



# Annual Review 2024/25



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## Welcome

**Enable operates across three distinct pillars, delivering self-directed health and social care support within Enable Cares, employability and training services within Enable Works, and charitable projects and campaigns within 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 3,500 staff, serving 14,000 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.



**enable**  
cares

**enable**  
works

**enable**  
communities



# A Word from our CEO

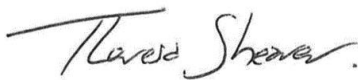
I am pleased to present Enable's 2024/25 Annual Review, covering the year in which we celebrated our 70th anniversary. It was also our tenth consecutive year of growth in impact and influence as a leading charity advocating for the human rights of disabled people in Scotland, across the UK and internationally.

Guided by the UN Convention on the Rights of Persons with Disabilities (UNCRPD), we are committed to making those rights a reality for every disabled person.

Having welcomed Milltown Community into Enable in February 2024, we were delighted to welcome Crossroads Caring Scotland into Enable from October 2024, and The Mungo Foundation from April 2025.

All three charities that have transferred into Enable since the start of 2024 have represented strong cultural fits with our values and mission.

Thank you to our Enable team, Trustees, members, supporters, and fundraisers for helping us drive change and deliver exceptional results across the charity.



**Theresa Shearer** FRSE  
CEO, Enable

## Key Achievements:



9.2% growth in income to £68.7m



Welcomed Crossroads Caring Scotland into Enable



1,500 people supported into sustained paid employment



Hosted Europe in Action, bringing over 450 delegates from 40 countries to Glasgow



Grew Enable's impact as a thought leader in reform, innovation and inclusion in the UK and internationally



# We provide human rights-driven self-directed support through our industry-leading PA Model

Enable Cares is one of Scotland's largest and most impactful social care providers delivering high quality social care through our unique PA Model.

This model allows individuals to fully shape and control their chosen outcomes; from developing bespoke service designs to recruiting their own individualised team of Personal Assistants (PAs). Our PA Model empowers every person we work for to self-determine where, how and with whom they live their lives.

Backed by a strong digital infrastructure, Enable Cares supports 1,200 people to live independently in the community they choose, close to those they love.





## Our 24/25 Impact:

**3m**

hours of social care support provided across 27 local authority areas

**15.6%**

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)

**1,200**

people supported to live independently

**82%**

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



Welcomed Crossroads Caring Scotland 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 to thrive in their own homes in the community



Scan for more  
information



# Closing the Disability Employment Gap & Driving Disability Inclusion

Enable Works is the leading provider of employability support in Scotland. Specialising in supporting disabled people and people with long term health conditions, we moved 1,500 people into sustainable, meaningful employment in the last year.

We design and deliver tailored programmes that build confidence, skills, and long-term employability for individuals, while partnering with employers to meet evolving workforce needs.

Through our inclusive recruitment expertise, targeted interventions, and strong employer networks, we create pathways into work and deliver sector-leading sustainability outcomes that are economically and socially transformative for communities across Scotland.

Our flagship Breaking Barriers programme is delivered by Enable Works, connecting young disabled people with world-class universities and leading global employers to create clear pathways into education and sustainable careers.





# Our 24/25 Impact:

7,000

disabled people assisted to develop their employment skills

1,500

people supported into paid work; achieving an 87% sustainment rate to 6 months, 78% to 12 months, more than double the sector average

210

young disabled supported to graduate from the Breaking Barriers programme, with 97% progressing into employment, apprenticeships, or further study

2,200+

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

98%

of young disabled people supported by Stepping Up programme moved onto positive outcomes in employment, education and training

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 All in Glasgow, a partnership of 18 third sector providers, the largest of its kind in Scotland



Scan for more information



Herald Diversity Award  
Winners 2024



ersa Employability Award  
Winners 2024

# Energising Communities through Action and Advocacy

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

Our community projects make human rights real in everyday life. Our adults' and Enable Youth groups connect people, reduce loneliness, and create safe spaces to share experiences, learn and build friendships.

**Access for All** supports organisations to deliver inclusion in sport, culture, and social activities, putting Article 30 of the UN Convention on the Rights of Persons with Disabilities (UNCRPD) into practice. Self-Directed support information and LAC projects empower families, carers, and individuals to access their rights and take control of their support.

Our member-led campaigns, **Rights Now!** and **Enable the Vote**, support people with learning disabilities to collectively use their voices to shape national policy and push for stronger accountability and better implementation of human rights, incorporating UNCRPD into Scots Law.

Enable Communities empowers self-advocates to take action, build more inclusive communities, and makes human rights real for everyone.





# Our 24/25 Impact:

13,000

campaigners and supporters across 32 local authority areas

2,000

people supported each year through charitable projects

414

young people across Scotland benefited from Enable securing the largest-ever single grant from the Motability 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

Article 30

of the UNCRPD inspired a new campaign to deliver the right to participation in culture, arts and sport for all those we serve

210

people and **40 organisations** engaged in our **Rights Now** campaign; a campaign for the Scottish Government to incorporate the UNCRPD into law in Scotland

140+

Enable members engaged in our hustings and information events for the **Enable the Vote** campaign

200+

Enable members contributed to our response to the consultation on the Scottish Government's Learning Disability, Autism and Neurodivergence Bill (LDAN Bill)

25

active affiliate branches with a membership of approx 2,000



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## Go the Distance to Make the Difference

In 2024/25, our supporters stepped up to raise a phenomenal **£17,000** by taking on the Kiltwalk in Glasgow, Aberdeen, Dundee and Edinburgh. We are extremely grateful to our volunteer fundraisers, corporate supporters, colleagues and everyone who helped us to achieve this phenomenal sum.

A variety of thrilling events and challenging activities were introduced such as sky dives, ziplines across the Clyde, Tough Mudder, Inflatable 5K, and abseils off the Falkirk Wheel, to enable our fundraisers to raise an incredible **£56,000**.

The Enable Lottery continues to be popular with our members and supporters, and raises around **£12,000** per year for Enable's charitable projects and services.

Every ticket purchased makes a big difference, and players have shared **over £16,000** in prizes to date – with every ticket in with a chance of winning the **£25,000** jackpot.







## Annual Accounts:

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**In 2024/25:**

**£68.7m**

Enable's Income - Up by £5.8m (9.2%)  
from 2023/24

**£67.2m**

Enable's Expenditure - Up by £5.4m  
(8.7%) from 2023/24

**£1.6m**

Surplus

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

Every day, we see the difference real inclusion makes. In 2024/25, we are proud to share the voices of the people we work for, their achievements, their ambitions and their stories.

## Zak – Enable Works

Zak, who completed Enable's Breaking Barriers programme, is taking part in a Modern Apprenticeship with The Scottish FA. In his role as an Inclusion Administrator, he is supporting the Equality, Diversity and Inclusion team and is helping football clubs meet their responsibilities.



“The reason The Scottish FA does work involving equality, diversity and inclusion is to ensure that all feel welcome and can feel respected without any discrimination. In my job I have developed skills such as confidence, communication and problem solving.”



[Read more](#)

## Ewan – Enable Cares

Ewan has been supported by Enable Cares for 18 years and has worked at South Holding Farm for more than 25 years. As one of the longest serving farm hands, he has always had a passion for animals and a genuine love of the outdoors. It's one of two farms where Ewan works as well as being part of a gardening group. His passions really come to life, contributing to the running of the farm, as he explains:



“I started as a shepherd 24 years ago. I saw sheep shearing through the window when I was a wee boy, and I liked the look of them, so I take care of feeding the animals and watering the plants.”



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## Kirsty Kennedy Hyman

Kirsty Kennedy-Hyman is co-chair of Enable's Self-Advocacy Forum, where she works alongside other members to make sure the voices of people with learning disabilities are heard across Scotland. Through the forum, Kirsty helps to shape campaigns, challenge barriers, and push for real change in law and policy.



**“** As co-chair of the Self-Advocacy Forum, I see people with learning disabilities standing up and saying: 'I Am Here.' They are showing it through breakthroughs in travel, confidence in the community, and participation in sport and culture. They are showing it through campaigns like Rights Now! and Enable the Vote.”



[Read more](#)

## Enoch – Breaking Barriers graduate

Enoch, who joined the Breaking Barriers programme to develop his communication and social skills, quickly grew in confidence and built strong friendships with his peers. He is now exploring a career in gardening, having gained clarity about his future through the programme, as his mum explains:



**“** 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.”



[Read more](#)

# Trustees & Partners

Thank you to our Board of Trustees of Enable Scotland  
(Leading the Way):



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**Prof Margaret  
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## Thank you to our funders, sponsors and partners:



Thank you for reading the Annual Review 2024/25

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



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