



**Trustee  
Candidate Pack**

# A letter from our Chair

Thank you for your interest in joining our board.

PiP works in the Kensington & Chelsea and Westminster communities to support adults with learning disabilities and autism to achieve their potential, move towards independence, and live a life of their choice.

Established in 1983 by parents wanting more challenging and ambitious support for their children, we have delivered 40 years of impact and support in our communities. Our history is rich & varied, and we have grown from 25 students a decade ago to nearly 100 beneficiaries today.

From our custom-adapted centre on Kensal Road where we moved in 2022, we run four key curriculum areas: Creative and Performing Arts; Employability, Health & Wellbeing, and Independent Living Skills. Alongside this work we run a number of services in the community like our Vocational Training Enterprises e.g. Fruitful, Seedlings, Craftworks or Gig Buddies which supports with adults with learning disabilities to access social events and make lasting friendships.

The organisation is led by a chief executive with deep sector experience, a skilled and settled management team, and a board of eight trustees with a diversity of experience and perspectives.

As we embark on the next exciting stage of our journey, we are looking for new trustees to support PiP with our vision. We are delighted that you may be considering this position, PiP is a unique charity in impact, ambition, and heart. We are on a sound financial footing and are actively exploring new ways to support our students. As a charity we are well established and you will have good support structures in place as you get to grips with the role and our organisation.

I hope the following information on PiP captures your interest and we look forward to hearing from you.

Yours sincerely,  
Micah Gold  
Chair





## Who we are:

PIP works in the Kensington & Chelsea and Westminster communities to support adults with learning disabilities and autism.

With 32 staff and a Board of 7, we work to empower nearly 100 adults with Learning Disabilities and Autism every year to achieve their potential, move towards independence and live a life of their choice. We believe our staff and volunteers are our greatest asset with development and progression a major focus point for our team.

Our approach is student-led and each student's timetable is the result of a collaborative approach with students, families, and social workers. Student goals range from learning to cook and building friendships to exploring creativity and securing part-time work. Each student at PiP is referred by our Local Authority partners and with a waiting list of over 40 students we are confident we offer a top-tier service.

Financially we are stable with strong financial reserves and an income mix circa 75% commissioned services and 25% philanthropic partnerships. From this position of strength, we plan to invest in our team and projects to expand our provision and secure more impact in our community.

## Why we need you:

PiP needs trustees who share our values and want to see people with learning disabilities gain skills and confidence and get the best possible opportunities to live the life they choose.

Today, as we recruit new trustees, we're looking for people with vision, leadership, and a strategic mindset to plan and oversee our next stage. Considering questions like:

- How to diversify our offer to meet all the needs of those we support
- How to better support students ready to leave PiP
- What new projects and services would reach more people in more communities.



## Who we support and why:

At PiP, our focus is on teaching and learning life skills; so those we work with self-identify as PiP students. Ranging in age from 18 to 68, our average student is around 34 years old.

PiP students have a range of learning disabilities including Down's Syndrome, Fragile X, Autism Spectrum Conditions (ASC), dual diagnosis with mental health problems and/or physical health conditions such as Diabetes and Epilepsy.

PiP's team deliver person-centred support to each of our students to identify their strengths, interests and passions. We support them and their families & carers to maximise opportunities in their community through signposting and working in partnership with like-minded organisations.

Structural inequalities in society mean that people with learning disabilities are not always recognised for their skills and talents and given the opportunity to live independent lives. Our board and staff team want to challenge that, making sure that every PiP student has a voice and can make their own choices about their own lives.

We are keen for our students to always have a voice, inside and outside of PiP. To support this, we run advocacy sessions and every week our students hold a student's meeting with their own agenda where they can express their views on PiP and ask about anything like new staff, our leisure programmes, or fundraising. Our student council is made up of student representatives who provide feedback to senior management and the Board.



## Our Board

Each Board member serves for three years and is able to serve two terms. You will be serving alongside the following trustees (links to LinkedIn and PiP profiles for further information):

Chair of Trustees: [Micah Gold](#)

Trustee: [Patrick Brown](#)

Trustee: [Terri Cash](#)

Trustee: [Theresa Ekendu](#)

Trustee: [Tilly Lang](#)

Trustee: [Judy Wilcox](#)

Trustee: [Leanne Williams](#)



## What we're looking for

Below outlines the broad criteria that PiP desires from the person who fills this post. We expect that the individual appointed may not meet all the criteria below, and that experience, skills, and understanding of our work may come from many areas including voluntary or lived/caring experience.

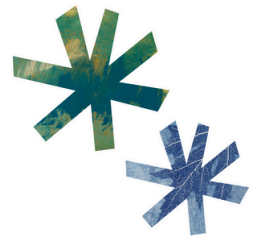
As Trustee your primary responsibilities will include:

- Ensure our charity is carrying out its purposes for the public benefit
- Comply with our charity's governing document and the law
- Act in our charity's best interests
- Ensure our charity is accountable
- Manage our charity's resources responsibly
- Act with reasonable care and skill

We're looking for someone with the following skills & experience:

- Experience in one or more of social care, legal, governance, finance, post-16 education, local knowledge, commercial, or lived experience.
- Good communication skills with the ability to inform and engage a wide range of audiences
- An understanding of the importance of PiP's work and our person-centred approach to addressing inequalities for adults with learning disabilities
- A willingness to commit time and effort to the development of PiP
- The ability to engage comfortably at all levels
- A commitment to PiP's values.





# What's in it for you?

You will be joining a friendly board with a variety of skills and you will gain immense satisfaction from a role in which you will steward our mission to combat social inequalities and their effect on people with learning disabilities. Your involvement will mean we can ensure that every PiP student has a voice and can make their own choices about their own lives.

The trustees have overall control of the governance of PiP. They are ultimately responsible for the charity, although the day-to-day running of it is delegated to the Senior Management Team.

## Time commitment

Board meetings take place between 4-6 times per year for normally two hours in the early evening at our centre on 306 Kensal Road. Papers are sent out in advance and are regarded as pre-read for meeting purposes. We have an annual away day in order to look at our direction in more depth. Trustees may also like to participate in committees or working groups.

Beyond this, the commitment is flexible with a standing invite to all events including showcases, football tournaments, and parents/carers evenings. The position is voluntary, unpaid, and non-executive. Reasonable expenses such as travel will be paid.

## How to apply

We recommend a first step of discussing the role with Denise Largin, CEO at PiP. Please e-mail [DeniseL@piponline.org.uk](mailto:DeniseL@piponline.org.uk) to arrange a talk about the role and we'll arrange for you to visit us and learn more about PiP, our work, and our future plans. We expect to shortlist and interview in early March.

Your formal application should include your CV and a covering letter outlining your interest in the role and why you believe you are a strong fit for PiP. The covering letter should be no longer than two pages. Please submit all applications by email to Denise at [DeniseL@piponline.org.uk](mailto:DeniseL@piponline.org.uk).

We look forward to welcoming you to our centre and introducing you to our students, staff, and fellow trustees.

