



**PIP** Pursuing  
Independent  
Paths

# Impact Report 2019/20

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Registered Charity No. 1088592



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# Introduction



## From our Chief Executive, Denise Largin

Hello everyone. My name is Denise and I started as the PiP Chief Executive in July 2020. PiP is a small but mighty charity. I've seen first-hand the excellent work that goes on at PiP and the passion and dedication of the staff and volunteers we are lucky to have.

Over the next year, we want PiP to grow so that we can support more adults with learning disabilities and autism who are transitioning to adulthood. We want to support those who need a stepping-stone to their ambitions of becoming independent, finding training or a job and are ready to be challenged and supported by people who are really ambitious for them.

PiP is all about learning and development - that's why everyone is called a 'student' - but it's also about having fun. We hope you get a real sense of the PiP-ness of our organisation over the next few pages. We look forward to 20/21 bringing new challenges and new supporters to our cause.



## From our Chair of Trustees, John Leach

2020 has not been a typical year for any charity and as you'll see through this report, PiP has demonstrated great resilience and innovation as a community charity supporting some of the most vulnerable in society - people who have sometimes been forgotten in this pandemic - adults with learning disabilities and autism.

The Board are proud of PiP's achievements this year and we are delighted to welcome a new Chief Executive who will be helping us realise our future ambitions.

Supporting adults with learning disabilities and autism to reach their potential and live life to the fullest is at the heart of everything we do at PiP. Over the next few pages, we hope you are as inspired as we are and encouraged to get involved with our empowering work.

Thank you for taking the time to read the PiP 19/20 Impact Report.



## Shardonnay

has been a PiP student since 2016. She was only diagnosed with Autism at the end of her mainstream schooling at age 18 since when she has been able to get the right support to progress, develop skills and reach her huge potential. As well as being a Student Rep, Shardonnay is a Fruitful trainee, a Disability Advocate for The Advocacy Project and has a part time job in a local cafe.

## From our Student Representative, Shardonnay

I am Shardonnay and I am 26 years old. I like being outside and going for walks and when it's cold I like to chill inside. My role is a student rep. I represent all the PiP students. I talk to the other students in meetings to find out what they want and tell them about PiP plans. I also represent the students outside of PiP as the face of PiP. I like being a leader for the students.

At PiP, I have become friends with different adults with learning disabilities. I get to mingle with people who are like me.

PiP makes a big impact for all of us students. Over the last year, I have learnt a lot in Self Advocacy group and that it takes a lot to be a leader. I have

learnt that there is a lot going on in the world in regards to politics, employment, housing and discrimination. PiP has helped other students realise what they want to achieve too.

I hope the people reading this report recognise that PiP supports us students with any ideas that we have. We need more supporters to help us do more of the things we want like art workshops with National Gallery, creative writing workshops, Fruitfuls with businesses, basketball with local schools and drama productions in the community.

I have a lot of highlights from this last year. You can read all about them on Page 6.

# What We Do

Pursuing Independent Paths (PiP) is an independent charity which aims to support adults of all ages with learning disabilities and autism to live full and happy lives and reach their potential.

Our mission is to empower our students and support them to become independent - and champion whatever that means for them.

**When an adult with a learning disability is referred to PiP**

We tell them about the different programmes of work we have on offer that they can get involved with.

With the student and their family/carers, and social workers, we'll set goals for them to reach in each session they attend so we and they know how they are getting on.



# Our Response to COVID-19

When COVID-19 struck and we were unable to open our centres safely, we had to adapt quickly so we could continue to offer vital services to our students. We've been running a timetable of 25 hours of virtual group sessions per week, encompassing everything from Music to Makaton, Dance to Drama and everything in between.

We have seen a huge increase in our students developing independent technical skills when using their computer at home and learning new systems. This is something we can continue to build on as we return to face to face sessions.

Virtual sessions have also given us an opportunity to trial Virtual Volunteering and we had over 60 people take part in our Learning Disability Week events in June.

We're so proud of our staff and student's innovation and resilience during this time.

## Our Plans for the Future

1. We want to open our centres back up in a safe way so that more of our students can get back to face-to-face support, and benefit from the positive impact of working with their peers once again.
2. To expand our service and impact to support more adults with learning disabilities, especially those aged 18-25 who are transitioning from school to adulthood.
3. To provide more accessible premises to allow those with mobility issues or with more complex needs to access the high quality programmes and support we offer at PiP.

Lockdown has been difficult for all of us, but at PiP we have risen to the challenge by delivering many of our sessions virtually.

**25**  
hours of sessions  
per week

**70%**  
of students attended  
online sessions

**2359**  
goals met - students  
are still progressing  
towards independence  
during lockdown

**1477**  
student Hours

**5**  
parents' evenings held

**60**  
families/carers  
supported every week

**17**  
weeks of online sessions  
April - August

# Why We Do What We Do

Because 1 in 3 adults with learning disabilities are not in any form of education or training<sup>1</sup>

We offer spaces for up to 60 beneficiaries to participate in over 40 different weekly sessions.

Because 55% of people with a severe or specific learning disability do not have any qualifications<sup>2</sup>

We offer five different certificated qualifications for our students to demonstrate their achievement and progression. In 2019/20, 27 students gained an ASDAN qualification.

Because it is estimated that only 6% of adults with a learning disability known to their local authority in England are in paid work<sup>3</sup>

We offer an Employment and Vocational Training programme of work that includes our social enterprise pop-up Fruitful, work with Petit Miracles, brokering of work experience and volunteering opportunities as well as weekly group and 1:1 employability focused sessions.

“ I’m so happy you are doing this. It makes a massive difference to her mood and happiness. ”  
**Parent**

Because over half of disabled people report feeling lonely, rising to over three quarters (77%) for those aged 18-34<sup>4</sup>. People with a disability take part in fewer leisure activities than people without a disability<sup>5</sup>

We offer group sessions to build peer networks as well as offer a Community Development Programme for those new to working with others to support them to settle in. We also provide more informal social activities during school holidays.

During COVID-19, this has meant offering a timetable of online sessions to keep our students connected with their community and their friends.

Because 2/3 of parents/carers have felt forgotten during the pandemic<sup>6</sup>

We have held regular parent/carers evenings for them to explain how we are adapting our services, offered weekly telephone support and put in place community visits to offer respite for families.

1 Mencap (<https://www.mencap.org.uk/learning-disability-explained/research-and-statistics>)  
2 Office For National Statistics, [Disability and education, UK: 2019](https://www.ons.gov.uk/peoplepopulationandcommunity/disabilityandlongtermhealth/bulletins/disabilityandeducation/2019)  
3 NHS Digital (2019) [Measures from the Adult Social Care Outcomes Framework: England 2018-19](https://www.nhs.uk/healthcare/2019/04/11/Measures-from-the-Adult-Social-Care-Outcomes-Framework-England-2018-19)

4 Sense (2017). “Someone cares if I’m not there”: Addressing loneliness in disabled people. Jo Cox Commission on Loneliness: Disabled People.  
5 Mencap (<https://www.mencap.org.uk/learning-disability-explained/research-and-statistics>)  
6 Mencap (<https://www.mencap.org.uk/learning-disability-explained/research-and-statistics>)

“ I am happy with the online courses as it is such a relief and helpful in combatting... the monotony of isolation. The best bit though is how happy it makes EmmaLou. She is enjoying seeing all those familiar faces again. ”  
**Parent**



Nicky



Alex

“ Danny is obtaining an immense amount of enjoyment from the sessions. Thank you so much for your efforts in putting these on for the students. It makes the world of difference to them. ”  
**Parent**



Jade



Louise

# Our Highlights



## 1. Fruitful Goes From Strength To Strength

Fruitful was having a bumper year before social distancing temporarily stopped our social enterprise in its tracks. This year we launched a seasonal package, made waves at the Olympic Park with an event in partnership with Accuity and Sage, delivered two Fruitfuls in one day for Giving Tuesday and in October, in partnership with Adobe held a huge Fruitful Fundraiser raising over £6,000.

Watch out for our brand new merchandise on a Fruitful stall near you soon!

We also strengthened our relationship with Bowmark Capital, who have sponsored Fruitful for the whole year. You can read more about our relationship on page 11.

## 2. Part Of Our Local Community

PiP prides itself on being a West London charity and we love our W9 neighbours. Every summer we have a Summer Party and the 2019 party involved partners, neighbours and never-seen-before PiP student performances. Our Summer Showcase 2020 was a little different – going virtual for the first time with an audience of 80 and raising over £1,300.

We're also really proud of our relationship with our partner school, Paddington Academy. This year, they've supported us with a sponsored walk and their Duke of Edinburgh students taught us how to play Basketball. Thank you Paddington Academy, we can't wait to work with you again next year!



Lydia wrote Taking Flight in one of our poetry classes

“ PiP is important to me because it has boosted my confidence. Now I can travel alone. ”  
**Lydia**

“ PiP online sessions are important because I miss seeing the other students. ”  
**Marcio**

## 3. Our Students' Creativity

Every year we update our offering in response to student feedback. This year we introduced Creative Writing which enables students to build confidence and express themselves with the written and spoken word through storytelling and poetry. Workshops with The Advocacy Project have helped students to consider how creative writing can be an outlet and a way for their voice to be heard. You can see some of our students poetry throughout this report.

## 4. Our BlueBay Partnership

Since the start of 2018, BlueBay Asset Management have been PiP's biggest supporter. They were one of our first corporate partners and have helped us improve and progress our fundraising and volunteering offers. Whether it be travelling over 6,000 miles in combined Distance Challenges, giving over 300 hours of staff time or donating over £160,000 – BlueBay and PiP have always had a lot of fun working together to improve the lives of adults with learning disabilities and autism.

As our partnership comes to an end this year, we will be celebrating the amazing time we've had together with a massive THANK YOU. We know it's not a forever Goodbye!



A Creative Session in action



We celebrate three years of our Partnership with BlueBay this year

## 5. Our Students' Achievements

Everything we do at PiP is about supporting our students to become more independent so we are delighted when students decide they are ready to move on from PiP. In 2019-20, John, Issa, Zareen and Shona graduated from PiP, having made friends, been supported to live healthily and independently and to start work. Five new students joined us this year too.

Our new student reps got off to a flying start by participating in the Lord Mayor's Show. You can hear more from Shardonnay on page 3.

# MyGoals: Our Impact

MyGoals is PiP's online system for making sure our students meet their desired outcomes. MyGoals was developed by PiP and this is the first time we have used it for a full financial year. We create three goals with each student for each of their sessions. They then work towards these personal goals every week. The goals are different for each student, creating a person-centred way of supporting our students progress. Using this personalised system, we track whether students have met, partially met or not met their goal for every session and we

can then work with them in a really specific way when they are not making progress or stretch them when they need more challenge. One of the most important and unique aspects of MyGoals is that we can input comments for each goal. This means that we write down any important observations and record information such as if a student has completed a goal independently or if they have accomplished something for the first time. This gives context to outcomes and how we can feedback to students and their families/carers about their progress.



Our uplift score reflects the average increase of the number of met goals of every student from term 1 to term 3. Due to Covid-19, most sessions were moved online but not all were able to be delivered remotely. This means that some of the scores on our uplift have not truly reflected the improvement our students have made this year. Some uplift scores also show a negative response - this happens where students start a new session that challenges them or we set stretch goals for students to learn a new skill. It is natural in these cases for goals not to be met whilst students learn, grow and then progress.



**Lydia** is 24 years old, which makes her one of PiP's youngest students. In September 2019 she joined one of PiP's brand new sessions – Creative Writing. Lydia is passionate about music and rapping so staff felt that these sessions would help her develop how she expresses herself. As we often see with younger adults, Lydia was a bit nervous about starting something new and lacked confidence at first. Over lockdown Lydia participated online, and built up enough confidence to ask to join our Self-Advocacy group which she attends weekly to make sure her voice and opinions are heard. Lydia has really built her self-confidence and has performed some of her poems at our creative events. This led to her being asked to regularly read her poetry on the radio.



**Pamela** is a Fruitful trainee and gained a paid role working as one of our receptionists. In Employment Group, Pamela's goals were to ask a question without being prompted and to work on her personal work profile, researching jobs she might like and writing her CV. Pamela did a fantastic job in the first term - she now knows she would like to work in a theatre - and she met 70% of her goals. The second term was cut short because of Covid-19 but our Employment sessions were transferred to online classes as they are now more important than ever. Pamela has attended 100% of our online sessions, impressing the volunteers from our partner organisations. She has adapted really well to this change and shown great resilience and interpersonal skills.



**JD** is one of our newest students at PiP. JD joined in September 2019 and attends PiP every Wednesday to participate in Keeping Safe and Literacy sessions. Naturally, it is nerve-wracking starting somewhere new, but JD has fitted in really well at PiP. In Keeping Safe, JD's goals have been focused around teamwork, which can be quite challenging when you are new. Through the support of the staff, JD has been encouraged to join in every activity he can. As a result, he has met 100% of his goals around teamwork. In fact, JD was even awarded PiP's 'Student of the Week' for being polite to everyone and having a great attitude.



**Tom** takes part in the Gardening session at PiP. Tom really enjoys gardening and has done some great work during the year. We wanted to encourage Tom to lead on some of the gardening activities this year and his goals reflected this. Tom's goal was to lead on a weekly project for the first term. Through the support and direction of the team, Tom was able to meet this goal every session. He demonstrated how to do the task for other students and guided them if they needed extra help. Tom has also been able to notice what needs to be tended to in the garden, without being prompted, and now helps other students with this. This is an great example of Tom demonstrating skills for independence.

# Working Together



## Growing Together with Bowmark Capital

Bowmark Capital really stepped up their support of PiP in 2019 as Bowmark sponsored Fruitful for a whole year for £72,000.

This meant that we could deliver over 100 Fruitful sessions at PiP, supporting 12 Fruitful Trainees to work towards an ASDAN qualification in Enterprise/Work Skills, and helping PiP with marketing and branding.

As lockdown hit, all Fruitful pop-ups were unfortunately cancelled. PiP and Bowmark continue to work together with volunteers supporting Employment Group; it's so important that our students emerge from this time with strong communication and interpersonal skills to help them in a challenging job market.

Bowmark also sponsor our Christmas dinner every year - a date in the diary that the students love.

Q: What's your favourite thing about PiP?

*Fruitful! Selling juices!*

**Lauren**

*Cabaret Club. We have adventures!*

**Danny and George**

*Having a safe place.*

**Safia**

*Music. We get to explore.*

**Luai and Tugba**



**Fruitful** is a social enterprise which gives our students real life work experience as they develop and produce the range of juices and take Fruitful to market with our pop-up stalls in businesses and community events around London.

2019-20 was a busy year for us and even through lockdown we've been creating a small, but perfectly formed range of Fruitful merchandise designed by our trainees in collaboration with artist Katie Scott.

As we go into 2021, we plan to be back out in the community with our seasonal stalls, our fruity volunteering days and a brand new trolley service to bring a juice and chat to you at your desk.

Our supporters really enjoy the Fruitful experience and our partners involvement makes a real difference to the lives of our students.



Louisa and Girio at an Adobe Fruitful event



Paris with a volunteer at an Adobe Fruitful event



Adobe volunteers delivered an online session for our Women's Group.



## Adobe and PiP #goodforyougoodforme

In October 2019, the PiP and Adobe partnership was ramped up with one of our best Fruitful events yet. 60 Adobe volunteers and 10 Fruitful trainees took part in a sponsored cycle to raise an amazing £6,000 for PiP. Volunteers and students started the day by making delicious fresh juices in the Adobe offices to hand out to the teams of cyclists who took part.

We were planning a bigger and better event this year but COVID-19 got in the way. Not to be deterred, Adobe and PiP put their heads together and came up with a brand new event to build relationships across the two organisations' Women's Networks.

Adobe volunteers delivered an online session to build the confidence of our PiP Women's Group. It was a special and innovative session with a generous donation of \$1,000. We can't wait to bring Fruitful back to Adobe.

# Get Involved!

“PiP is very important to me because it is like a second family. PiP is helping me reach my dreams.”  
**Shardonnay**

Thank you for reading The PiP 19/20 Impact Report. We hope you have enjoyed reading our students' stories and discovering how important our work is to support them to have the same life chances as everyone else.

We want to continue to enable our students to find their voice, make friends and reach

their potential. There are lots of ways you can support PiP from the small – follow us on social media and share our posts! - to the big – join one of our Challenge Teams and raise funds for us. We hope you decide to get involved and help us grow and help more adults with learning disabilities and autism to become more independent.

**Not sure how to begin your fundraising? Don't worry, we're here to help! Here are our top tips for getting off to a flying start.**

Make a plan, set a date and a fundraising target.

Get online and shout about it. We can help you set up your online fundraising page. Every share on social media means you are 5x more likely to meet your target.

Keep in touch. Our fundraising team and our students are on hand to support you throughout and help you stay motivated.

PiP is a fun place to be so Tip #1 is to Enjoy! By doing something you enjoy, your passion and enthusiasm will be infectious.

Spread the word – share & invite your friends, family, colleagues. And make sure you let us know so we can share and shout about your achievements too.



## Join a Challenge Event Team

If you want to set yourself a personal or team Challenge, we have places at all the big races in London whether you want to walk, run or cycle. Together we can help you reach your goals whilst raising money for PiP.

Participants will be part of a special PiP Race Team, get put in touch with fellow competitors for a support network, have their very own PiP Cheer Squad at the event and get a free PiP t-shirt/running vest.

Get in touch to find out what events are taking place in 2021 and how we can support you and your fundraising.



## Become a Regular Supporter

By raising money for PiP you help us to support adults with learning disabilities achieve their potential. Without PiP our fantastic students would lose opportunities such as access to supported work placements, travel training and life skills workshops and a safe place to go.

Regular gifts help PiP to plan ahead. You can sign up to support PiP with a regular gift every month direct from your Payroll via Payroll Giving or directly via our website.

As a Regular Supporter, you will receive:

- Our monthly newsletter filled with news and student stories
- VIP invitations to PiP forums, events and first-look at our new merchandise
- Special occasion cards from the students with their news and updates
- A dedicated PiP contact
- A free PiP mug!

**£25** Can provide materials for a Sensory Art class, enabling students to express themselves and communicate non-verbally

**£100** Can help build skills for independent travel through our travel training project, supporting people to gain knowledge, confidence and become more independent.

**£1,000** Can enable us to deliver healthy cooking sessions for 6 weeks so that 10 people can learn essential cooking skills and understand healthy food options.



## Volunteering

The best way to get to know our students and understand our work is to come and meet us. PiP has opportunities for volunteers to support our work throughout the year.

Opportunities include:

- Individuals volunteering on a regular basis to learn more about working in the learning disabilities sector
- Small group volunteering at student sessions e.g. supporting mock interviews in Employment sessions
- Teams can host workplace visits and work experience placements
- Team volunteering at Fruitful, supporting students to make juice before we 'pop up' at your workplace
- Team volunteering during our leisure programme to support trips, visits and fun activities during school holidays
- Skilled or pro bono volunteering with us as an organisation.

As we are a small charity, there are sometimes additional costs involved for us in hosting volunteer teams and we can chat with you about the costs involved in different sessions. But as a small charity we can be flexible and we'd love to chat with you about your ideas.

Contact Samantha Dodd, our Fundraising Manger for more information about volunteering with PiP:  
[SamanthaD@PiPonline.org.uk](mailto:SamanthaD@PiPonline.org.uk)