



Empowering independence

Annual Review 2018



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A word from the Chief Executive

Welcome to Langdon's review of 2018. This was the year I joined Langdon as their interim Chief Executive - I am delighted that, since then, I have been accepted to lead this organisation as the permanent Chief Executive. Since being here I have seen the really positive impact the organisation can have on enabling young people and adults with learning disabilities to live independent lives. As a parent of a daughter with a severe learning disability, I know only too well the essential role that organisations such as Langdon play in the lives of members and their families. Across London and Manchester, our members have achieved so much with the support of Langdon, and you will find 'spotlights' in this review on these achievements and milestones. But we have a challenge. We need to give our members the support and confidence to believe they can achieve even more. We want our members, and their families to dream - and then realise their dreams. I am looking forward to leading this journey.



Neil Taylor
Chief Executive

"We want our members, and their families to dream - and then realise their dreams."

Neil Taylor, Chief Executive



“...our members, can do anything they put their mind to.”

Nigel Henry, Chairman

A word from the Chairman

My journey with Langdon started in 2007 when I began volunteering for the employment service, helping to match members with jobs and work experience. Very quickly I got the Langdon bug and began assisting the Housing team in their search for suitable properties. In 2011 I joined the Board of Trustees and in 2018 was delighted to be elected as Chairman and follow in the giant footsteps of Jonathan Joseph.

Langdon, with the help of our incredible supporters, is doing great things for people with learning disabilities. The quality of our care, our homes and our activities is constantly improving but we want to do more. Please join us in spreading the Langdon message to more people so we can reach those who need us most.

Enjoy our review of 2018.

A handwritten signature in black ink, appearing to read 'Nigel Henry'.

Nigel Henry
Chairman

Introduction from a member

Hi, my name is Marcus Bean and I've been a Langdon member for 4 years. I have achieved a lot with Langdon. I started at Langdon College and then moved into supported living. Now I work at New Chapters and also at a law firm. I'm part of the Langdon singing group, and the One Voice committee which organises activities and events for members.

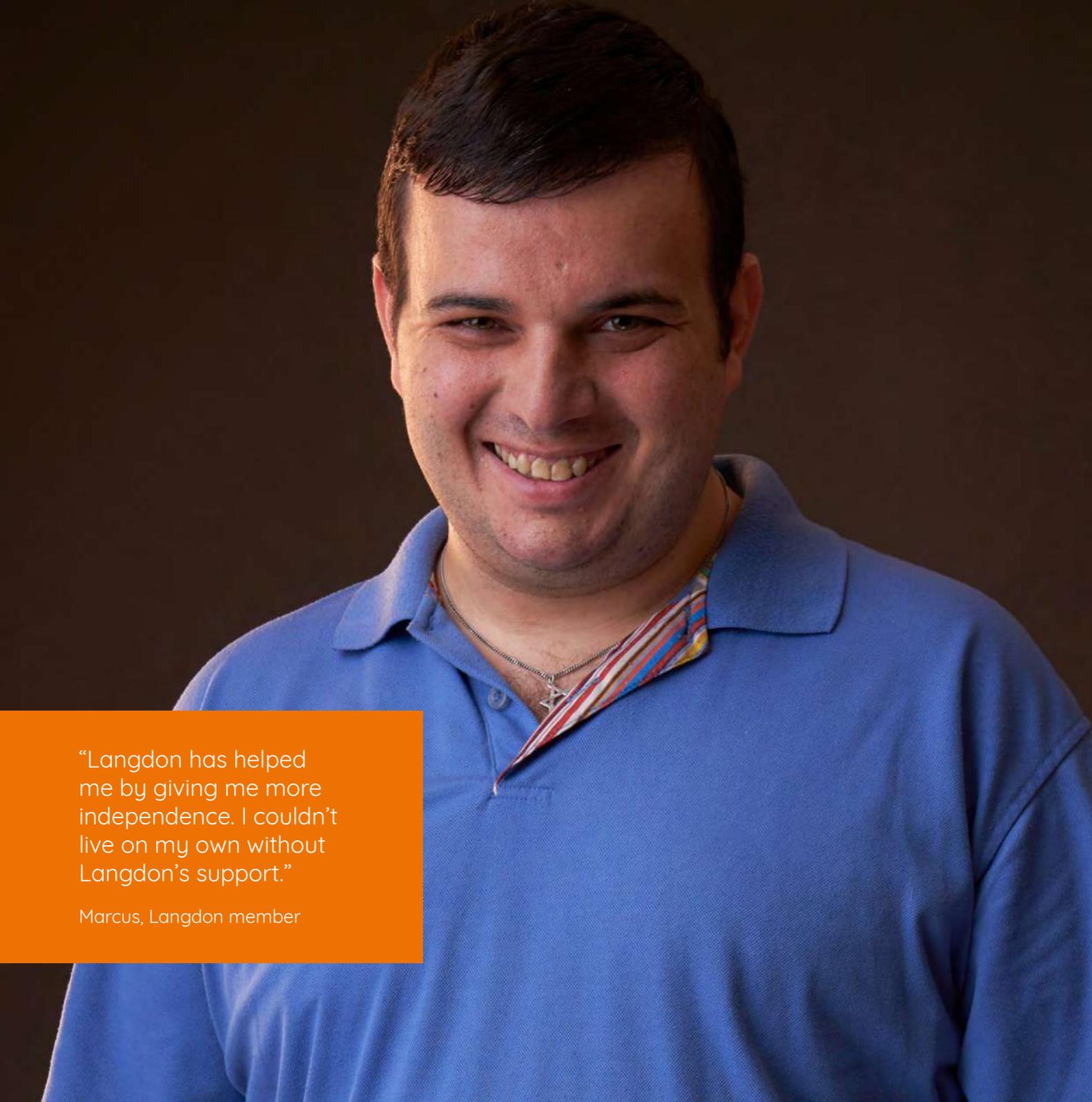
My biggest accomplishment with Langdon has been learning to process new orders for books at New Chapters that I could not do before. My favourite thing about Langdon has been making new friends at pub nights and coffee nights, and in the One Voice committee. I enjoy being part of the One Voice committee because I can help to think of more things to do for fun with my friends at Langdon.

What I'm working on the most at New Chapters is learning to take off old books which don't sell - working on this new skill makes me feel like I'm improving at work. My biggest goal is to find more hobbies to do in my free time because I want to learn new things. If I could have any job in the world, it would be a chef because I'm a good cook and enjoy it.

Langdon has helped me by giving me more independence. I couldn't live on my own without Langdon's support. Without Langdon, I have support in my jobs and a group of friends.

I hope you enjoy hearing about the year my friends and I had at Langdon.

Marcus Bean
Langdon Member



"Langdon has helped me by giving me more independence. I couldn't live on my own without Langdon's support."

Marcus, Langdon member



“I work at New Chapters every week. I do the book boxes. I really like the social side at work - I like meeting new people. My favourite thing is being with the staff and my friends.”

Paul, Langdon member

A social enterprise success story

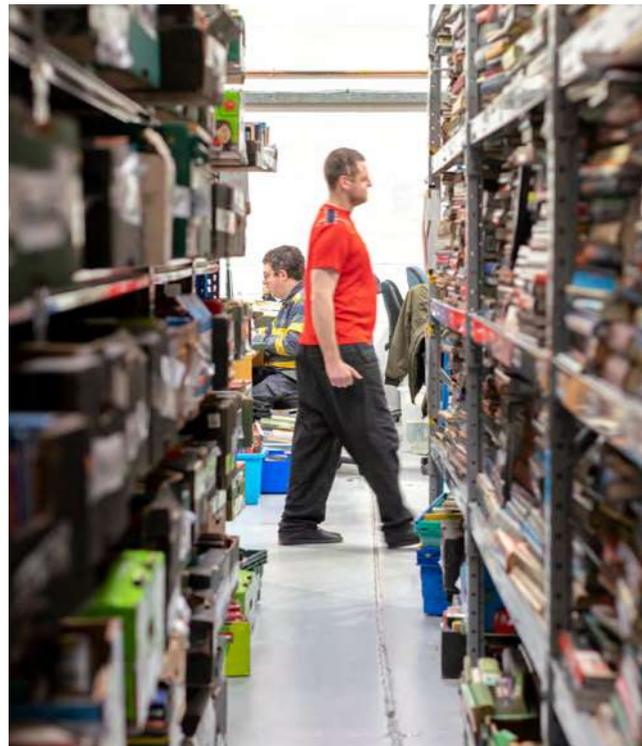
New Chapters is Langdon’s online social enterprise, where we sell second hand books. It gives members the chance to take their first step into the world of work, regardless of how complex their needs may be. They gain the experience, confidence and self-esteem to progress to working outside the Langdon community.

2018 was the second full year of trading in New Chapters’ current London HQ, a fantastic 3,000 square-foot warehouse in Harrow. This means that members in paid employment can work at New Chapters alongside their job, offering them more working hours and more valuable work experience.

In 2018 we began offering work experience placements to Langdon College students in order to get a taste for working life. And we now welcome more members from outside the Langdon community, such as those living with their families, to gain employment skills in a safe and supported environment.

Thanks to the hard work of our members, 40,000 items were listed in our New Chapters Amazon store in 2018. We expanded our sales overseas and around 10% of sales are made worldwide via Amazon EU, Germany, Italy, Spain and France.

New Chapters turnover in 2018 was £139,000, a 50% increase on 2017. It’s a business that’s not only life changing, it’s successful.



♥ Spotlight on New Chapters in 2018



Second full year of trading at our Harrow premises

£139,000
turnover

50%

increase on 2017



Five volunteers joined us on a weekly basis

MOVING FORWARD...

Members will increase their skills and employability by the learning and training at New Chapters.

In 2018, New Chapters listed over

40,000

books, CDs and DVDs on Amazon



That's enough to place one item on every single seat in The O2 Arena and Manchester Arena combined

Started selling worldwide via Amazon EU, Germany, Italy, Spain and France





“I’ve worked at OGR Stock Denton, a law firm in Finchley for three years.

I do different things. I work in accounts, do filing, help out in reception and look after the stationery. That’s the job I’m best at - I know where everything goes and always know when we’re short on stock. Eventually I want to do computer work.

At first, I found paid work difficult. I can’t spell, and I’m not good at making coffee. I get worried about spilling it.

Langdon has given me my independence. Of course I still get nervous trying new things. But now, I just take a deep breath and do it.”

Marcus, Langdon member

Just the job for gaining valuable life skills

At Langdon, we want our members to have the same opportunities as their peers; to develop their professional skills and experience the satisfaction that comes from a good day’s work.

Employers are regularly bowled over by the positive impact our members have on their organisation. Our members are reliable and effective workers; their abilities often far exceed expectations.

The facts speak for themselves. In 2018, 86% of members in paid employment remained in the same job for the whole 12 month period.

But it’s no coincidence that our placements work out so well. Central to our members’ success is that Langdon strives to find people jobs that meet their aspirations. By placing people in the right role, they enjoy their jobs, which is necessary for the wellbeing and happiness of our members.



♥ Spotlight on Employment in 2018

89%

of Langdon members in work-related activities



1 in 4 of our members work 16 hours or more per week – enough to come off benefits

36%

of members in paid work up to 15 hours per week – up 16% on 2017



Langdon employers



MOVING FORWARD...

We aim to increase the number of employers to engage our members in paid work.

9

new employers came on board



2



supported internships provided

Weekly fun, friendship and independence for young people

Langdon Brady is our youth service for 12 to 19 year olds. Weekly clubs and schemes are run during the school holidays. It plays a vitally important role for our youngest Langdon members: building confidence, independence and friendships in a welcoming, Jewish environment.

Each term, Langdon Brady members plan their own social programme. 2018 was action packed with weekly activities such as sports, baking, drama, art and music, Jewish cultural activities and educational workshops.

Members are taught that nothing is impossible. Highlights of 2018 included an Israel tour with Maccabi GB for 11 members, a meeting with the Israeli ambassador at the embassy for summer scheme participants, and a celebrity visit from X Factor winner, Ashley from Rak-Su!

Langdon Brady embraces the value of tikkun olam (healing the world). “My favourite activity is making arts and crafts [for other charities],” said Langdon Brady member Tammy.

On Mitzvah Day 2018, our London HQ was a hive of activity as members had activities going all day to support seven charities. Langdon Brady members made Chanukah cards and bags to send to Israel, baked for three London charities and collected toiletries and books.

“I started Langdon Brady when I was 13. I come to the Wednesday club. We do Jewish stuff and activities like dancing and art. That’s my favourite because I really like colouring and drawing.

My social life is very important. I enjoy meeting new people. I go to school but the atmosphere at Brady is different. I’ve got lots of friends here.”

Lizzi, Langdon Brady Club member



♥ Spotlight on Langdon Brady Club in 2018



children and teenagers attend Langdon Brady Club



baked goods made



Brady Club members participated in a 10-day 'Maccabi Challenge' tour to Israel



Mitzvah Day

During Mitzvah Day 2018, members supported 7 charities

MOVING FORWARD...
In the future we plan to expand Langdon Brady to reach more young people of different ages and in different localities.





“I joined Langdon College three years ago. It was difficult at first and I didn’t want to go into my classes. But I’ve been working very hard so now I’m doing really well.

I learn lots of different things at college. I love music and I taught myself how to play the ukulele - it’s very relaxing for me.

I help teach music at college and perform gigs in my spare time. I love playing George Formby songs. I’d like to be a paid musician one day.”

Langdon College student

Learning lifelong lessons

Langdon College offers a bespoke education for Jewish people aged 16-24 with learning disabilities, social anxiety or autistic spectrum disorders.

The college educates students at its two sites in London and Manchester. The curriculum aims to develop students’ literacy, maths, IT, employment, and social skills, enabling them to make their next steps into the world of work and independent living.

In 2018, students in Manchester teamed up with Heathlands Village residents to produce a beautiful calendar of artwork. It was printed at LC Print, an enterprise based at our Salford campus. Langdon College students manage the business on both the creative and finance side, gaining valuable employment skills.

Across both campuses, every student who attempted their vocational qualification in Employability earned it. They learnt about work practices, interpersonal skills, communicating with colleagues, teamwork, and much more. This allowed students to move seamlessly into a working environment after their time at college.

New Chapters London opened its doors to Langdon College students for the first time in 2018. This offered students the opportunity to experience the world of work in a supportive environment. They put their Employability qualification to use, learning about selling books online, picking and packing, and organising stock while also learning the importance of being on time, working with others, and being part of a team.



♥ Spotlight on Langdon College in 2018



There are 36 students attending our London and Manchester campuses

100%

pass rate for students who took their Employability qualification



6

college graduates in 2018



Every one of our graduates moved into either supported living or paid employment

MOVING FORWARD...

Langdon college plans to develop it enterprise and work experience opportunities to ensure our students continue to have positive outcomes and destinations.

The home of independence

Langdon supports people with learning disabilities to live their lives as independently as possible. Langdon manage 64 flats and shared houses, providing homes for 118 members in London and Manchester's Jewish communities.

Leaving home is a major life change, and Langdon's tailored approach ensures the needs of every individual are met before they join our community. We provide practical care, help with housing benefit and emotional support for members and their families is provided.

One of Langdon's strategic ambitions is to expand its portfolio of owned homes, allowing Langdon to provide the highest quality independent living and potential homes for life. 2018 was an exciting year for the organisation as renovations were in full swing on Langdon's newest property, The Bluston House in Edgware.

This fully modernised house will provide a Jewish home for four Langdon members. The Bluston House is not only fully accessible, but it has also been designed to support our members' future needs.



"I've lived by myself for almost 10 years now. Some things about living in my own home are harder. I don't like being alone, taking the bin out or cleaning the floor.

I share a house with three housemates. I like living with them. We play football in the garden and watch TV together. I enjoy cooking and making my favourite meal - eggs on toast with mushrooms.

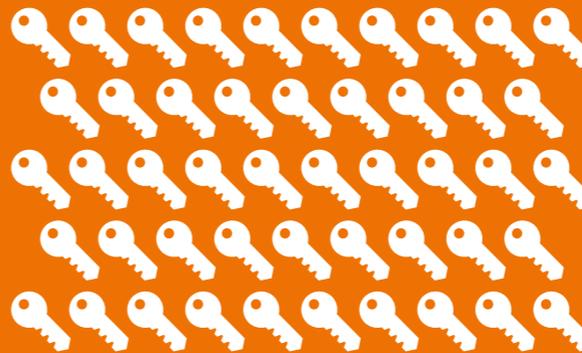
I really like living by myself and being independent."

Hadley, Langdon member



♥ Spotlight on supported living in 2018

118 people have homes in Langdon accommodation or as members in supported living



64 flats and shared houses managed by Langdon in London and Manchester



 **247,216** hours of care provided in 2018

MOVING FORWARD...
We aspire to create new homes and update existing homes of the same quality and standard as The Bluston House.

4 new members joined our supported living in 2018



Building and strengthening long term friendships

Social activities are vital to our wellbeing. Central to Langdon's unique, person-centred approach is supporting our members to be an active part of Langdon and the wider community. Langdon helps to develop independence, grow confidence and form lasting friendships - all in a welcoming Jewish environment.

In 2018, members enjoyed a fantastic range of regular activities including coffee meetups, Laser Quest, pub nights, boxing, football and baking. There are activities to choose from nearly every night of the week.

Langdon also organises accessible holidays in the UK and overseas - a highlight for many members. In 2018 we offered trips in the UK and to Spain as well as two cruises. For many it was their first time away from their families, providing a unique opportunity for members to spend time with friends and bond with staff.

It is essential that Langdon members are able to shape the services they use. That's why in 2018 the Langdon One Voice Committee was launched, made up of five elected members. They take turns to chair their own meetings, help plan the monthly activities programme and set the agenda of Langdon's monthly community meeting, which nearly all members attend.

Our community meetings are also an opportunity to educate members on issues that affect them. In 2018 workshops were held with CST and community police on Internet safety and being streetwise.

"I've been part of the Langdon community for 11 years. I live on my own in Prestwich, in Langdon supported housing. In the morning, I get myself up and get the bus and tram to Bury where I work as a receptionist.

I enjoy going to the big Shabbat lunch where I see my friends and college members. It brings everyone together. I also like going to the gym and seeing my friends.

Without Langdon I'd struggle with money. It's hard finding a job that I don't want to leave.

Langdon brings everyone together. Thanks to Langdon I've got good friends and have the best life."

Kate, Langdon member, Manchester



♥ Spotlight on social in 2018

Langdon organised

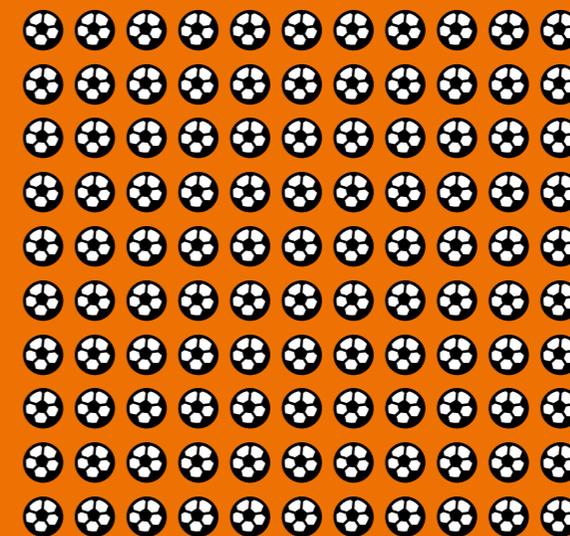
5

holidays



110

games of football played in London and Manchester



members elected to the newly formed One Voice Committee

715

litres of coffee consumed at socials in Costa - the equivalent of four bathtubs



MOVING FORWARD...

We plan to ensure that the members have greater choice and control on a wide range of social, recreational and cultural activities.

Making time to make a difference

Volunteers are vital to Langdon's mission to support our members to live independently. Volunteers help us to go above and beyond the practical, turning average days into fulfilling and meaningful experiences.

In 2018, volunteers were involved in every aspect of Langdon life. Members enjoyed volunteer led art classes, football with a Watford FC coach, and a Brady Club programme enabling older members to become volunteer leaders.

Crucially, volunteering is about friendship and reducing isolation. Our buddy programme started in 2018 and many volunteers meet members one-to-one, providing both practical and emotional support.

Leah uses a wheelchair and has some difficulty communicating. Sarah was the perfect match for her as she has the patience needed to enjoy the simple pleasure of spending time together, whether it's creating art or reading stories.

Barbara has been a volunteer for three years. She spends an hour every week with one of our members who struggles with reading. They read books and do crossword puzzles, as well as chatting about their lives, politics, and sports which has improved his confidence. Barbara also volunteers with us at New Chapters, our social enterprise, and with the Langdon singing group.

"I visit Leah every Wednesday. It's become part of my weekly routine and something I look forward to.

We usually spend time in her room, painting, playing games, looking at books on dogs and horses. She's painted my nails and also likes to just chat.

It's rewarding and fulfilling to help someone else and I've built up a nice connection with Leah. I think it makes her feel a little bit special that I come just for her."

Sarah, Langdon volunteer



♥ Spotlight on Speaking Out

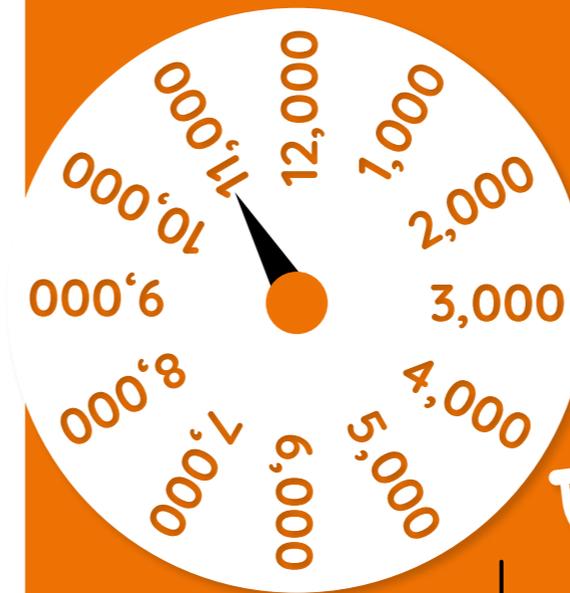
In 2018, Langdon took part in the Speaking Out Forum, an exciting project that builds confidence, skills and self-esteem through public speaking.

Twelve Langdon members were matched to volunteer mentors. Over the year, mentors coached our members in speech writing, breathing, body language and voice projection.

The project concluded with members delivering their speeches at Speakers House, Westminster to an audience of MPs, families and supporters.



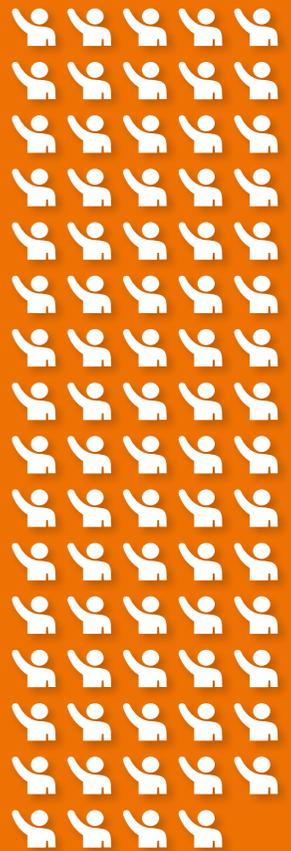
♥ Spotlight on volunteers in 2018



11,000
hours of volunteer time given

79

volunteers in total



55
regular / weekly volunteers



3
hours per week - the average time spent volunteering

MOVING FORWARD...
We plan to expand our buddy scheme and recruit more volunteers.



Keeping the flame of Judaism burning brightly

Our Jewish programme empowers each of our members to practise Judaism however they choose. Each member comes from a different religious background, and our programme reflects that.

Each Jewish festival has an easy read guide, members are supported to keep kosher, host Shabbat lunches, and throw Purim parties. No matter how observant our members are, there's something for everyone.

In 2018, staff prepared a Rosh Hashannah meal for those members unable to be with their family. Friday night dinners are a regular occurrence in members' homes bringing together members from across the Langdon community.

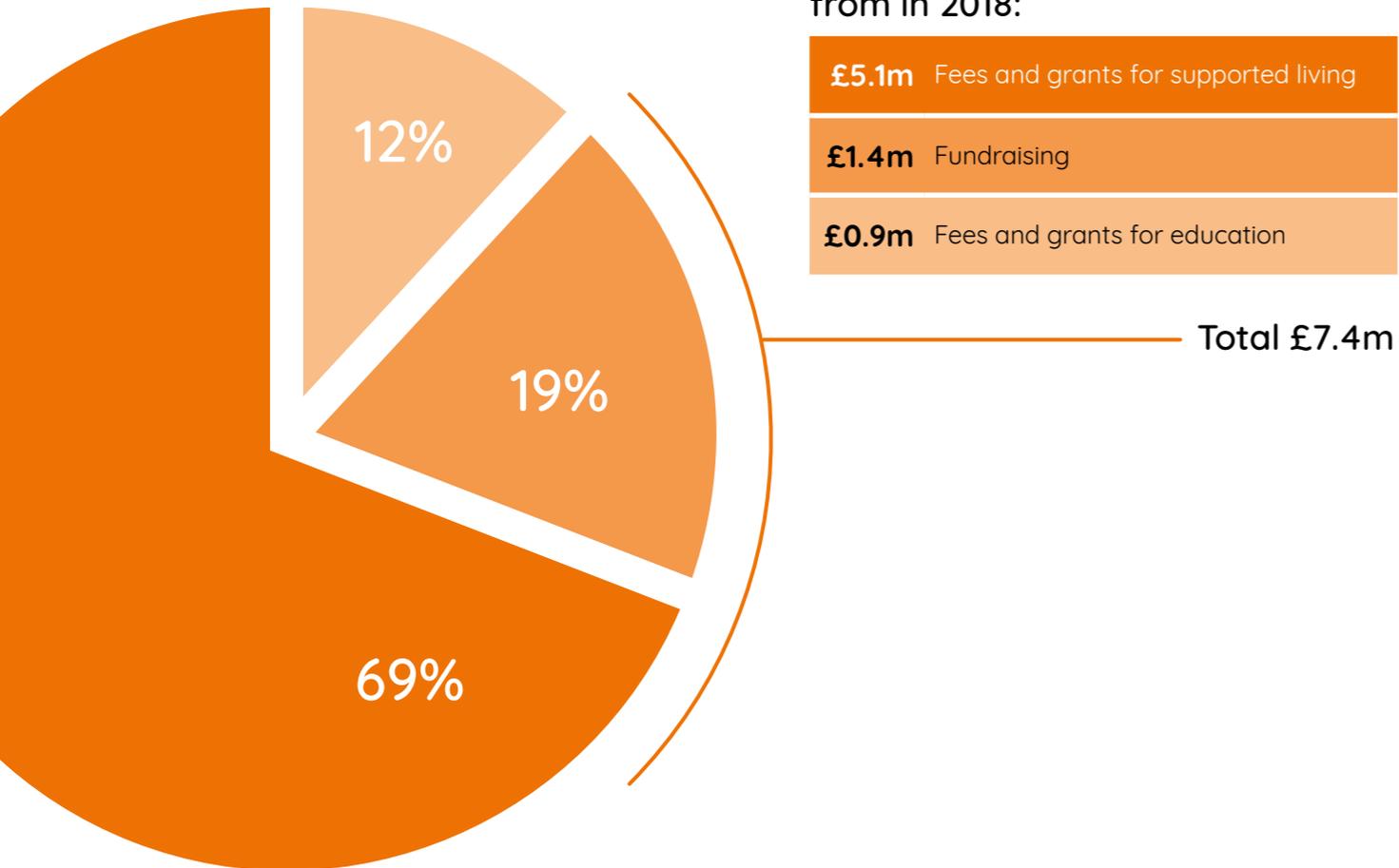
There are also plenty of events that encourage members to perform tzedakah. In 2018, Langdon hosted Mitzvah Day events where members baked food, collected toiletries, and wrote cards for other charities. The Chief Rabbi was welcomed by members and enjoyed taking part in the activities.

Members are given the opportunity to practise their religion, get involved in the Jewish community, and have fun.

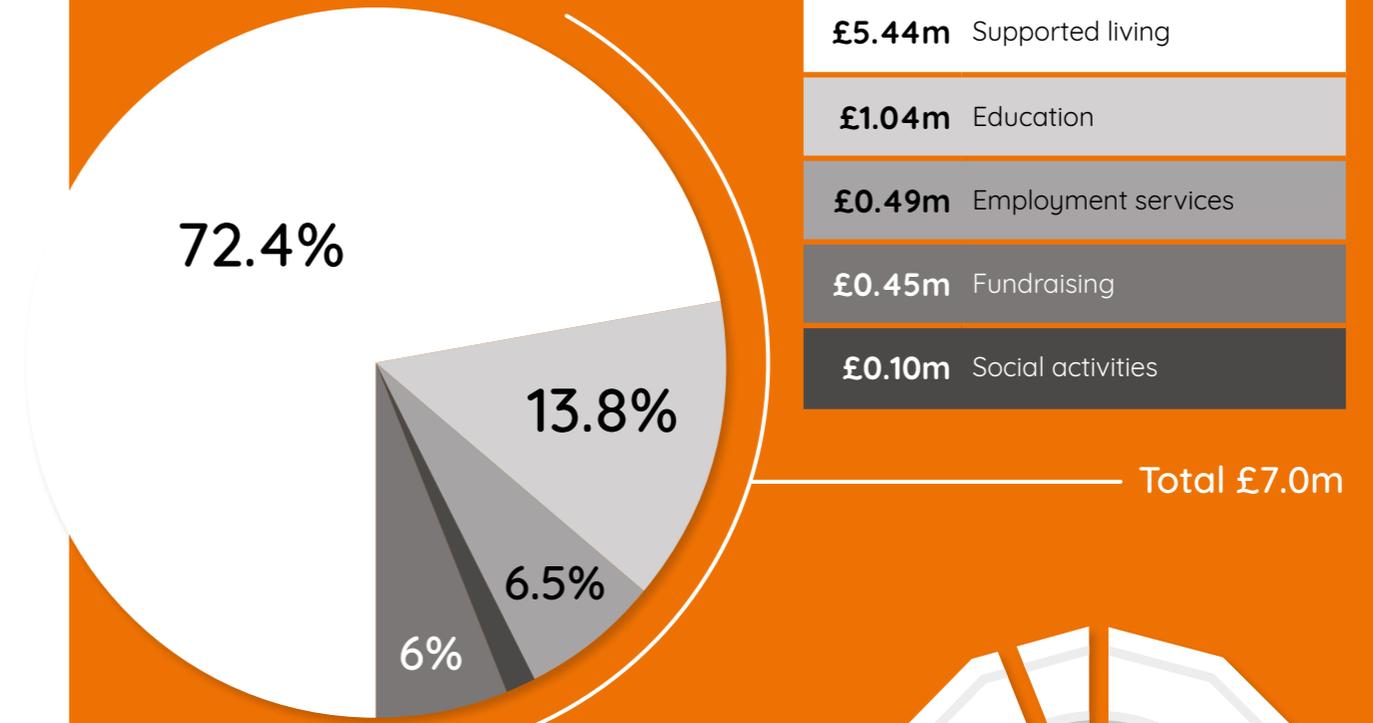
Our Financial Year

The financial year of 2018 proved to be a challenging one with the continuation of the government's austerity policies tightening income streams in care, education and our housing provision. This was set against an environment of increasing staff costs with a further increase in the national minimum wage rising by 4.4% in April 2018 and the full year impact of the increase of 4.2% in April 2017, well in excess of inflation. The Trustees have been active in addressing this shortfall by continuing to review costs with the aim to give the charity financial long term stability. It is expected that 2019 will show a close to break-even result.

Where our money came from in 2018:



♥ How we spent our money in 2018



How we spend each £1 we receive:

94p goes towards our charitable activities and 6p spent generating funds



Employers

Langdon would like to thank all the companies and organisations who have given employment and work experience to our members.

These jobs make such a big difference to the lives of Langdon members, giving them the confidence and self-esteem to live far more independent lives.

London

Accura Accountants - East Finchley
Age Concern Charity shop - Borehamwood
Alexander Elliston Marks - Stanmore
All ABOARD - Edgware
ASDA - Colindale & Southgate
Association for Jewish Refugees (AJR) - Stanmore
Barnardos Charity shop - Edgware
Barnet Football Club - Edgware
Basilian Café (Aspire Gym) - Stanmore
Beanstalk - Finchley
Beis Yaakov - Colindale
Belmont Farm - Belmont
Belmont Shul - Harrow
Berkeley Homes - Finsbury Park
BKL LLB - Finchley
Blake Ezra - Borehamwood
Borehamwood Shul - Borehamwood
Brent Cemetery services - Brent (Council)
Brotherton Real Estate Ltd - West End London
Cartoon Museum - London WC1
Cat & Kitten Charity shop - Borehamwood
Cherry Lodge Charity shop - Borehamwood
Colindale Primary School - Colindale
Community Shop Hertsmere - Borehamwood
Compass Catering - Queens College London
Daniel's Bakery - Golders Green
David Key Estate Agents - Hampstead
Edgware District Reform Synagogue - Edgware
Edgware United Synagogue - Edgware
Eleven Health - Borehamwood
Everyman Cinemas - Hampstead
FUSION Students - Elstree
Gluten Free Foods - Borehamwood
Golders Green Shul - Golders Green
Grunberg Accountants - Colindale
Harrods - Knightsbridge
Holiday Inn - Elstree
Immanuel College - Bushey
Impex Russell - London Colney
Ingram Winter Green - Chancery Lane
Jewish Care - Edgware
Jewish Museum - Camden
Jewish National Fund (JNF)
JGift - Hendon
John Lewis - Brent Cross Shopping Centre
Joseph Levy Charitable Foundation - Marylebone, London
Judith Trust - Edgware
KAAM Pharma Ltd - Harrow
Kennedy Leigh Centre - Hendon
Kisharon - Hendon
Kosher cuisine - Hendon
Lester Hotels - Potters Barr
Live in Guardians - Finchley
Lonmar Global Risk Ltd - City of London
Love Lemonade - Borehamwood
Madonna Halley Hotel - Edgware
Marks & Spencer - Harrow

MENCAP Harrow - Harrow
Mendys - Edgware
Mill Hill Shul - Mill Hill
Morphuse Construction - Brent Cross
Nagila Nursery - Edgware
Nomura Bank - City of London
OGR Stock Denton LLP - Finchley
Pentland Brands PLC - London
Petermans Estate Agents - Edgware
PR Office - Highgate
Princess Alexandra Home - Stanmore
R B Maintenance - Finchley
Ramada Comfort Inn Hotel - Finchley
Ramada Hotel Hatfield - Hatfield - Lester Hotels
RONLY Ltd - Belsize Park
Royal Botanic Kew Gardens - Richmond
Royal Mail - Greenford
SEED - Hendon
Shaftesbury High School - Harrow
Spanish & Portuguese Synagogue - Maida Vale W9
St John's Wood Synagogue - St John's Wood
Strettons - Walthamstow
Superdrug - Edgware
Tesco - Watford
The Camden Society - Camden
Thistle Hotel - Kensington
Vue Cinema - Swiss Cottage
Warner Brothers - Borehamwood
WH Smith - Edgware

Manchester

Alan Porter Landscaping - Whitefield
All Aboard - Prestwich
Bargain Max - Salford
B&Q - Cheetham Hill
Barnardo's - Cheetham Hill
Bowden Allotment (Suzy Glaskie) - Bowden
Broughton Jewish Cassel Fox Primary School - Salford
Celia Clyne Banqueting Ltd - Bury
Charity Box - Cheetham hill / Urmston
Costa Coffee - Prestwich / Arndale / Fort
Cousins furniture shop - Salford
Discount Brands - Salford
Especially For You Card Shop - Prestwich
Fairways Hotel Gym - Prestwich
Freedman, Frankl and Taylor - Manchester
Growling Groomers - Whitefield
Halperns - Salford
Heart Foundation - Cheatham Hill
Heathlands Village (FJS) - Prestwich
Head Start Charity Shop - Prestwich
J. A. Hyman (Titanic's) - Cheetham Hill / Altrincham
Mesivta Jewish Boys School - Prestwich
Pound stretcher - Cheetham Hill
Quality Save - Prestwich / Swinton
Sainsbury's - Salford
Shrubberies - Prestwich
Whitefield Golf Club - Whitefield
Yeshivah ohr torah school - Salford

Patrons

We would like to thank everyone of our fundraisers who supports us by attending events, contributing to our Appeals and giving much needed funds to improve the lives of our members.

Founder Patrons

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Oaknorth Bank

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Ben Henry
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Lauren & Anthony Shaw
Juliet & Nicky Sugarman

Charity Partners

All Aboard
CST

Thanks to our Patrons who wish to remain anonymous



Trustees

Trustees and members of Langdon’s boards and committees are made up of professionals with significant experience in the fields of business, finance, law, social care and education. They work tirelessly directing Langdon’s strategy and overseeing the charity’s activities.

We are grateful to every individual who works hard in an entirely voluntary capacity to help steer and support Langdon.

If you would like more information about the work of our Trustees, committees and boards, or if you are interested in joining us, please visit www.Langdonuk.org

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Looking forward to the future

At Langdon we are constantly thinking about the future and what the future will look like for our members.

We will continue to not only empower our members but give them the tools that they need to live full, independent lives. Whilst we continue to succeed and grow as an organisation, we will strive to work with other charities in the community to find out more about the future need for people with learning disabilities.



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