



working with disabled people



**Annual Report**  
2020-21

# Chairman's Introduction

**Welcome to Enable Ability's Annual Report, and thank you for taking the time to read it. The report describes the charity's activities, development and performance for the past year and the plans for the year ahead.**

This has been a most extraordinary year and I want to begin by paying tribute to all our staff and volunteers who have stepped up to support our service users, participants and families in very difficult times. Staff provided services to our most vulnerable young people when schools had to close. Six play scheme hubs were established across the city supporting over 150 children during the spring and summer 2020. Our teenage and youth projects offered online support to participants. Staff placed themselves at risk of contracting the virus pre-vaccination, but nonetheless wanted to support our families who were under huge pressure during lockdown. Such selfless action by our staff, thank you.

We could not have provided this support without strong partnerships so I want to place on record all those who have helped us including Portsmouth City Council, Abri Housing, Pompey in the Community, The Hive, and The Lady Hamilton Public House.

Trustees continued to meet monthly via Zoom to support the charity's operations, support the charity's management and take decisions during the pandemic. Our thanks as always to them for their stewardship. Two of our Trustees, Nicole Quinquenel and Paul Fielon have resigned. I want to thank them for all they have done for us, and look forward to seeing them at future events.

In 2018, the charity adopted a 3 year Strategic Plan, and I am delighted to report that the objectives have been achieved. To this end:

- our operational management has been streamlined and reconfigured to ensure our service delivery is effective. Julie Nethercote is now responsible for all operational services with the exception of Landport Community Centre and the Social Enterprise.
- the website has been redesigned and is now easy to navigate. It has been commended by many of our partners.
- new partnerships have been formed, an example of which is with Hayling Golf Club, where 3 Captains in succession have supported the charity and have raised over £25,000, and still counting.
- we are part of a citywide inclusion programme.
- we have developed a social enterprise with funding from the Big Lottery and European Social Fund.
- we have adopted the charity commission code of governance for Trustees.
- we continue to base our services on the needs and wishes of our participants and their families, through regular review and feedback exercises.

The Strategic Plan will be refreshed at a forthcoming away day involving staff and trustees.

The pandemic has forced us to re-look at how we deliver services, in particular the play schemes. Historically we have provided these in one venue. This wasn't possible during the pandemic, and a new model of providing the support in a number of settings with fewer numbers has been very successful. The participants receive a more tailored experience and staff report greater job satisfaction. Where possible we aim to continue with this arrangement.

The Social Enterprise has had a difficult start because of the pandemic; some activities have ceased but new ones have been created. In particular, Whats It Like, a video production enterprise that produces short videos to help people who are anxious or challenged attending new venues such as clinics or GP practices by showing them what they can expect to find by watching a using a walk-through video. This has been very successful, with one video involving a vaccination centre.

The Community Centre was closed by lockdown for many months, but through grants from the Community Infrastructure Fund has improved access for people with disabilities and enabled further decoration to take place. Thank you to local councillors for their support with this. The centre also hosts a weekly "larder" which provides a range of food items for a small contribution. Our thanks to Paula Windebank from Abri Housing, Fareshare and local supermarkets for their support.

I have mentioned partners and partnerships many times in this report. The charity could not provide the range of services it does without the financial support, co-operation and backing of many organisations both locally and nationally. We will continue to build partnerships to raise essential funds and importantly spread the word about what Enable Ability does for the local community. To all of you reading this report, I urge you to do the same and become ambassadors for the charity, talk to your family and friends about us, look at the website to see whats going on, contribute in any way that you can.

And finally, on behalf of all those who benefit from Enable Ability's support, a huge thank you to our staff, volunteers and funders

**Jon Muller**  
**Chair of Trustees**



# Manager's Report

**I would anticipate that, along with virtually every other charity in the UK, the 2020-21 financial year was quite exceptional as it was so heavily impacted upon by the pandemic. As for so many other organisations, the furlough scheme was vital for both the charity's survival and the protection of jobs for our staff team.**

To maintain as many services as possible, thinking 'out-of-box' became the new normal. Despite the considerable restrictions within which we had to work, we managed to run a meal delivery service throughout the first 5 months of the pandemic. Altogether, we provided over 8,000 meals to the neediest people in our local community and are very grateful to everyone who volunteered to make it such a success.

During a period when the majority of children were unable to attend school, we responded directly to needs identified by Portsmouth City Council officers to adapt our specialist play provision between late April and the start of the autumn school term to accommodate a wider diversity of needs within 6 'pods'. We are very grateful to the Charles Dickens Centre, Paulsgrove Family Hub, Highbury Community Centre, Mary Rose Academy and Buckland Family Centre for enabling us to develop these provisions at their premises (Landport Community Centre being the sixth) – from which over 150 children benefited.

Our adaptability to accommodate the needs of children throughout this time was highly commended by senior officers within the Local Authority and we are indebted to the staff for their commitment to delivering the service so effectively. Feedback from parents clearly highlighted the extent to which they had relied upon and appreciated the support provided through very difficult times.

At Landport Community Centre we took the opportunity to significantly improve its facilities during the lockdown and, in early autumn, we appointed Alan Jenkins as the new manager. We are very grateful to him for the way in which he has steadily increased numbers of hirings, developed local partnerships and introduced a 'Larder' scheme to provide food for economically challenged individuals & families at very low cost.

In relation to our social enterprise (Inter Activ), we had to draw a line under two of our work streams during the early part of the pandemic, namely the retro-gaming provision and our rural option at the Weald and Downland Museum; but this did give us the opportunity to consider viable alternatives and we were grateful to be able to introduce a new option entitled 'What's It Like?' (WIL) in the summer of 2020. The initial creation of a virtual tour of the Child & Adolescent Mental Health Service (CAMHS) in Portsmouth subsequently provided a springboard for further WIL apps to be designed in support of individuals with learning difficulties, autism and high levels of anxiety.

In March of this year, we were grateful to receive the second Prize of £5,000 for innovation from Clarion Housing Association's William Sutton Prize for the WIL project. With more than 150 applicants for the two categories of prize awards, this outcome fully endorsed the innovation that it demonstrated and I can only congratulate Steve Bond for all of his hard work to achieve the award.

Despite the challenges, Inter Activ continued to run its computer repair shop throughout the winter lockdown – thereby enabling participants to build up their skills whilst producing sale-able desktops and laptops and, to increase its effectiveness, a new marketing work stream was set up.

In early March, we recruited an Into Work Skills Coach to support Inter Activ participants to move on into the world of work. Taking a holistic approach the role also provides the capacity to further support individuals through their first twelve weeks in work, thereby increasing their likelihood of sustaining employment.

Whilst the majority of our other projects were unable to run throughout most (and in some cases all) of the year, staff were as innovative as they could be and, in respect of this, we are grateful to the project leaders that facilitated virtual activities on a regular basis. Many service users expressed their gratitude for this, appreciating the ability to keep in touch during times of isolation.

We are particularly grateful to the staff and participants of Portsmouth Youth Project for their very successful 'March in March to Wembley'. Unable to watch Portsmouth FC at the EFL Cup Final in 2021 due to Covid restrictions, participants were sponsored to jointly walk the equivalent of the 146 miles to Wembley and back within the month of March. Rising to the challenge they completed a total of 752 miles and raised £1,882 for their project. Special thanks to our winner Liam Bradshaw - who managed 122 miles.

By the end of the financial year, we were finally starting to realise the prospect of returning to a new normal and are very grateful to staff, volunteers, funders and all others with whom we work in partnership for their understanding and support through a very challenging year.

**Richard Soutar**  
Enable Ability Manager



# Core activities

## 2020-21

In more normal times we would be reporting here all services that are provided by the charity but due to the Covid-19 pandemic and government rules a number of our services were severely curtailed or stopped altogether and these were Junior Club, Saturday Club, Autism Support Group, Wheelchair Basketball, and Advocacy.

### Specialist Playscheme

We were approached by Portsmouth City Council in early April to run play provisions throughout the pandemic for children with disabilities who were unable to attend their own schools. Our staff responded to the need and by early summer we were delivering from six different venues in smaller pods providing stimulating and educational activities for the children.

We were highly commended by the local authority especially for speed with which we responded during lock-down. One of the key outcomes of this vital work was the extent that the children were school-ready by the time that they were able to return. The scheme ran differently to that in the past where we would normally have all children attending a single venue and only during school holidays periods.

### Inclusive Playschemes

Children with mild-to-moderate levels of disability were able to attend main-stream holiday play-schemes with the support of allocated Enable Ability staff members. Families were able to access places for their children at four venues across the city and throughout the year 30 children received 3254 hours of support from 10 staff.



### Adult & Child Befriending

Child Befriending continued as much as was possible in very difficult circumstances providing mainly one-to-one befriending to very high needs children. This was greatly down on the previous year due to vulnerable clients needing to self-isolate, but despite this 4,653 hours of support were provided to 48 clients by 55 staff. The majority of our befriending staff were placed on the government furlough scheme during this time.

Adult Befriending gives one-to-one befriending to adults by offering companionship, support and encouragement to those who are socially or physically isolated through disability. For ages 18 to 25 the service gave 680 hours of befriending, these being provided by 13 staff to 14 clients. Befriending for adults over the age of 25 amounted to 610 hours of support provided by 16 befrienders to support 19 clients.

### Teenage and Youth Projects



These include **Hampshire Youth Project, Portsmouth Youth Project, & Portsmouth Teenage Project.** Despite the impact of the pandemic collectively these groups managed to support 180 young people over the period. Down to the creativity of our project leaders we managed to run sessions using video-conferencing technology to host various workshops designed to keep the participants in contact with each other whilst performing a variety of different activities on-line together. Due to the success of this initiative and in particular Portsmouth Youth Project we now intend to maintain an on-line group session as part of our monthly activity planning in the future (see image above of Portsmouth Teenage Project meeting).



## Inter Activ - Social Enterprise

The objectives of the social enterprise are to provide work experience programmes to young people with disabilities to help them in finding meaningful employment. Of course the pandemic had a large impact on some of the workstreams but others were able to operate away from the centre and also remotely as follows:

Our **repair shop** recommenced with a limited service in the second half of the year with skills coaches supporting the young people to create working IT equipment from discarded or donated units. Much of the equipment serviced during this period was given to local schools to help with remote schooling.

During the year we created a new website to champion Inter Activ whilst offering the opportunity to sell equipment on-line and this is now taking its first orders. (see image below of the first laptop sale with Adrian Dunstan handing over a laptop to Shamilla from Portsmouth City of Sanctuary).

The **Café** was open for relatively short periods of time during the pandemic when government guidelines allowed.

**What's It Like?** a new service formed in partnership with local CIC Autek produces virtual 360 tours and video walk-throughs to help people with anxiety access places by visiting them on-line before going to the venue. The service is provided at a fee and has become very popular with schools and healthcare facilities. It has produced excellent videos for NHS vaccination centres, family centres, hospitals, local schools and shopping centres and allows the young people who participate to learn a range of technical and organisational skills in the filming, editing, and production of videos.

## Landport Community Centre

Having taken over the running of the centre on 1st June 2019, with the aims of offering a local community facility whilst giving our young people a base for a Social Enterprise hub, we were faced with the prospect of having to close the centre due to the pandemic.

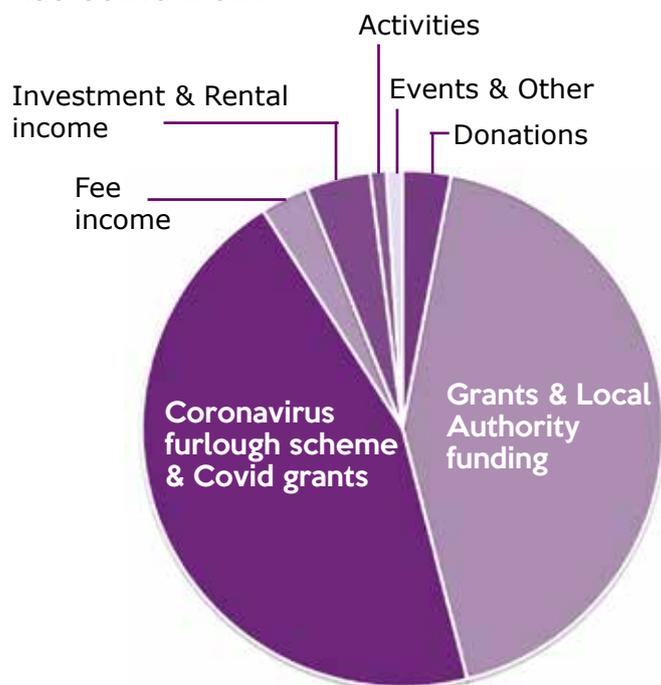


However with its excellent kitchen facilities we were able to re-purpose the centre by working in partnership with the The Hive (a Portsmouth-based Voluntary Sector Umbrella Body) and work jointly with Pompey in the Community (Portsmouth Football Club's community wing) to prepare and deliver hot meals to vulnerable people in the local area (see image above with Christian Burgess, Portsmouth F.C. Captain working in the Landport kitchen).

The result was a fantastic demonstration of local collaboration where over 8,000 meals were prepared and delivered by some of Portsmouth's first team players who had volunteered to get involved. We were blessed with financial support from the Lottery and donations from local businesses, housing associations, colleges and many individuals who made time to be involved in the food preparation.



## Breakdown of where our income has come from



Our reserves policy is to hold 3 months expenditure (this being our total expenditure less playscheme expenditure), however, as this has been an exceptional year, with a decrease in expenditure due to Covid, the Trustees have held the reserves figure as was fixed in 2020 at £223,000.

### Notes to the accounts:

**Note 1:** Coronavirus furlough scheme payments and Covid Grants accounted for £398,490 (45%) of income, this covering wage payments to staff in projects that were unable to run due to the pandemic. A further £384,145 (43% of income) was received in Grant & Local Authority funding.

**Note 2:** £822,430 (82%) of the £1,007,205 total expenditure relates to direct staff costs, with £23,288 less spent on management/support costs year on year.

**Note 3:** At the end of the 2020 financial year the stock market crashed due to the Covid pandemic hitting at that time, thus causing a loss; just prior to this a sale of some investments were made. The gain made in 2021 represents the turnaround in the market and re-investment profits achieved.

**Note 4:** Debtors (being who owe us money) are primarily the local authority this decreasing year on year due to the reduced work completed and invoiced at year end.

**Note 5:** Creditors; primarily where funds have been given to run services during the year, the services were unable to run due to Covid and the funders therefore agreed for these funds, which total £127,529, to be carried forward and used in 2021/22. They include Saturday Club funding from Children in Need & The Childwick Trust, Junior Club funding from Hants County Council Short Breaks, Inter Activ Funding from HIWCF and The Lottery & Play Scheme funding from Portsmouth City Council/Healthy Living for the Easter scheme (as Easter fell into the 2021/22 financial year.)

**Note 6:** The accounts show a net expenditure over income of (£67,222) for the year. This is primarily due to deferred income, whereas last year at year end for the opposite reason, being a reversal of income deferred from the previous year, the accounts showed a net income over expenditure of £72,205. Over the past nine years the averaging of income and expenditure excesses amount to an overall net income of just £6,382, this against a turnover of £7M. Being a Charity, our aim is not to 'show a profit' but to maintain a reserve base and meet the overall plans of the Charity. This confirms that financially this has been achieved.

Full details of our financial position together with a detailed report by Trustees can be found on our fully audited financial statement which is available to view on our website.

These financial statements have been prepared using the Statement of Recommended Practice applicable to charities in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

Agreed by the Trustees on 2nd September 2021 . Joe Harbour – Honorary Treasurer

# Income and Expenditure Account

## for the year ending 31st March 2021

(with 2020 shown for comparison)

	2021	2020	
Total incoming resources	892,099	1,180,615	Note 1
Total resources expended	1,007,205	1,083,763	Note 2
Net gain/(loss) on investments	47,884	(24,647)	Note 3
<b>Net income/(expenditure)</b>	<b>(67,222)</b>	<b>72,205</b>	Note 6
Total funds brought forward	667,305	595,100	
<b>Total funds carried forward</b>	<b>600,083</b>	<b>667,305</b>	

## Balance sheet as at 31st March 2021

Fixed assets			
Tangible assets	148,755	146,974	
Investments	155,764	38,045	Note 3
Current assets			
Debtors	84,259	134,810	Note 4
Bank funds	345,771	353,746	
	<b>734,549</b>	<b>673,575</b>	
Less current liabilities			
Creditors	(134,466)	(6,270)	Note 5
<b>Total assets less liabilities</b>	<b>600,083</b>	<b>667,305</b>	Note 6

# The way ahead



**Despite the effects of the pandemic a review of our 2018 three-year strategic plan clearly shows that we have achieved all that we set out to achieve.**

**In building a new three-year plan a meeting was held and staff presented to Trustees their views on: 'Where do you see your service in three years?' and 'What steps would have been taken and what obstacles would have been overcome to get there?'**

Over the past three years we have reorganised our services to be more reflective of our client needs, upgraded our website to be integrated with our social media channels and worked with the local authorities to create a social inclusion policy. Our Trustee team are now fully aligned with the Charity Governance Code whilst our operational teams have further developed local partnerships by working with our client base to understand their developing needs. We have also established a social enterprise - and have taken over the stewardship of a community centre in the process.

The pandemic created new opportunities for the charity and allowed us to re-think the way in which we deliver some of our services and in particular our Playschemes for both high-needs and mild-to-moderate children. Having to run services from multiple sites for safety reasons proved very successful and with a new and positive partnership with Morelands Primary School in Crookhorn we have a new base for the high needs Playscheme and Saturday Club along with the Stacey Centre and the Paulsgrove Family hub. This means we can now plan much more effectively and give confidence to the families of our young children. Our thanks to the Solent Academies Trust for use of their larger facilities at Redwood Park/Mary Rose over the years.

Our focus for the next three years is thus:

1. To ensure the continuum of our services is clear and that our project leaders continue to work together to ensure that our service users can progress through the age ranges whatever their level of disability and wherever they live.
2. Following the success of the much improved website and social media integration we will continue to look at ways in which we can use on-line technology and applications to provide tools that will reduce the administrative burden of our key workers so that they can spend more time on services delivery. We will also use the same approach for processes with our staff and service users to reduce paper-based transactions wherever possible. Examples here would include on-line time recording for staff and web-based referral forms for service users.

3. Knowing that not all of our services are as well-funded as they could be and that we will have significant financial challenges in the coming years - as much as £150,000 - we will take a new approach to the way in which we engage externally for financial support and in particular for bids and grants. We will establish a Funding Council that will oversee a much more systematic process to cover bids, general fundraising, large events and legacies. The council will be headed by the Charity Manager supported by a Trustee(s) along with the Partnership & Events Officer and external volunteers (if you are interested please contact us using the details on the back page).
4. Recognising the potential of our service users and to improve their self-confidence we will look to put in place our own accreditation scheme with awards assessed against specific criteria. We will seek to find a local business to sponsor the programme and pilot it within our Youth and Teenage Projects in 2022.
5. We will continue to review our facilities usage and resource deployment to ensure we provide the best and the widest capability possible to our service users.

These focus areas will now form the basis of a new Business Plan which will be published in early 2022 and allow the governance of the charity to be guided further as it seeks to consolidate its recent growth and turn new services introduced into ongoing and financially viable entities.





## Special thanks to:

Abri Housing/Paula Windebank  
 Action Stations  
 A.G. Axton & Sons Ltd  
 Admiral Lord Nelson School  
 Approved By You  
 Arimathea Trust  
 Arnold Clark  
 ASDA Foundation  
 Autek CIC/Steve Bond  
 Aviva Community Foundation  
 The Baily Thomas Charitable Foundation  
 Barratt/David Wilson Community Fund  
 BBC Children in Need  
 BBC Radio Solent  
 Beechside  
 Biscoes Law  
 Bransbury Park Butchers  
 Broadlaw Community Centre, Fareham  
 Buckland Hub  
 The Bivol Trust  
 Mrs Stella Casey  
 Charles Dickens Centre  
 Charter Sports Academy  
 The Childwick Trust  
 Clarion Housing/William Sutton Prize  
 Connors Toy Libraries  
 Councillors Cal Corkery, Claire Udy & Kirsty Mellor  
 Co-op Neighbourly Fund  
 Ecclesiastical  
 Game Over/Steve Lowe  
 Giselle Dance Academy  
 Good Things Foundation  
 Hants & IOW Community Foundation  
 Hampshire County Council  
 Hants School for Social Entrepreneurs  
 Havant Lottery  
 Hayling Golf Club  
 Highbury Community Centre  
 Hollywood Bowl  
 Irwin Mitchell Solicitors

Jamies Recycling CIC  
 JobCentre Plus and the DWP  
 John Pound Centre  
 Keppel's Head Hotel  
 KSM Telecom  
 Lady Hamilton PH/ Jeanette Warren  
 Landport Community Centre Association  
 Langstone Junior School  
 Lloyds Bank Foundation  
 Lord Mayor Community Fund  
 Stephen Morgan MP  
 Morrisons Anchorage Park  
 The National Museum of the Royal Navy  
 Sam O'Neil  
 Parkwood Leisure Ltd  
 The Partnerships Foundation  
 Paulsgrove Hub  
 Peter Ashley Activity Centre  
 Pompey in the Community  
 Pompey Super Heroes  
 Portchester Community School  
 Portsmouth City Council  
 Portsmouth College  
 Portsmouth Football Club  
 Portsmouth Grammar School  
 Portsmouth Lottery  
 Portsmouth Party Hire & Events  
 Portsmouth/SE Hants Chamber of Comm  
 Portsmouth Together  
 Potters House Church  
 Christine Richards  
 Roddas Cream Tea Society  
 Rotary Club of Portsmouth & Southsea  
 Shaping Portsmouth  
 SE Hampshire Masons/Andrew Coombes  
 Sobell Foundation  
 Solent Apprenticeship Hub  
 Solent Academies Trust  
 Southern Co-Op  
 Southsea Castle Rotary Club  
 Southwick Revival

The Stacey Centre  
 Stamshaw & Tipner Community Centre  
 Stansted House  
 Starbucks  
 Staunton Country Park  
 Tesco Fratton  
 The Big Lottery Community Fund  
 The Clothworkers Foundation  
 The Conservation Volunteers  
 The New Theatre Royal  
 University of Portsmouth  
 Victorious Festival  
 Waitrose Ltd  
 Wave 105 Cash for Kids  
 Father Bob White  
 Zurich Community Trust

### Patrons

The Lord Mayor of Portsmouth  
 Penny Mordaunt MP  
 Fred Dinenage MBE  
 Dr Caroline Williams  
 Daniel Hodson

### Trustees (2020 -21)

Mrs A Bowie  
 Mr S Elsom (Vice Chair)  
 Mr P Fielon (resigned Aug '21)  
 Mr J Harbour (Treasurer)  
 Mr W John  
 Mr J Muller (Chair)  
 Mrs N Quinquenel (resigned Aug '21)  
 Mr D Ramsay (Vice Chair)

### Company Secretary

Richard Soutar

*As a charity Enable Ability's activities are dependent upon funding from trusts, donors, grants and fees; we are always appreciative of all donations and any fundraising carried out on our behalf.*

## Get in touch

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working with disabled people

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 Company No: 1405937



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