

ENABLE Scotland Annual Review 2018/19



An equal society
for every person
who has a
learning disability

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I am delighted to welcome you to ENABLE Scotland's 2018/19 Annual Review.

In these pages, you will read about the achievements of a modern, vibrant organisation celebrating 65 years of transforming lives and communities across Scotland.

I am proud that in my role as the 6th CEO of ENABLE Scotland, we can present a fourth consecutive year of positive results for the charity, allowing us to invest further in our frontline staff who support 1,100 adults and children to live in their communities and to increase our impact to create a more equal society for every person who has a learning disability

We have once again delivered an operating net surplus, from which basis we took the decision to invest further in our frontline workforce and deliver the Scottish Living Wage rate for all hours worked backdated to 1 January 2019.

02 Welcome

We entered 2018/19 with a mission to continue the positive trajectory of the last three years, enabling us to extend our reach to support more people and to invest in our frontline strategy, which we have achieved.

This additional cost of £315k to the organisation, has had the impact of us returning an outturn year end position of £87k deficit – but we are clear that investing in our people at the frontline is the best use of charitable resource in the current climate, and that this investment is only possible due to our strong performance over the last four years.

Our decision to continue investing in frontline excellence has once more been reflected in our 2018/19 Care Inspectorate grades, with 80% of our social care services being graded Very Good or Excellent – with Excellent being the highest grade that the Care Inspectorate can give.

We have also delivered excellence and innovation in our employability work. Fewer than 7% of people who have a learning disability have a job, and we work every day to change this. Over the course of 2018/19, the ENABLE Works team supported over 1,500 people who have learning disabilities and other disabilities to develop their employment skills, with 420 being supported into paid work this year, up from 298 in 2017/18.

It has been incredible to witness the early impact of our innovative new programme with partners at Strathclyde University Business School and Scottish Power, Breaking Barriers. This has created the opportunity for a cohort of 8 young people who have a learning disability to access world class higher education and work placed learning. This year we welcomed another strong partner, The Marriott

Group, to the programme. We look forward to great things again as we extend the programme into 2019/20 with 15 students.

Our active membership is what continues to give ENABLE Scotland our credibility and mandate for our successful campaigning work, and I am proud that in 2018/19, our 33-strong ACE network continued to meet regularly, and offered a unique series of Get To Know Us Events in their local communities across Learning Disability Awareness Week, encouraging local people to learn more about learning disability and simply get to know them over a cup of tea – breaking barriers in a different way at grassroots level where ENABLE Scotland started.

We have once again delivered an operating net surplus, from which basis we took the decision to invest further in our frontline workforce and deliver the Scottish Living Wage rate for all hours worked backdated to 1 January 2019.

As CEO in our 65th year, it gives me great pleasure that ENABLE Scotland continues to work in partnership with organisations, communities and most importantly, people, to progress our mission and the founding family's principles of an equal society for every person who has a learning disability.

Theresa Shearer
CEO



03 Welcome to #ENABLE65!



ENABLE Scotland was founded in 1954 by five sets of parents determined to fight for their children's rights, the charity has campaigned ever since for an equal society for every person who has a learning disability - enabling change, supporting people into employment and delivering excellent quality personalised social care.

In 2019, ENABLE Scotland celebrates 65 years of transforming lives and communities across Scotland.

Together, with our members, we:

- Won the right for children to get an education in the 1970s
- Got people out of long stay institutions in the 1990s
- Won the right for people to direct their own care and support in the 2000s

We have a lot to be proud of. But we still have a lot to do.

As part of our 12 month plan to mark the charity's 65th year, we launched #ENABLE65, a new campaign to build foundations of ENABLE Scotland's future for the next 65 years.

The campaign was officially launched at our biggest ever Annual Conference in November 2018, with over 300 delegates at the University of Strathclyde's Technology and Innovation Centre in November. We had the privilege of hearing from Professor James Curran, son of founding family member Professor Samuel Curran, who gave a very thoughtful and rousing speech on creating an equal society for every person who has a learning disability:

"Know more about the issues than everybody else, be honest, be compassionate, be aware, it is always easier to ignore than to help. A healthy society absolutely must be an equal society."

The campaign called on people from across the country to 'Raise, Donate, Commit' and get involved in helping the charity break down

barriers and continue to support thousands of adults and children with a learning disability to live the life they choose.

Whether that was ENABLE Family members lacing up their trainers and taking part in the Kiltwalk or simply donating to the cause, ENABLE Scotland urged people to get involved in whatever way they can.

In 2019, families still need our support. People who have learning disabilities are still lonely and isolated. When they are not ignored, they are often bullied. Most don't have jobs and don't have the prospect of going to university. People will die 20 years younger than the general population, and less than 1 in 3 of the people we support can name at least one close friend. But with the ENABLE Scotland family's help, they can – and do – change all that.

In April, ENABLE Scotland's 65th celebrations will be celebrated at a parliamentary reception at The Scottish Parliament, hosted by Jackie Baillie MSP and addressed by the First Minister of Scotland, Rt Hon Nicola Sturgeon MSP.



Scan to watch the We Are ENABLE Scotland video!



04 ENABLE Family

As we celebrate 65 years of breaking down barriers alongside our members, we are proud that we remain the largest member-led learning disability charity in Scotland. The experiences of our members are at the heart of every decision we make.

We have continued to develop our Scottish Council who have met four times this year. We have increased our efforts to facilitate the participation of our members in influencing and delivering our campaigning agenda, and elected ENABLE Scotland member, Ivan Cohen, who has a learning disability as Convenor of Scottish Council for the first time ever in the charity's history.

Our active membership is what continues to give ENABLE Scotland our credibility and mandate for our successful campaigning work. In 2018/19, our 33-strong ACE network continued to meet regularly, working nationally and in Europe, via our membership with Inclusion Europe, to deliver events informing people of ACE's incredible campaigning achievements.

Our national Freephone helpline, ENABLE Direct, continues to be a valued resource for our members, taking a record 1,977 calls, emails, and website enquiries this year from families who are looking for information about their rights and how to access support. The number of enquires has went up by 5% from 2017/18.

Our Welfare Rights service also continues to provide much needed guidance and support for our members across the country to navigate their rights within the social security system, with 372 people supported to claim over £620k of unclaimed benefits.

Our valued East Renfrewshire and Midlothian LAC programmes both celebrated 15 years of supporting people who have learning disabilities in their communities to access their rights.



37 Branches

5000 members and supporters

33 ACE (Active Community of Empowered people) Groups

ENABLE Scotland Instagram launched

72% increase in website traffic



Scan to watch the East Renfrewshire LAC Video.



05 ENABLE Lives

In a challenging economic landscape for the social care sector, we have continued to invest in our staff at the frontline ensuring that people who have a learning disability receive the quality of support they need, as often as they need it, from well rewarded and happy staff.

We took the decision to invest further in our frontline workforce and deliver the Scottish Living Wage rate for all hours worked backdated to January 2019. We believe that investing in our frontline staff is the best use of charitable resource in the current climate.

Our dedication to investing in frontline excellence has been reflected once again in our 2018/19 Care Inspectorate grades, with 80% of our social care services being graded Very Good or Excellent – with Excellent being the highest grade that the Care Inspectorate can give.

Our commitment to front line staff was once again justified. In November, ENABLE Scotland were awarded Carer Positive status, awarded to employers who introduce working practices that aims to make life easier for those who have caring responsibilities.

ENABLE Scotland's reputation as the 'go-to' provider in the support of more individuals with complex needs continues, with new substantial services in Edinburgh, East Lothian and South Lanarkshire.

This is more important than ever following the publication of the Coming Home report, which identified that 700 people are being cared for away from their communities due to lack of local support.

ENABLE Scotland commented on the report during an appearance on BBC Scotland in December.

ENABLE Recruits, our internal recruitment agency continues to focus on a person-centred approach to recruitment. Our recruitment specialists work to find people with the right values to join the charity and match them with individuals. In 2018/19, we employed over 650 people to bring out the best in the people we support. The team's fantastic work made the shortlist for the Best In-House Recruitment Team at the 2019 S1 Awards!

One of our incredible Personal Assistants Joe explains what working with ENABLE Scotland means to him.

“Everyday feels like you have contributed in some way, I jump out of the bed in the morning wanting to get to work, I absolutely love it.

To see the person I support live the life they choose is an absolute pleasure to be a part of.”



06 ENABLE Change

We were founded in 1954 as a campaigning voice by parents to ensure that their children who had learning disabilities did not suffer social exclusion and could have the same opportunities as others to live full lives with choice, opportunity and freedom. 65 years later, we continue to campaign for an equal society.

You Can't Stop the Beat!

In August 2018, to mark the Year of the Young People 2018, our ACE Youth Groups received Big Lottery Funding to deliver You Can't Stop the Beat, an inclusive live music event at the popular SWG3 venue in Glasgow, featuring a live performance from X factor finalist Emily Middlemas. The event and concept was designed by our ACE Youth members, and featured a silent disco, chill out zone, a gaming zone and karaoke. The event was covered by national press including STV and the Daily Record.

ACE campaigner Rachel explained the importance of accessible gigs:

“The reason I got involved with You Can't Stop the Beat was because of my own experiences of going to gigs. I realised something had to change. The event that we put on was brilliant because it was all young people together – it was great to just see everyone enjoying themselves and having a brilliant time, as that's what going to gigs is all about.”



Scan to watch our You Can't Stop the Beat video!

ACE Events

ACE and ACE Youth Groups continued their incredible campaigning work, together delivering 23 'Get to Know Us' events during Learning Disability Week in May 2018, attended by 372 people across Scotland. These events were recognised in motions lodged in the Scottish Parliament.

#BetheChange

#BetheChange, our impactful anti-bullying campaign continued to break down barriers. In October 2018, ACE Change Champions, formally launched their workshop resources at COSLA (the Coalition of Scottish Local Authorities). The Change Champions delivered a presentation and workshop to the Health and Wellbeing Board, made up of 32 Scottish Local Authorities and professionals from Health and Social Work across Scotland - committed to making the Talking About Learning Disability lesson plans available to their schools.

Campaigning events

We continue to push our campaigning work to MSPs and MPs on topics such as education, employment and health and social care. ENABLE Scotland hosted a busy fringe meeting at the SNP Annual Conference in October 2018 on the topic of Inclusive Education, which was addressed by the Deputy First Minister, John Swinney MSP.

Zero Project Award Win!

Our innovative ENABLE the Vote campaign, which set out to make the voting process more accessible, was the recipient of the prestigious Zero Project Award, presented to our team in Vienna in March, in recognition of widening access to democracy.





“Congratulations to ENABLE Scotland for its fantastic work enriching the lives of people living with learning disabilities across Scotland for the last 65 years.

ENABLE Scotland has been an essential partner for the Scottish Government, helping to tackle inequalities and supporting the ambitions set out in our learning disability strategy for everyone in Scotland to live full, healthy and rewarding lives.”

**First Minister of Scotland,
Rt Hon Nicola Sturgeon MSP**



**RAISE
DONATE
COMMIT
#ENABLE65**

09 Fundraising

Our incredible ENABLE Family members have once again gone above and beyond, taking on incredible challenges up and down the country on behalf of ENABLE Scotland. We want to say a massive THANK YOU to every member of #TeamENABLE who has raised vital funds leading up to our 65th year!

The Kiltwalk

In 2018, supporters from around the country once again got involved in The Kiltwalk on behalf of ENABLE Scotland. This year, 625 walkers took part in the walks in Glasgow, Aberdeen, Dundee and Edinburgh.

Everyone from our staff, members, corporate partners and branches took on the mammoth events walking a massive 6,368 miles throughout the year. We can't thank our dedicated supporters enough for raising a staggering £73,143! Long standing member Lesley shared her experiences of walking the Kiltwalk!

625 Kiltwalkers
6,368 miles
£73k raised

"I really enjoyed taking part in the Edinburgh Kiltwalk alongside my fellow ENABLE Scotland colleagues and members – especially Ivan! I'm proud to have raised funds for the charity and I'll definitely take part in another Kiltwalk in the future."

Lesley Learmonth



10 Fundraising

Our Marvellous Members!

On behalf of ENABLE Scotland, our colleague and member Aileen took on the challenge of swimming one mile for #ENABLE65. Aileen loves to keep fit and trained hard to complete 64 continuous lengths of the pool at Paisley Lagoon. Not only did Aileen complete the challenge in record time, she also raised a fantastic £1200! Aileen explains what pushed her to take on the challenge:

"I love swimming and I love working for ENABLE Scotland. I've always wanted to raise money for the charity and doing a swimathon made perfect sense. I trained really hard to make sure I could swim 66 lengths in one go. I was a little nervous on the day but was so happy my colleagues, friends and family were at the side of the pool cheering me on. I smashed it!"

Aileen Curran



Build Up to the 65th Anniversary Ball

As part of the #ENABLE65 celebrations, the build-up is well underway on the 65th Anniversary Ball, held once again in the magnificent Kelvingrove Art Gallery and Museum in May 2019.

This year we have created a new ENABLE Scotland Ball Committee, featuring key corporate partners and supporters, working together to deliver the best possible event for our guests, with top entertainment and once in a lifetime auction items.

Thanks to all our Ball Committee members, this year's event is shaping up to be the biggest in our 65-year history!



**RAISE
DONATE
COMMIT
#ENABLE65**

**ENABLE Scotland
65th Anniversary Ball**

11 ENABLE Works

Fewer than 7% of people who have a learning disability have a job. Our specialist employability service ENABLE Works supports people every day to change this.

Our team work with people from school into adulthood, helping them to develop the skills and confidence they need to find work. Over the course of 2018/19, the ENABLE Works team supported over 1,500 people who have learning disabilities and other disabilities to develop their employment skills, with 420 being supported into paid work this year, up from 298 in 2017/18.

ENABLE Works has successfully grown key funded projects, including All in Edinburgh, our Scottish Government funded employment consortium, Inspiring Scotland, Employability Fund and Fair Start Scotland – Scotland’s first devolved employability programme.

The EAST+ programme was launched in 2018 to provide employment support for people aged 16 and over who have both a learning disability and a criminal conviction, a first of its kind in Scotland. 40% of clients moved into work and were still sustaining this after 6 months, one of EAST+’s clients shared their experiences:

“For the first time in a long time, I have a positive feeling. The programme has helped me want to be a success and that keeps me out of trouble.

I am at college now and feel that my course and the programme are helping me move away from some of the company I kept.”

Since its launch in 2017, The ENABLE Me app developed in partnership with JP Morgan has become a valuable resource that has been downloaded 1,000 times. ENABLE Works have delivered training on the app to organisations around the UK, designed to build key independent travel skills - which is so often a barrier to finding work and being a part of their community.



Fewer than 7%
of people who have a learning disability have a job



Scan to find out more about the ENABLE Me app

12 Breaking Barriers

In line with our vision of an equal society for every person who has a learning disability in Scotland, we are delighted with the progress of our innovative new programme with partners at Strathclyde University Business School and Scottish Power, Breaking Barriers.

The first year of the programme has created the opportunity for a cohort of 8 young people who have a learning disability to access higher education and work placed learning, with support provided by ENABLE Works staff, and graduate with a diploma in business education, alongside other graduates from the University of Strathclyde.

Breaking Barriers was named as the Youth Employment Project of the Year 2018 at the Herald Diversity Awards, but best of all, our first cohort of learners all graduated from Strathclyde Business School in November 2018, and all are now in continued education or employment.

In 2018/19 we have doubled the number of students with an exciting addition of an international learning experience, with the students scheduled to attend an international learning experience at the Comillas Pontifical University in Madrid. Finally, we are delighted to welcome The Marriott Group as a new partner for 2019/20.



“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 and Vice Chancellor of the University of Strathclyde

“We’re proud to be a part of such an exciting new programme and to provide real corporate work experience for these young people.”



Hamish Watson, HR Director Scottish Power



13 Partnerships in Action

We have continued to build strong strategic partnerships with organisations, universities and charities - collaborating on innovative projects such as the 7 Steps to Equal Healthcare.

Life expectancy for people with learning disabilities is 13 years lower for men and 20 years lower for women than for the general population, this must change.

According to NHS Scotland, people with learning disabilities experience difficulty in accessing health services. As a result, health conditions can remain undetected and untreated.

In partnership with Macmillan Cancer Support, we launched 7 Steps to Equal Healthcare, a set of guidelines, training and resources for healthcare professionals designed to enhance the support offered to individuals who have a learning disability who are affected, directly or indirectly, by a cancer diagnosis.

The launch event for the resources was followed by promotion across the country, including a workshop at this year's ENABLE Scotland Annual Conference.

ENABLE Scotland member John, who was diagnosed with Hodgkin's lymphoma in 2007, shares his experiences and the importance of accessible health resources:

"People who have learning disabilities have a right to equal healthcare, and that means people who work in health and social care need to understand that some patients, like me, will need a bit of extra support during medical appointments and treatment.

Scan to access the 7 Steps to Equal Healthcare resources



"If sharing my experiences to develop this resource helps just one person with a learning disability to face cancer head on, then it'll be worth it."

We ended 2017/18 by announcing The Piper Group, our new charity group partnership with Sense Scotland which would house both charities as group members. Both charities had made the decision to come together from a position of strength and help share the cost of continuing to deliver quality care and support to those who need it in their own homes and communities across the country.

Whilst fully committed to the Piper Group at the time of preparing this Annual Review, subsequently to this date, the Board of Sense Scotland took the decision to withdraw from the Group. Whilst disappointed with this decision, the Piper Group has accepted it, and will support a smooth reverse integration, with the principle of no detriment to ENABLE Scotland, and ensuring that the infrastructure investment and digital innovations are protected for the charity.

The Piper Group will continue with its mission to develop efficient and effective infrastructure services to strengthen the ability of the third sector to deliver high quality personalised social care services and support.



Find out more at www.pipergroup.org.uk



Providing equal healthcare for people who have a learning disability



14 2018/19 Annual Accounts Summary

ENABLE Scotland is pleased to present a fourth consecutive year of positive results.

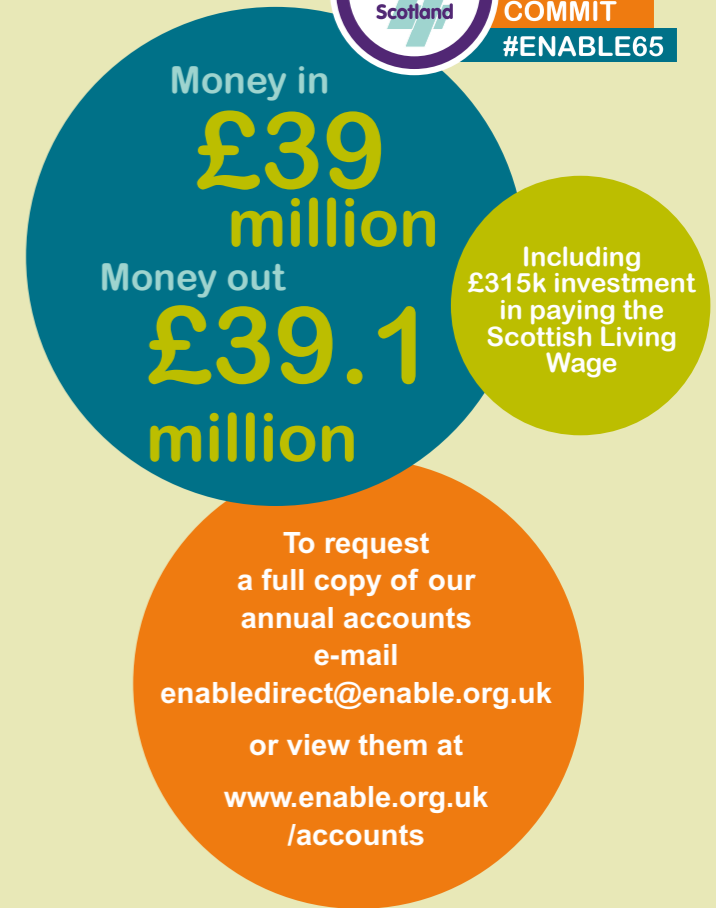
We have once again delivered a robust operating net surplus, from which basis we took the decision to invest further in our frontline workforce and deliver the Scottish Living Wage rate for all hours worked, backdated to January 2019. This additional cost to the organisation, with further investment in frontline staff together totalled £315k. We are clear that investing in our people at the frontline is the best use of charitable resource in the current climate, and that this investment is only possible due to our strong fiscal performance over the last four years.

Entering its 65th year, the charity is now very much in a position of strength, allowing us to continue working towards an equal society for every person who has a learning disability for the next 65 years.

Thank you to our partners





Everything we do is made possible by the incredible generosity of the individuals and organisations that support our cause.

Our heartfelt thanks go to all of our funding partners, corporate supporters, individual donors, volunteers and staff for helping us lead the way towards an equal society for every person who has a learning disability.





Join the **ENABLE** Family today. Contact us to find out how to become a member.

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