truly found his voice. Enoch is now looking forward to exploring a career in gardening. The programme allowed Enoch to gain clarity in his career path and map out a vision for his future; testament to the strength of the programme and demonstrating how young people can flourish in the right environments, with the right support.

With only 8.6% of school leavers who have a learning disability going onto university, Enoch is breaking the mould with the support of our partners and his support network.

His mum, Fumi, said:

"It demystified the world of work and it shows that in the workplace some people are embracing diversity which is good to know. Before now, he couldn't get into any programme and he felt rejected, but since this programme his confidence has grown. He knows if he puts in the effort, he is able to achieve something good. I see him smiling all the time and I'm happy and grateful to Enable and the Breaking Barriers programme. It has been a truly inclusive journey for us."





Joe, Breaking Barriers graduate

Before Breaking Barriers, Joe lacked confidence and couldn't see a clear path into work. After completing his semester at Strathclyde Business School and a supported placement with ScottishPower, working across multiple teams and building practical skills in a real environment, that changed.

Joe progressed into a role in ScottishPower's HR team, then secured a permanent position within Enable's Legal and Corporate Governance team, where he continues to thrive today.

"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, Breaking Barriers Graduate and Trainee Paralegal

Partnerships in Action – Breaking Barriers

Supporting Young People Through Education and Work

Breaking Barriers

Founded by Enable, the University of Strathclyde and ScottishPower, Breaking Barriers is an award-winning programme that creates inclusive pathways into higher education and professional careers for young disabled people. Combining accredited learning, employer mentoring, real-world work experience and personalised support from Enable Works, the programme equips participants with the skills, confidence and experience to succeed in higher education and beyond.

Proven Impact

Since launching, Breaking Barriers has supported more than 220 graduates, with 97% progressing into positive destinations. The programme has been recognised nationally, including receiving the prestigious Times Higher Education Award for Initiative of the Year, reflecting both the strength of the partnership model and the life-changing outcomes it delivers for young disabled people.

Building the Future Workforce

Breaking Barriers continues to expand through new university and employer partnerships, helping more young disabled people access higher education, develop the skills employers value and progress into meaningful careers. The programme also supports employers to build more diverse talent pipelines and create workplaces where disabled people can succeed and thrive.



"There is no programme which ScottishPower runs that delivers greater impact or that has given me more pleasure to support. Thank you to Enable and the University of Strathclyde Business School. Breaking Barriers – it does what it says!"
Keith Anderson,
Chief Executive, ScottishPower



"As the 'place of useful learning', Strathclyde is committed to being socially progressive. This also means being inclusive and opening higher education to all, so we are delighted to be pioneering the Breaking Barriers initiative."
Professor Sir Jim McDonald GBE, former Principal & Vice Chancellor University of Strathclyde

"Breaking Barriers is a pioneering demonstration of the power of public, private and social sector organisations working in partnership to address societal challenges. Ensuring we open opportunities to everyone and do not exclude people from realising their talent is essential not only to being a truly diverse, equitable and inclusive society, but also to our national economic prosperity."
Theresa Shearer, FRSE
CEO, Enable



Ensuring Governance Excellence

Leadership and Oversight
Enable is led by a Board of Trustees who offer their time and expertise to guide the organisation's growth and development.

Diverse Expertise
Our Trustees bring a wide range of skills from law, finance, academia, and leadership, including personal experience with disability.

Committees and Advisory Groups
Trustees serve on our Audit and Risk Committee, Nominations and Remuneration Committee, and Clinical Safeguarding Committee, complemented by insights from external specialists.

Community and Advocacy
Self-advocates and supporters play a crucial role in our Scottish Council, advising and guiding our campaigns and activism.

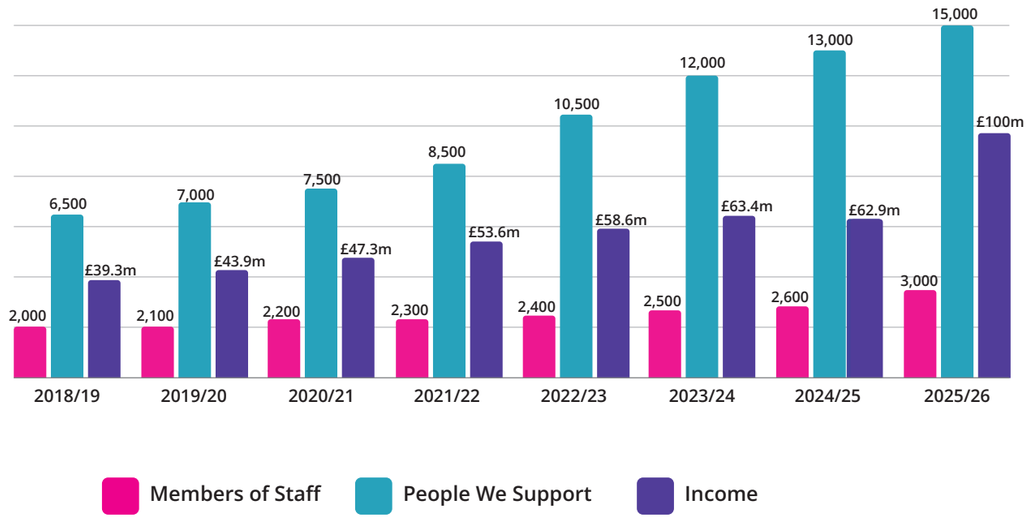
Securing Sustainability and Growth

Sustained Growth
Over the past 10 years, Enable has significantly expanded our reach and impact, simultaneously extending our influence internationally.

Consolidation for Good
In welcoming The Mungo Foundation, Crossroads Caring Scotland and Milltown Community into Enable, we have grown our reach, scale and impact across the country, whilst creating a safe harbour for other charities to benefit from Enable's commercial strength; operating model; and continued investments in people, technology and innovation.

Future Focus
We aim to leverage the resilience and strength of our three pillars to further enhance our reach and impact, striving for an equal society where everyone has the opportunity to thrive.

Enable's performance from 2018 - 2026



Partner with Enable

Let’s create change together

We believe everyone should have the right to live the life they choose, pursue a meaningful career and participate fully in their community.

Achieving that takes more than one organisation. It takes ambitious partnerships with organisations, businesses and funders who share our belief that things can and should be different.





Whether you want to create greater social impact, open up opportunities, strengthen communities or turn your commitments on inclusion into meaningful action, Enable can help you make it happen.

Our reach across Scotland, our expertise and our three specialist pillars **Enable Cares**, **Enable Works** and **Enable Communities**, mean we can build partnerships that respond to your priorities while creating lasting change for the people and communities we work alongside.

Let’s turn shared ambition into lasting impact.

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