



2016–18 Strategy

An equal society for
every person who has
a learning disability





We believe that society can and should be more equal for people who have a learning disability.



Who we are

- ENABLE Scotland is the largest charity in Scotland dedicated to creating an equal society for every person who has a learning disability.
- ENABLE Scotland is a membership led organisation which campaigns, fundraises, and supports people to live good lives.
- ENABLE Scotland was founded in 1954 by five groups of parents of children who had a learning disability, and who believed that their children had the same rights as everyone else. This is still what ENABLE Scotland believes today.
- People who have a learning disability are good employees, great friends, good neighbours and contribute to a richer society in many ways.



- We recruit the best staff who support people to live good lives in their own homes and local communities through excellent personalised services.
- We work with employers to create opportunities for people who have a learning disability to get, and keep, good jobs.
- We create opportunities for people who have a learning disability to campaign, to make friends, to have a say in how ENABLE Scotland is run, and to challenge expectations.

Our vision, mission and values

Vision

A society where every person who has a learning disability will have the choice and control to live the life they choose.

Mission

We will campaign with our members to improve the lives of people who live with learning disabilities. We will work with our customers to create personalised services that reflect our values and enable customers to achieve their goals. We will challenge negative attitudes to learning disability which prevent people living as equal members of society.

Values

RESPECT We respect our customers, members, and each other at all times.

INTEGRITY We are always honest and truthful.

EQUALITY We always treat everyone equally.

ETHICAL We always do the right thing.

AMBITIOUS We always strive to improve the lives of customers and members, and create the best environment for employees.

Strategy



What are we going to do?

Cash

We will maintain our income lines for social care and employment services.
We will work hard in local communities to increase our charitable income so that we can help more people and families.

Customers

We will deliver high quality support to people to live in their own homes and communities.
We will deliver excellent support to help people to get and keep a job.

Co-workers

We will aim to pay the living wage to all of our staff.
We will aim to reduce staff turnover, and recruit and keep more people who share our values.

Challenge

We will deliver effective membership-led campaigns which achieve real change.
We will challenge each other to be the best we can be for our members, people we support and our colleagues.



We will work every day for an equal society for people who have a learning disability.



How we are going to do this?

Collaborate

- We will do this through our services, which support people to live the life they want, and get a job.
- We will do this by reaching out to new members and supporters to join the ENABLE family.
- We will do this by challenging attitudes to learning disability through our campaigning, our work with employers, our model of personalised support and by developing community networks with branches and ACE groups.
- We will **Be the Change** by supporting and challenging each other to deliver the best services to our customer and co-workers.

How will we know we are succeeding?





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