

Annual Review 2007-08

Enham
releasing potential





Welcome

Welcome to our Annual Review with which we hope to inspire you with the enthusiasm we feel towards our work on behalf of disabled and disadvantaged people.

For 90 years Enham has supported and encouraged tens of thousands of disabled and disadvantaged people to aspire to a better life through gaining sustained employment and an independent and fulfilled life. We have succeeded in providing options and choices for these people in order that they are able to make decisions for themselves and achieve their full potential.

Enham's proud heritage is based on the rehabilitation of disabled ex-Servicemen returning from World War I. Today we work with a wide range of people and a variety of disabilities; physical, learning and those with mental health issues.

We have worked hard to grow and broaden our range of services across new regions in order to reach more people. During 2007, over 3,000 disabled and disadvantaged people accessed our services across eight counties and we intend to widen our influence further over the coming year.

Enham promotes a society where disabled people are valued as individuals and in all of our work we provide a person-centred approach to learning programmes and a range of options to give the maximum personal choice.

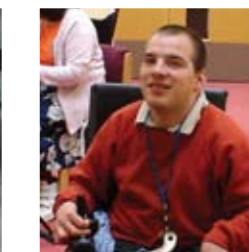
Our strength and uniqueness as an organisation lies in the breadth and depth of our services and sustained growth across more regions and clients groups will continue to underpin our strategy.

Mike Smith
Chief Executive

Enham is a leading regional charity dedicated to service provision for disabled and disadvantaged people. Established in 1918, we work across the South of England empowering people to reach their potential, providing an innovative and personalised range of learning programmes, employment opportunities, housing and care options.



	Page
Taking an individual approach	4
Case study – Chris Hewitson	5
Independent living	6
Case study – Matthew Puffett	7
Releasing potential	8
Case study – Lisa Channell	9
Individual learning, work-based training and employment options	10
Case study – Andy West	11
Financial information	12
We can't do it alone	13
Looking forward by Roderick Chamberlain, Chairman	14



Taking an individual approach

Enham's range of services has diversified and increased – across new regions of the South of England in order to reach more people and in terms of our service provision, in response to our clients' needs.



Working with disabled and disadvantaged people for 90 years, Enham has built a trusted wealth of experience and depth of knowledge. We are committed to providing a wide range of services that cover all aspects of life, from work, learning and everyday living to social activities. We take a holistic approach – offering a personalised and flexible service with each client supported with a Personal Life development plan.

Catering for many different clients, including those with complex needs, we take a person-centred approach to our service design and delivery, putting our clients at the heart of what we do. Decisions on the modernisation of our services involve clients wherever possible to ensure that they have the opportunity to influence and improve our delivery, which in turn helps empower them to lead more independent and fulfilling lives.

Our services can be simple through to comprehensive. From providing advice or information, to help with supported living, training, learning and development programmes, through to 24-hour residential care.

Our long term heritage helps reassure that Enham will be there for clients in the future. Our challenge is to ensure that we move with the times, improving equality of opportunity and increasing access to employment, independence and quality of life for disabled people.

FAST FACTS

- Enham works across eight counties in the South of England.
- During 2007 we worked with over 3,000 disabled and disadvantaged people.
- Since 2001, 956 Enham clients have started their own business via our Self Employment programme.
- Over half of our learning and employment clients progress into work.

Playing an active part

Chris Hewitson



Chris has seen a lot of positive changes at Enham since he came to live here in 1991.

Born in Surrey, Chris has lived with disability all his life. He moved to Enham aged 19 and now lives in his own flat at Michael House, one of our residential homes in the village of Enham Alamein.

Chris takes an active part in many of Enham's programmes, with activities such as Information Technology, glass cutting, working in the Alamein Workshop and improving his domestic skills. Having been told when he was younger that he would never be successful in taking exams, Chris has proved his critics wrong. He attends a course in Mathematics twice a week at a nearby college in Andover and has passed three Levels on an Entry Level course.

Like many of Enham's clients, Chris also plays an active role in the development of our client programmes. Chris is often on interview panels when we recruit for Enham support staff. He is also an active member of the Client Review Group which is made up of staff and clients meeting every two weeks to improve the clients' Annual Review process.

'I enjoy living here and I like having a say in how things are done. In the future, I would like to move into Supported Living at Enham's Weston Court, where I would be able to live more independently. My support workers are helping me to achieve this by building on my skills and increasing my confidence for the transition, which I hope is soon!'



Independent living

Enham offers the choice of several housing and care options. Our residential portfolio, both onsite at Enham and within the local community offers flexibility according to client needs, enabling individuals to progress from Residential Care through to transitional Supported Living and then to Independent Living in their own home.

Our aim is to improve living accommodation for our clients and give disabled people a choice of accommodation outside the Enham Alamein village.



Building on our extensive experience in delivering Supported Living services to clients in Enham Alamein, Enham won the Hampshire County Council Supporting People two-year contract in 2008. We now deliver the service in the Test Valley and Winchester communities, employing a team of 14 support workers who provide tailored housing support for 34 clients.

We successfully completed our first year of the Direct Payments service. Launched in January 2007 and covering Andover, Aldershot, Alton, Basingstoke and Winchester, the Direct Payments option means disabled people can control their own finances, choosing where and when to spend their benefits depending on their needs. We are now helping over 492 clients.

Extending on our work in this area, Hampshire County Council has invited Enham to work with them to develop a new community-based brokerage service to support Self-Directed Support – allowing individuals to receive a personal budget they can control to meet their own care needs. The six-month pilot scheme has now commenced in Basingstoke with the aim to develop a successful model to roll out across Hampshire by 2010.

The progress we have made in the modernisation of our services has attracted recognition from a wide range of external partners. As the social care arena changes, Enham is keen to develop partnerships and integrate best practice for the benefit of disabled and disadvantaged people. We have established good relationships with a number of external bodies and multi-agency groups including Hampshire County Council, Hampshire Primary Care Trust and the Learning Disability Local Implementation Group.

FAST FACTS

- Enham provides 193 homes for more than 320 tenants in the village of Enham Alamein.
- Over 100 Enham clients are currently living in Residential Care and Supported Living.
- Enham clients are able to progress from Residential Care through to transitional Supported Living and then to Independent Living in their own homes.

An independent life

Matthew Puffett



Matthew, aged 34, has been an Enham client for ten years, originally living in one of Enham's 15, two-bedroom accessible bungalows. Matthew shared a bungalow with fellow client Peter Bullock.

It has always been Matthew's goal to live in his own home within the community. Working with his Care Support Team, Matthew developed his skills in everyday tasks such as cooking, cleaning, shopping and home budgeting and successfully moved into his own flat in the village of Enham Alamein during 2007.

While he receives home support just three times a week from his Enham Care Team, Matthew has a busy lifestyle filled with activities, ensuring that he plays a full part in the local community. He enjoys working in a nearby primary school as a school helper twice a week, assisting 8 -10 year old children with general learning. Once a month, Matthew also takes the role of Church Warden at St George's, The Alamein Church, helping with the maintenance and smooth running of the building.

Matthew enjoys cooking and likes to shop for his own groceries and manage his own home. He also loves working with plants in Enham's Horticultural Department and taking part in acting and drama sessions with other Enham clients.

"I like having my own independence. My carers help with cleaning, washing and sorting out my bills, but otherwise I'm in control."



Releasing potential

Enham helps clients to achieve their individual aspirations by creating new training and employment opportunities to promote independence.

Key to this is the Enham Development Programme, which provides a range of work-based, educational and project activities for over 75 clients. Social policy towards disabled people in the UK favours integration, with disabled people increasingly expressing a desire to live in more integrated settings and to access mainstream services.



With this in mind, Enham set about a major modernisation of the Development Programme in 2007, to further meet the needs of current and future clients. The aim is to develop skills and encourage more inclusion using the local community as a resource in terms of facilities and support. A new Social Inclusion Project Manager was appointed at Enham in 2007 to spearhead the modernisation, principally focused on assisting clients to be included in the wider society and develop work readiness skills. Courses are structured and in many cases accredited by national awarding bodies. Systems are in place to measure achievement by clients, with each course designed to

be interactive and practical. Clients are encouraged to make decisions regarding their own learning and measure their own achievements.

One such project on the Development Programme is the 'Enham Lunch', held in the Enham Alamein community hall. Open to members of the public, a two-course lunch is available in return for a small donation towards the Charity. Food for the lunch is prepared by Enham clients in Enham's training kitchen as part of a Cookery and Food Hygiene course. All clients involved have successfully achieved certificates in Basic Food Hygiene. To date there have been four busy Enham lunches, giving clients the opportunity to mingle with guests and learn basic hospitality and catering skills.

FAST FACTS

- Enham's Development Programme provides a range of work-based, educational and project activities for over 75 clients.
- The Development Programme currently operates 11 projects.
- Enham has been awarded an Accreditation in Investors in People, delivering business improvement through its staff.

Bidding for success

Lisa Channell



EnhamBay is a one of Enham's prime Development Programme projects. Launched in 2007 using the popular online auction and shopping website, eBay, Enham clients have set up a service whereby they will sell unwanted goods on eBay for a commission.

Lisa Channell was a founding member of the project team for EnhamBay. A client at Enham since 1999, Lisa has played an active part in the Project's development. As Secretary of the Project Team of 10, she took minutes of project meetings and made sure that the administration ran efficiently. Lisa gained valuable confidence and skills which she is now hoping to use in a role working in the community three days per week.

To date, 17 clients have worked on EnhamBay, which gives clients the opportunity to develop IT skills through research, bid pricing, photography and advertisement production. The project has become an Accredited NCFE course with 11 learners achieving Entry Level in 11 course modules.



Individual learning, work-based training and employment options

Everyday disabled people face barriers. Enham's learning, work-based training and employment services are designed to support people to achieve their full potential to enter and sustain employment.

We offer a diverse range of programmes across learning, employment and self-employment, offering a bespoke service to meet individual needs. Our ongoing objectives are to expand our programmes into new regions, develop new services to cater for young disabled and disadvantaged people, and ensure continued successful service delivery.



Our work with disadvantaged young adults

Enham's Entry to Employment (e2e) programme helps young people, aged 16-18, who may be disabled or disadvantaged, to move into employment or further learning. Enham operates two e2e centres in Alton and Farnborough, with the aim to develop the e2e programme across more regions. Our latest e2e centre and internet café has now opened in The Mall Marlands shopping centre in Southampton, the first time that an e2e provider has used this type of venue for the programme.

Self-Employment

Many disabled people take the opportunity to develop their entrepreneurial skills by moving into self-employment, which can offer flexibility and independence. Enham's Business Ability programme helps clients who are considering self-employment, with advice and support on setting up their own business. In the year to March 2008 Enham's Business Ability helped 116 clients.

Employment and work-based training opportunities

Enham owns and manages a diverse range of social enterprises and supported businesses. These include Enham Packaging and Storage; Enham Nurseries, a commercial contract-grower supplying plants to garden centres and nurseries; Mount Industries, a manufacturer of specialist educational and office furniture; and the Enham Charity Shop within the village of Enham Alamein.

Café Enham in Portsmouth, represents an exemplar model of a social enterprise that was set up in partnership with Portsmouth City Council. Opened in 2007, the Café has a dual purpose as both a community café and training venue for disabled and disadvantaged people. The Café is a good example of Enham's innovative approach to developing social enterprises that provide employment and work-based training in integrated and real-life settings.

Bear Faced Talent

Andy West



When Andy was diagnosed with Multiple Sclerosis and Fibromyalgia, a painful and debilitating illness, his physiotherapist suggested he take up sewing to keep his hands supple. At the same time he met an international teddy bear artist who gave him his first bear pattern and told him to get sewing!

A therapeutic hobby soon turned into a real talent for design and when Andy was forced into a wheelchair and out of his job as a Social Worker, he decided to launch Westie Bears, specialising in hand-made miniature collector's bears.

Looking for advice, Andy was recommended to talk to Enham's Business Ability team, which helps people with disabilities who wish to start their own business.

Of his Enham Business Advisor, John Fox, Andy says "John was instrumental in getting my business started. He helped me with producing a comprehensive business plan – something I'd never done before. His advice and support were so useful in creating a real platform for my success. I also received a grant from Enham which helped me to purchase a digital camera in order to take pictures of my products and set up my own website."

Sales for Westie Bears have trebled, with an expanding customer-base across the world. Andy has won British Teddy Bear Artist of the Year (miniatures) and more recently, was the Bronze Winner in this year's Barclays Trading Places Awards.

Summing up, John Fox says of Andy,

"Andy's energy and enthusiasm were outstanding from the start. It was a pleasure to help him set up Westie Bears and we're delighted that his business has thrived. He's a real inspiration to Enham clients looking to turn their business dreams into reality."

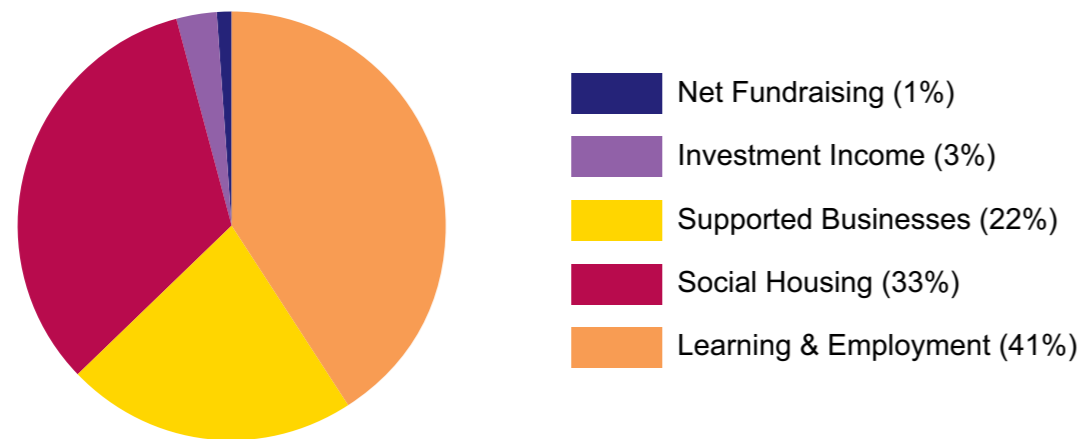


Financial Information

An overview of our Income and Expenditure 2007/08

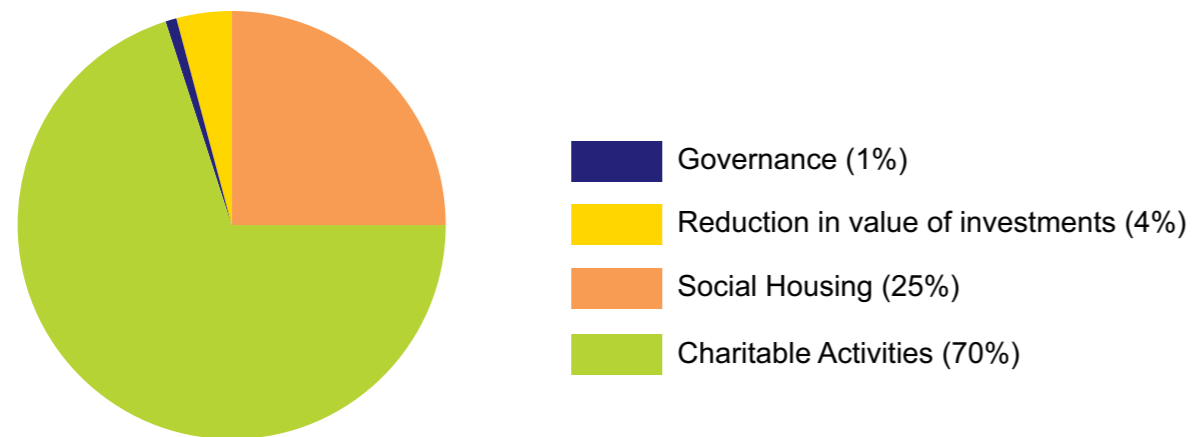
Income £10,344,405

Where our income came from



Expenditure £10,427,578

Where our expenditure came from



Charity Reserves

The reserves of the Charity reduced by £82,918 in the year to 31 March 2008, after taking into account the reduction of £429,972 in the value of the Charity's investments.

The Charity maintains reserves to ensure that adequate funds are available to enable major repair work to be carried out on existing buildings. Further reserves have been set aside as a contingency to allow the Charity to continue to operate for over three months in the event of any sudden or unforeseen circumstances.

Full accounts for 2007/08 can be downloaded from www.enham.org.uk

We can't do it alone

We are continually indebted to the many people who are responsible for our achievements. Thank you to our staff, clients and their families, supporters, volunteers, partners, Trustees and patrons.

In response to the changing needs of our clients, we constantly seek new ways to improve the quality and diversity of our service provision. The majority of our income is derived from many statutory partners such as Department for Work and Pensions, Learning Skills Council and Local Authorities. However, this income does not completely fund our new work, building projects and equipment needs. Much of our innovative work is not eligible for statutory funding, for example the Development Programme and Café Enham. We value the continued support of our many friends to enable us to develop leading edge services that empower disabled and disadvantaged people to achieve their life ambitions.

Enham Volunteers

Our dedicated team of Enham volunteers offer a new perspective to the daily lives of our clients by giving them the opportunity to meet new people and helping to provide new activities. Volunteers help either onsite at Enham or in one of our regional bases across the South of England, in a variety of fields including therapeutic horticulture, arts and crafts, drama, minibus driving, computer skills, literacy, numeracy and physiotherapy. In the last eighteen months we have successfully increased our team of volunteers by 37%.

One of several successful projects supported by Enham volunteers is 'Fit for Fun', designed to increase opportunities for disabled and elderly people in the Andover area. Giving greater access to sporting activities to help increase fitness and provide social interaction with the outside community, the project includes activities such as circuit training, table tennis, dance and movement, and skittles. Pilot schemes in Wheelchair Basketball and Wheelchair Football have also been popular. Our aim is to build on the range of sports and social activities we have on offer; impossible without the support of our volunteers.

Enham looks ahead to its 90th Anniversary

Looking forward, we aim to work closely with our donors, benefactors and trusted partners to raise awareness and funds for our celebratory 90th Anniversary year in 2009. To highlight and commemorate this important landmark, we are planning an extensive and fun-packed twelve months including a range of fundraising campaigns and events with everyone being encouraged to get involved. More information on our Anniversary activities can be found on www.enham.org.uk





Looking forward

We are proud of our heritage and in particular of our achievements in recent years. They have enabled us to build a solid and broadly-based platform from which to develop our Charity further.

We are determined that the real needs and experiences of present and future clients will drive our design and delivery of high quality, practical and relevant services.

We currently operate from six locations outside our Enham Alamein base and, in keeping with our increasingly collaborative approach with the communities we serve, we shall continue to develop our services and facilities outside the village, predominantly in urban centres. With these communities' support we shall continue to devise and implement fresh and innovative ideas for learning, employment and personal development programmes, for example expanding our recent work with young disabled and disadvantaged people.

Enham has no ambitions to be a national service provider, however we have definite ambitions to be known and respected as thought and practice leaders by policy-makers in Westminster, Whitehall and the national disability community. The key to thought leadership lies in our plans to found the Enham Institute as a world class

centre of excellence for academic research into disability issues which can support the development of Government policy.

We never lose sight of our vision of 'a society where disabled people are valued as individuals and are enabled to achieve their full potential'. We review all fresh opportunities against our charitable objectives and their fit with our heritage. We are determined that, although Government funding supports the vast majority of our work, we are and will remain always, a charity focused rigorously on making a tangible and sustained impact for the benefit of our present and future clients.

Roderick Chamberlain

Chairman

Who to Contact

Enham Head Office

Enham Place, Enham Alamein,
Andover, Hampshire SP11 6JS

Tel: 01264 345800

Fax: 01264 333638

Email: info@enham.org.uk

www.enham.org.uk

Alton

Entry to Employment (e2e) Alton

Alton Community Centre,
Amery Street, Alton,
Hampshire GU34 1HN

Free phone: 0808 1003134

Email: enquires@enham.org.uk

Andover

Enham Packaging and Storage

Enham Place, Enham Alamein,
Andover, Hampshire SP11 6JS

Tel: 01264 345818

Fax: 01264 345845

Email: packaging@enham.org.uk

www.enhampackaging.co.uk

Enham Nurseries

Enham Place, Enham Alamein,
Andover, Hampshire SP11 6JS

Tel: 01264 345813

Fax: 01264 345810

Email: enhamnurseries@enham.org.uk

Eastleigh

Employment Team

Unit 3 Barton Park Industrial Estate,
Eastleigh, Hampshire SO50 6RR

Free phone: 0808 1003134

Tel: 02380 687710

Fax: 02380 687714

Email: enquires@enham.org.uk

Mount Industries

Unit 3 Barton Park Industrial Estate,
Eastleigh, Hampshire SO50 6RR

Tel: 02380 612841

Fax: 02380 612577

Email: info@mount.org.uk

www.mount.org.uk

Farnborough

Entry to Employment (e2e) Farnborough

Farnborough Community Centre,
Meudon Avenue, Farnborough,
Hampshire GU14 7LE

Free phone: 0808 1003134

Email: enquires@enham.org.uk

Southampton

Entry to Employment (e2e)

Southampton & Internet Café

Unit 55 The Mall, Civic Centre Road,
Southampton, Hampshire SO14 7SJ

Free phone: 0808 1003134

Email: enquires@enham.org.uk

Southsea

Café Enham

Sure Start Centre, Omega Street,
Southsea, Portsmouth,
Hampshire PO5 4LP

Tel: 02392 737825

Email: cafeenham@enham.org.uk

Winchester

Enham Supported Living

The Cavendish Centre, Winchester,
Hampshire SO23 0LB

Tel: 01962 870334

Fax: 01962 856786

Email: info@enham.org.uk



Registered Charity: No.211235

Enham Place
Enham Alamein
Andover
Hampshire SP11 6JS

Tel: 01264 345800
Fax: 01264 333638

www.enham.org.uk



INVESTOR IN PEOPLE

Information in alternative formats is available on request from Enham. Please email marketing@enham.org.uk

This document has been printed on Vision Superior which is a Forest Stewardship Council accredited stock.

Products carrying the FSC label are independently certified to assure consumers that they come from forests that are managed to meet the social, economic and ecological needs of present and future generations.



Mixed Sources
Product group from well-managed
forests, controlled sources
and recycled wood or fibre
Cert no. IT-COC-002456
www.fsc.org
© 1996 Forest Stewardship Council