



# enable

**enable**  
cares

**enable**  
works

**enable**  
communities



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# Supporting people, employers and communities

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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.



# A Word from our CEO

**I am delighted to introduce you to Enable. Enable is a charity and social business where we 'demonstrate by doing'; driving change locally, nationally and internationally through our impact and influence.**

By driving excellence in social care, innovating in employability, and leading ground-breaking campaigns led by our self-advocates, Enable has established itself as one of the country's leading charities, championing diversity, equity and inclusion for seven decades.

Those visionary families who founded our charity 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.

As we celebrate 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) Article 19 the right to live independently and be included in the community.

**Enable Cares** supports over 1,000 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 who are facing barriers to employment to obtain and sustain high quality and rewarding careers. We provide a variety of work programmes, training and resources to



help people who face significant barriers to employment. Crucially, we also help employers recognise and realise the benefits of a more diverse workforce, with our Diversity, Equity and Inclusion consultancy supporting businesses to be truly inclusive.

**Enable Communities** is the beating heart of the charity, 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 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.

In May 2024, we were honoured to host 450 delegates from 40 countries around the world in Glasgow for the Europe in Action conference; a truly outstanding and inspiring week of learning, knowledge-sharing, insight and networking to advance our cross-border commitment to disability inclusion.

**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

**2,500**

employees across  
the organisation

**12,000**

members and  
supporters

**126%**

growth in income since 2017,  
with an average annual growth  
more than 3x the sector average

**13,000**

people supported annually

**£70m**

annual income across the  
organisation

**Top 40**

largest non-public sector  
employers in Scotland

# Building an Equal Society

**Enable is a modern, vibrant charity which strives to deliver an equal society for every citizen.**

For us, an equal society means everyone has the right to live in the community of their choice, where they can access their human rights to participate as active and respected citizens through work, friends, and relationships. We believe that an equal society is realised when all of the assets of all individuals are fully utilised.



## 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 supports over 1000 people across Scotland to access the PA Model to live independently in the community they choose, close to those they love.





## Our Impact:

**£54m**

annual income

**2,200**

employees

**1,000+**

people supported to live independently

**2.5m**

hours of social care support provided each year across 27 local authority areas

**Living Wage Accredited**

award-winning Living Wage Accredited Employer

**9.2%**

annual income growth, more than double the social care sector average

**83%**

of Care Inspectorate registrations with at least one grade 5 (very good) or 6 (excellent), in comparison to a sector average of 77%



Scan for more information

## Closing the Disability Employment Gap & Driving Disability Inclusion

**Enable Works** is a leader in promoting disability inclusion across the UK, supporting people with barriers to work into well paid, sustainable careers. We empower businesses to reshape their approach to diversity by supporting inclusive recruitment, delivering tailored training, and ongoing employer partnership.

### **Partnering for Impact**

Our 'All in Partnerships' initiative aligns closely to UK and Scottish policy priorities, transforming employability services and helping employers create environments where all individuals can thrive.

### **Transforming Workplace Practices**

We work with businesses to create inclusive recruitment processes and provide training, ensuring companies accommodate the diverse needs of their workforce.

### **Industry Leaders**

Through partnerships with employers from local SME's to global industry leaders, we demonstrate that inclusion boosts innovation, employee satisfaction and organisation success.



## Our Impact:

**£14m**

annual income

**150**

employees

**9,000**

people with disabilities assisted to develop their employment skills

**1,100**

people supported into paid work this year for Enable Works

**2,000+**

employers supported to be inclusive

**75 Schools**

where 'Stepping Up' delivered to 1,050 young people with disabilities, with 98% moving onto positive progressions into further education, training, or employment

**'All in' Partnerships**

active in 14 areas across the country, supporting 4,150 people in 2024/25, achieving 3.5 jobs for the average cost of 1 job on traditional employability programmes



Scan for more information

## Energising Communities Through Action and Advocacy

**Enable Communities** leads the charge in supporting individuals with learning disabilities to be self-advocates, working at an individual, community and national level to drive meaningful change.

### Championing Equality and Inclusion

With 175,000 people with learning disabilities in Scotland facing significant stigma and exclusion, our goal is to ensure no one is alone. We work to make communities welcoming and supportive, allowing individuals to access their rights and opportunities.

### Enabling Change Through Active Community Engagement

We support our 12,000 members across 32 local authorities to have their voices heard. Our Self-Advocacy Forums and Community Groups give people the chance to be active community members and our campaigns further support and drive change for a more equal society.



## Our Impact:

**£2.4m**

annual income

**30**

employees

**12,000**

campaigners and supporters  
across 32 local authority areas

**2,000**

people supported each year  
through charitable projects

**27**

local branches

### 'Rights Now!' Campaign

launched to support people with learning disabilities to advocate for their rights in self-directed care, inclusive education and employment, community inclusion, and to hold public bodies accountable



Scan for more  
information

## 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 she lives in, 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 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!”**

Danielle is pictured with her local Brownie club where she volunteers her time as a leader and loves spending time with children helping them to make many firsts, exploring their creative side, getting out into the great outdoors and learning how to look after themselves, and others in the world we live in.





## Liam, Diageo Employee

Liam is one of a number of graduates who has secured a full time position in employment 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 play a crucial role in the delivery of the programme, providing a comprehensive disability awareness and inclusive management education programme. To date, 13 people have graduated through the programme including Liam, who previously struggled to find a job and who, through his own admission, he would not have been successful through Diageo's traditional recruitment methods. Now a thriving and key member of the Diageo team, Liam said:

**“ Progressing through to the apprenticeship has made the opportunities I have limitless. It has made me especially 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.”**

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, Diageo, Operations Manager, 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.”**







ScottishPower

## Joe, Breaking Barriers graduate

Initially, Joe enrolled in a one-year nursery teaching course but left due to mental health challenges and insufficient support. He has a learning disability affecting his motor skills, balance, speech, communication, and learning.

After leaving college, Joe received one-to-one employability support from Enable. He improved his CV and interview skills and was introduced to the Breaking Barriers programme. Although initially hesitant, he was encouraged by the Programme Lead and past participants and decided to apply.

Joe completed a semester at Strathclyde University's Business School with tailored support, including mentoring and assistance with assignments. He then undertook a work placement with ScottishPower, gaining insight into business operations.

After graduation, Joe joined ScottishPower's HR team as an administrative assistant and later secured a permanent role within Enable's Legal and Corporate Governance team. Since 2020, Joe has transitioned from part-time to full-time, excelling in his role.

Joe reflects,

**“ Before Breaking Barriers, I was a nervous wreck. I lacked confidence and 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 now Enable staff member

# Partnerships in Action – Breaking Barriers

## Supporting Young People Through Education and Work

**Breaking Barriers** connects young people with learning disabilities to top UK business schools and major employers, offering accredited qualifications and valuable work experience.

### **Award-Winning Partnership**

Founded by Enable, the University of Strathclyde, and ScottishPower, this initiative has received prestigious awards, including The Times Higher Education Award for 'Initiative of the Year,' for its groundbreaking impact.

### **Proven Success and Growth**

With 163 graduates and 90% progressing to positive outcomes, the programme is recognised as a successful model of collaboration across sectors, advancing diversity, equity, and inclusion.

### **Join Us in Expanding Opportunities**

We are eager to partner with more organisations to scale Breaking Barriers and create even more opportunities for young people with learning disabilities to achieve their full potential.



“ *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 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 volunteer 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 charity 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 Advisory Group, 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 Financial Strength and Growth

## Sustained Growth

Over the past 8 years, Enable has rapidly expanded, doubling in size and impact, and increasingly extending our influence internationally.

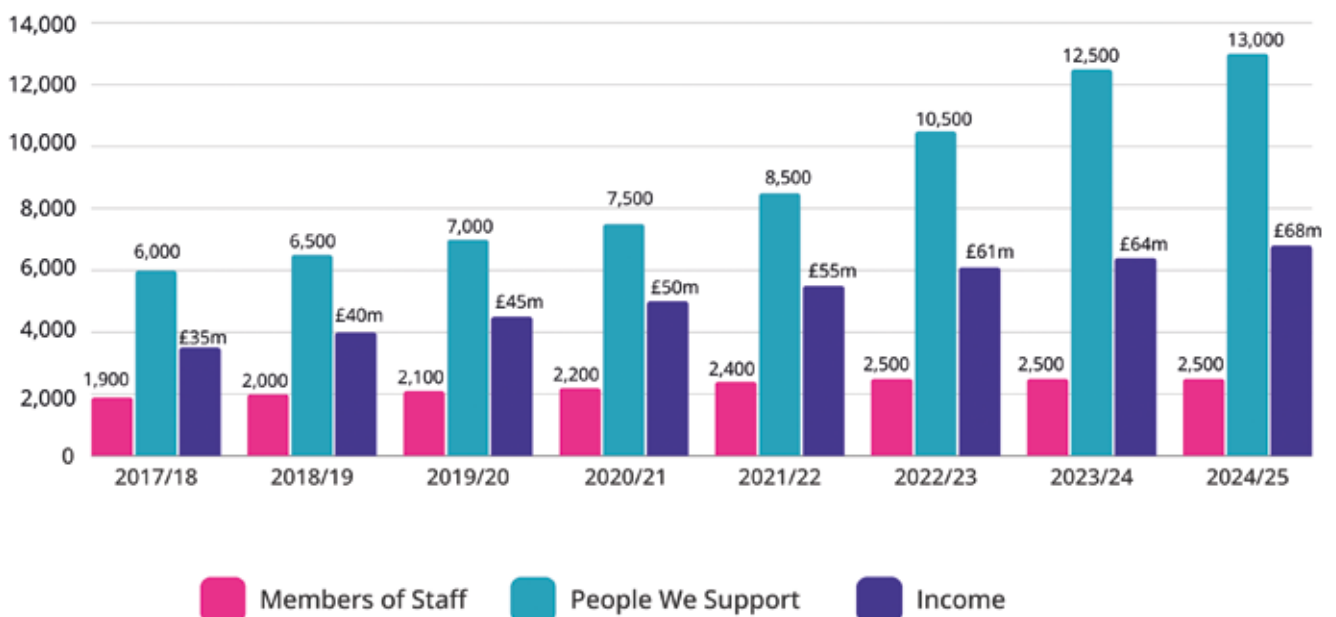
## Resilience Through Challenges

Despite the global COVID-19 pandemic and economic strains, Enable has maintained stability, with **Enable Cares**, **Enable Works**, and **Enable Communities** continuing to grow and deliver impact.

## 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 2017 - 2025



## Help us Elevate Social Care and Empower Communities

Enable's ongoing success as one of the country's fastest growing charities demonstrates that we are an ideal partner for organisations and businesses looking to make a positive difference in the world.

Building upon the resilience of Enable, and the continued demonstrable strength of our three pillars – **Enable Cares**, **Enable Works** and **Enable Communities** – our focus is to further grow our reach and our impact as we work for an equal society where everyone has the right to live, work and participate in the communities of their choice.



### **Enhance Social Care with **Enable Cares****

Collaborate with Enable Cares to tap into an industry-leading model that enhances social care. Our innovative approaches place individuals at the centre, empowering them to make their own decisions and thrive within their chosen communities.

### **Drive Workplace Inclusion with **Enable Works****

Join Enable Works to revolutionise disability inclusion in the workplace. Our expertise helps businesses create supportive and inclusive environments through groundbreaking recruitment practices and tailored training programmes.

### **Empower Communities with **Enable Communities****

Partner with Enable Communities to build inclusive local networks and advocate for equal opportunities. We work to ensure everyone is valued and supported, creating a more just and connected society.

## **Join Us in Creating a Fairer Society**

We seek like-minded individuals and organisations to collaborate on driving diversity, equity and inclusion. Together, we can influence change on a national and global level, making a meaningful impact for a fairer, more inclusive society.

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



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