



ENABLE Scotland Annual Review 2019 - 2020



**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

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ENABLE Scotland was founded in 1954 by five sets of parents of children who had a learning disability who believed that their children had the same rights as everyone else to live the life they choose. 66 years later, this remains what ENABLE Scotland believes and fights for today.

ENABLE Scotland has grown into one of the country's largest care charities, with income of around £44m in 2019/20, and on a trajectory towards £50m.

Across the charity's three pillars, we deliver community projects and campaigns, employability and training, and human rights-driven self-directed health and social care for people throughout Scotland.

Employing 2,200 staff and with over 5,000 members and supporters, ENABLE supports over 4,000 people to live independently as active citizens in their local communities.



03 Welcome



I am delighted to introduce ENABLE Scotland's 2019/20 Annual Review, reporting a fifth consecutive year of positive results for our charity.

This was a very special year as we marked the 65th anniversary of ENABLE Scotland in April 2019. It was an honour to be joined by almost 300 guests for a special reception in the Scottish Parliament to mark the occasion, at which the First Minister paid tribute to the work of our charity, past and present, in fighting for the human rights of people who have a learning disability in Scotland.

We really went big to celebrate this milestone in ENABLE Scotland's history, with our biggest ever Fundraising Ball, our best attended Annual Conference, and our most walkers ever on the Kiltwalk.

Of course, the 2019/20 year ended with the country going into lockdown as the Covid-19 pandemic arrived on our shores. Those massive events that celebrated our charity, brought in new supporters and raised vital funds suddenly felt very distant.

In those exceptionally challenging circumstances, our relentless focus on 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.

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

Theresa Shearer
Group CEO

Our values as a charity and the exceptional contribution of colleagues across the organisation in 2019/20 ensured we were well equipped to meet the challenges that lay ahead, to keep the people we work for safe and well, and to continue on our mission to build an equal society for everyone.

In 2019/20, we:

- Paid our entire workforce at least the Scottish Living Wage for all hours worked;
- Continued to deliver demonstration sites to successfully test the impact of a higher hourly rate on recruitment and retention;
- Fully implemented a £1m investment in digital technology for our frontline;
- Supported more disabled people than ever with employment, training and education;
- Launched our In Safe Hands? campaign against seclusion and restraint in schools;
- Held our biggest ever Fundraising Ball;
- Achieved strong financial results in a challenging environment, with a surplus of £17,000;
- Mobilised our workforce to respond to the unprecedented challenge of Covid-19.



04 Campaigning for Change

Every day, ENABLE Scotland campaigns for an equal society.

In 2019/20, we:



Engaged constructively with the **Independent Review of the Mental Health Act**

securing a recommendation that **Learning Disability and Autism** should be removed from the legal definition of mental disorder



Launched our In Safe Hands? Campaign

calling for an end to the inappropriate and unregulated use of seclusion and restraint in schools, with coverage on **BBC News, STV, BBC Good Morning Scotland,** the front page of **The Herald,** and a **Member's Business Debate** in the **Scottish Parliament**



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.**



05 Campaigning for Change



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



Sponsored the



IASSID conference in Glasgow

which brought together delegates involved in the academic study of **learning disabilities from all over the world**, hosting fringe meetings on **Inclusive Education, Social Care and defending human rights**.



Participated in **inclusion europe**

Hear Our Voices self-advocacy events, where our members shared their **ideas and experiences** and **learned from partner organisations across the continent**.



#ENABLE65

ENABLE Scotland celebrated its 65th anniversary in 2019/20, with a year long #ENABLE65 campaign.

In April 2019, almost 400 members, supporters and friends of ENABLE Scotland came together in the Scottish Parliament for a special reception to mark the occasion hosted by Jackie Baillie MSP and addressed by the First Minister, Rt Hon Nicola Sturgeon MSP.



RAISE
DONATE
COMMIT
#ENABLE65





In November 2019, we held our annual conference and AGM at the University of Strathclyde Technology and Innovation Centre. A record 373 delegates signed up for the event - an increase of 72% on attendance in 2018.

The event was hosted by our President Hazel Irvine, featured a specially recorded message from the Minister for Equalities, Christina McKelvie MSP, heard a keynote speech from ScottishPower CEO Keith Anderson, and saw our staff and members awards presented, which had attracted 120 nominations. 100% of attendees rated the event as good or great, up from 95% the previous year.

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

ENABLE Scotland delivers a wide range of projects, research, membership-led campaigning, fundraising and policy influencing activity – all in pursuit of our vision of an equal society for every person who has a learning disability.

In 2020/21, ENABLE Scotland delivered:

Supported
897
adults and children
who have a learning
disability

through a
combination of
local groups,
membership
support and
charitable
projects.

continuing to
enhance the
involvement and
participation
of members.

33
Adults & ACE
Youth Groups
(Active Communities of
Empowered people)

Specialist welfare
rights advice and support,
which has secured over

£5m
n benefits

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

Our successful
Scottish Government funded
project to promote awareness
of the principles of

**Self-Directed
Support (SDS)**

and advice and support
for families to exercise
their right to SDS.

During 2019/20, ACE members served on the Scottish Government's **Keys to Life Expert Group**, and the **Mobility and Access Committee** – effectively demonstrating the sector-wide reach, and impact, of our members' voices.



09 ENABLE Works

Only **7% of people** who have a learning disability in Scotland are in paid employment. **ENABLE Works** exists to change that.

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 Marriott Hotels, which opens up higher education and major corporate workplaces to young people who have a learning disability.

In 2019/20 ENABLE Works:



Supported

2,200 people

who have learning disabilities and other disabilities to develop their **employment** skills



Supported

400 people into **paid work**



Delivered the successful **Stepping Up** programme in over **60 schools**



Celebrated

5 successful years of the **All in Edinburgh** programme.



Launched the new **All in Dundee** consortium.



Supported

16 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 one of the largest social care charity's in Scotland, and a UK top 50 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.



An enhanced rate of at least **£10 per hour** in our Reward to Retain demonstration sites.



I commit to breaking down barriers to an equal society for every person who has a learning disability

I will:

> Be respectful towards people who have learning

BE THE CHANGE

- BE OPEN
- BE RESPECTFUL
- BE UNDERSTANDING
- BE SUPPORTIVE
- BE A FRIEND



A digitally enabled workforce with all PAs issued with a smartphone



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



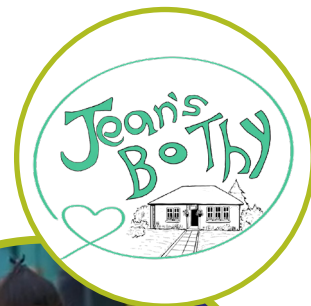
80% of services receiving Care Inspectorate grades at 5 (very good or 6 (excellent), against a national average of 60%



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.



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



12 Fundraising

In May 2019, we held ENABLE Scotland's biggest ever Fundraising Ball to celebrate our 65th anniversary. The event achieved a record fundraising total of £181,500 to support our charitable services, with a performance from Heather Small of M People, and hosted by television personalities Fred MacAulay and Dougie Vipond.

In Glasgow, Aberdeen, Dundee, Edinburgh and Dumfries, ENABLE Scotland supporters once again got involved in the Kiltwalk in huge numbers. In 2019, a record 677 walkers raised almost £34,000, placing ENABLE Scotland in the top ten Scottish charities participating in the event. An incredibly generous 40% top-up from Sir Tom Hunter took our total close to £50,000!

In November 2019, we held a very special Breaking Barriers Charity Dinner hosted by sports broadcaster Hazel Irvine with guests from the world of rugby, including All Blacks legend Sean Fitzpatrick, where corporate supporters learned more about our Breaking Barriers initiative and pledged their support for the programme.

Our thanks to everyone in the ENABLE Family who fundraised, sponsored or donated to help us deliver our life-changing charitable projects and services.

We would like to thank all our funders in 2019/20 for their vital contribution to our charity's work:



13 Annual Accounts



In 2019/20:



ENABLE Scotland's income:
£43.9 million
 (up £4.8m from 2018/19)

ENABLE Scotland's expenditure:
£47.9 million
 (up £4.7m from 2018/19)

ENABLE Scotland's surplus:
£17,000

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 more people.
- We raised more money from fundraising events, including our biggest ever Ball.
- We paid all our Personal Assistants (PAs) at least the Scottish Living Wage for every hour worked – including overnight support – throughout the whole year.
- We spent an extra **£237,000** to recruit and retain staff in services where recruitment has traditionally been difficult.
- We spent **£360,000** to give all our staff smartphones. This helped us to have a digitally enabled and connected workforce.

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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