



## **COMPANY OVERVIEW**

Founded in 1998, COPE Ltd is an established, successful social enterprise, social firm and registered charity. We provide supported employment and skills development for adults with learning disabilities or autism spectrum disorders.

COPE operates a variety of business areas, and all profits or surpluses are reinvested back into the enterprise to fulfill our social and environmental purposes.

We are committed to giving people with disabilities the opportunity to participate in a supportive and inclusive work environment, free from stigma and discrimination. Everyone is valued for their abilities and appropriately supported and encouraged to fully participate in all aspects of running our busy enterprises. Each enterprise supports a range of volunteer skill development placements and supported employee positions.

Our board directors have been elected from the Shetland community and bring a broad range of skills and experience to COPE. Their role is to work in the best interest of the company and provide leadership and guidance for the organisation. Directors are volunteers and receive no payment for the support they provide. The CEO and the management team are responsible for ensuring that the enterprise runs in line with its mission statement and objectives.

COPE is a social enterprise. This means that the focus of the company is to trade with social purpose producing benefit for the local community. COPE is also a social firm which means that a percentage of our employed workforce have a disability.

COPE Ltd receives funding through a Service Level Agreement with the SIC to provide employment skills development placements for people with disabilities. COPE also receives funding from the Shetland Charitable Trust. However, COPE generates well over 50% of its total funding from business revenue. These self-generated funds are put back into the business units to support the on-going provision of placements year on year.

## **MISSION STATEMENT**

COPE supports adults with learning disabilities, to fulfil their expressed need to participate in productive community enterprises. COPE enterprises enable people to realise their full potential as members of the community, and thereby we work to change perceptions of “disability”.

## **COPE VISION AND OBJECTIVES**

COPE believes that everyone, regardless of disability, should have the opportunity to work. Given the right conditions, all adults have the potential to contribute to the local economy, consequently learning to value themselves and others. At COPE we focus on the abilities and experience of each individual rather than on their disability.