

SOCIAL IMPACT REPORT 2021



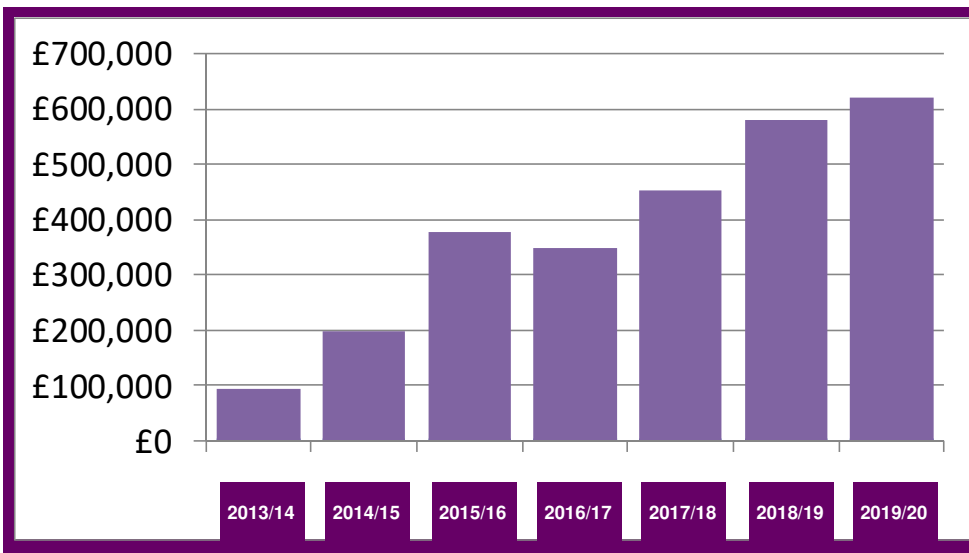
STAYING FOCUSED ON DELIVERING CONTINUOUS IMPROVEMENTS THROUGH BUSINESS EFFICIENCIES AND PROCESS MODERNISATION

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Firstly, hello and a big thank you to all those who have supported, encouraged and helped us since our journey began back in 2013. In these strange times we find ourselves now 8 years into our “project” with the same set of ideals and beliefs that provide the fuel to drive us forward.

Our registered society status sits very comfortably beside our chosen Co-operative structure, and allows us to develop our business and utilize any profits or surplus for the benefit of the owners and members within it, through collaboration integration and Co-operation.

Working with these Co-operative principles has seen a steady increase in turnover, allowing our business to grow in recent times to it’s current sustainable levels, without having to look to expand either available workspace or increasing the size the established workforce.



Turnover Growth at Enabled Works has increased steadily in the last 3 years

In the time since our previous social impact report we have been steadily making process Improvements on site and and looking where possible to reduce costs and improve efficiencies.

Predominantly, as a pick, pack, fulfilment, despatch and pallet storage operation there have historically, always been issues and difficulties with the peaks and troughs of seasonal packing workflow so, in the summer of 2018 the opportunity to absorb local metal spinners Olympia urns and vases into Enabled Works allowed us, for the first time to be directly involved with the on-site production of hand-spun ornamental metal urns and associated products for crematoria and funeral homes, giving us a great range of products which we can produce throughout the year and sell via a network of independent funeral directors across the UK. www.olympiaurnsandvases.com



Although, over time the traditional lathe and metal press process hasn't really changed, it became apparent that there was a production issue around the consistency of finished products on wet sprayed items, drying times in particular were an area where it was felt significant time and cost savings could be made, so after consultations the decision was taken to change the finishing procedure to a powder coating process, which ultimately gives a much more consistent quality finish. Chemical usage and drying times are greatly reduced making it a much more efficient, cost effective and environmentally friendly positive change.

OLYMPIA URNS AND VASES PRODUCT SHOWCASE



Ash Scatterers

We have a variety of Ash Scatterers & accessories made from different materials for you to choose from.

Above: Large Copper Ash Scatterer (Top Loader)



In loving memory Urns

In loving memory urns to suit your needs.

Above: Flower Pattern Urn



Pet Cremation Urns

Our pet cremation urns are a perfect way to store your beloved pets ashes; they can be customised to your preferences.

Above: Baby Black Paw Urn



Just a few examples of some of the quality products currently available in a range of designs, colours and styles to suit all tastes and of course hand made in West Yorkshire.

www.olympiaurnsandvases.com

EMPLOYMENT OPPORTUNITIES

Here at Enabled Works, we like to try and include, and give opportunities to as many different groups as we can, who may otherwise struggle in finding access to the necessary support network to progress their lives.

if it's something maybe as simple as social contact or inclusion we have a volunteer program where people are free to come and go as they please during working hours, and through a work environment build confidence to perhaps change a mind set which may be making things more difficult for them.

Enabled Works strives to be different but practical, and, rather than hold interviews (whenever potential employment is available) we simply ask an individual to either tell us what they feel they are good at, or ask them to try different tasks to hopefully come up with a 'best fit', and in general give prospective employees the chance and opportunity to express themselves to the best of their ability within a real work situation and it's quite pleasing to note just how much future employers like to see the word 'volunteer' on a C.V. as it immediately demonstrates the work ethic which they would likely be looking for and would ideally want to see from any interviewee looking to progress into full time long term employment.

HOW HAS LOCKDOWN AFFECTED US?

In common with most small businesses, in these uncertain times Enabled Works has had to adapt in the last 12 months or so and there have been many necessary changes, regrettably we have been unable to offer the usual weekly work taster sessions to the special schools, colleges and groups who we would normally work with, as we try and keep contact with external visitors to an absolute minimum in keeping with government guidelines.

On the flip side we have done our best to utilize available resources and use the time with less people on site to make additions and improvements to our upper shop-floor work areas.

In an effort to gain further storage space leftover mezzanine flooring has been re-purposed and effectively linked to existing structures giving us more space in which to turn some, previously inaccessible and therefore unused areas into additional stock-holding and work space.



As you can see this is now almost complete with just the finishing touches and some safety rails still to complete.

The final piece of this upper floor "Jig-saw" will allow us to create a small clean-room facility, which we can then



make available for any more delicate products going forward.



Left over Mezzanine floor adapted and put to good use recently.

WORKING TOGETHER

When setting up our Disabled Workers Co-op we received advice and guidance from many people in different areas, with different skills, some of which we took and some we "saved for later" Initially once we decided on the Co-operative model the help we received from Co-op's UK was invaluable in the beginning from guidance on articles of association and set-up and early P.R. exposure to incorporating and developing the business model into today's working sustainable operation.

Key fund also provided funding in our early development at a time when we needed to expand so along with our hard work we recognise the contributions of many along the way and would like to say Thank you again to everyone who has helped us to get to this point where we can push on and hopefully help as many disabled and disadvantaged people as we can as we've said in the past

"THE MORE MONEY WE CAN MAKE THE MORE PEOPLE WE CAN HELP"

We are proud of the business achievements so far but also recognise the need to push on, improve and keep getting better and more efficient at the things we do on a daily basis.

People are our most important element and using and maximising the different strengths of the workforce we have available we like to think that working as a team puts us in a position to be able to provide a great service at an attractive cost to our current customer base.

The sign displayed above our shop-floor entrance reminds us all "it's amazing what can be achieved when nobody cares who gets the credit" and so far that has pretty much kept us focused and moving forward.

In our quest to do all we can for the benefit of the community alongside our own workforce as a company we also recognise and understand the importance of local businesses, who have, in turn helped us along the way and would like to take this opportunity to say a massive THANK YOU to Mazars accountants in Leeds who continue to provide on-going valuable support and accounting services and advice on a pro-bono basis, and our fast expanding upper floor tenant Daniel Todd owner of the Proactive Group Ltd, who has put his talents to great use for us, tidying up, trimming, polishing, and generally improving our website for which we are also very grateful.

REFLECTIONS FROM THE BOSS



TINA BROWN M.B.E.

Since receiving the M.B.E from Prince William at the Palace in 2013 for services to disabled people things have moved on and developed on a number of fronts, additional capacity has been secured in the unit next door and extra space has also been created within the existing production and storage areas to be able to offer our major customer more flexibility and of course the acquisition of Olympia urns and vases now provides us with an all year round product manufactured and finished on-site which sits nicely alongside our seasonal commitments. Being flexible is perhaps an area we score well in as a business, and knowing the workforce as well as I do certainly helps when assessing which employees to place in a particular position or order on a production line where an

individuals' particular strengths can be maximised which then obviously benefits us as a business, if we can continue to make these positive adjustments and keep creating these little "wins" ultimately we can become that bit more efficient, which hopefully then keeps us competitive...we always try to offer the best price and service package we can anyway but it certainly keeps me on my toes!

We have recently been involved in helping to grow develop and promote a small local web design business, www.proactivecode.com which is housed within our available upper floor office space and although money is not paramount in what we are trying to achieve here we are always hopeful that with the added extra income we receive from office space and pallet storage rental, one day we may be in a position to pay ourselves more than the current minimum hourly rate.

I think our flat wage structure in some ways helps, in that everyone is treated exactly the same we have no hierarchical structure here and I like to think that as a consequence of that we all look out for each other as far as I'm concerned everyone is equal and that's how we operate, everyone knows what I expect of them and in general the workforce are a positive and motivated group, we have to be... it's our business!

Alongside the general day to day running of Enabled Works my time is still often taken up helping our workforce fill in forms, organize appointments and speaking to various government departments and so on, some of our people don't have close family to help with this so I help wherever and whenever I can with form filling activities. It's a good job I love what I do... so even after a particularly trying day I can usually look back and find a positive where I can convince myself that I've hopefully made a positive difference to someone or their situation.

HOW YOU CAN HELP

If you feel you would like to be involved here, there are a number of ways you may be able to help. Yes funding and finance is great and of course really does directly help us, but it may be that you have time you can spare to perhaps join our volunteer program or offer skills or advice that would otherwise cost money to help develop our business which is of course here for the benefit of everyone involved. If you would like to know more or think you can contribute in any way please get in touch we would love to hear from you

Your generous donation will help to support and sustain Enabled Works Ltd and allow us to continue the work we have started here in trying to make a difference.

NAME

E-MAIL

ADDRESS



CONTRIBUTION / DONATE AT

www.enabledworks.co.uk



AMOUNT

£10

£20

£50

£100

OTHER

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