



What does Enabled Living do?

We are a small but essential, health & social care organisation working out of Newham. We are proud to be a local business who supports the health and wellbeing of Newham residents. We provide a number of services to local people including, community equipment service and Occupational Therapy service to support people to continue to live independently in their own homes, we work with people who are visually impaired, hard of hearing, Deaf and Deafblind and assess and support them to be more independent, safe and confident. In addition, we also assess and prescribe wheelchairs and specialist seating for Newham residents who need them and All our staff work in partnership with people to help them live the life they choose.

Enabled Living has been accredited as a Living Wage Employer since 2018. What does paying the Living Wage mean to your organisation?

We are a small business and recruiting, retaining and developing local talented people is one of our core strategies. Paying the London Living Wage shows we are committed to our staff and value their contribution this attracts people who know they will be paid fairly. Our retention rate is 88% which is rare in our sector and we are proud that half of our team are Newham residents.

Paying the living wage has created resilience in our business through maintaining continuity and experience, this means we retain our staff and most importantly continue to grow.

Enabled Living is the first accredited Living Hours Employer in Newham. What led to the organisation to tackle insecure working hours by becoming a Living Hours Employer?

‘At times it can be challenging working in health and social care, but being paid a fixed salary not only means I can plan ahead, but it also motivates me to be productive because I know my time and work is being valued by my employer.’

In the health and social care sector low-paid insecure work is often the norm. We are extremely proud to be the first health and social care organisation in London as well as the first business in East London to get the living hours accreditation. This builds upon our existing Living Wage accreditation and is a massive achievement for a sector that is struggling to keep staff in post and we have managed to retain 88% of our workforce. We are committed to championing and supporting local businesses, charities and anchor organisations to join the London Living Wage.

For more information: [Click here](#)



CASE STUDY

Living Wage Week 2024

How have staff been impacted by the accreditation?

“Working for Enabled Living has impacted my life for the better in so many different ways. Previously, I was working in the retail sector and I was plagued by antisocial hours, making it really difficult to help raise a young family.”

Workers in the Health and Social Care sector provide the most vital services in our communities yet are paid the least. We have a responsibility to lead the way in our sector so that all workers have better lives and the communities that we work out of are stronger, healthier and more resilient. We knew we needed to do more than pay a Living Wage to make real change in our sector so we became the first Health and Social Care Living Hours organisation in London. Paying the Living Wage means we provide stability, security and prioritise the wellbeing of our employees and the communities they live in.



WE ARE NEWHAM.