



 **Langdon**

Empowering independence

Annual Review 2019



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A word from the Chief Executive

My first year as Langdon's Chief Executive has been one of listening, learning and understanding. It has been a year in which we have been able to focus the organisation's mission and purpose and to embark upon a process in which we can develop a new five-year strategy that all our stakeholders can support.

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 and the challenge of working against the low expectations that society has of people with learning disabilities and those with autistic spectrum disorders. We aspire to provide a 'greenhouse' for our members, in which our members, rather than a 'warehouse' in which it is too easy to see care as a need in itself rather than a means to much more positive outcomes.

Our staff are the most important asset of the organisation and the past year has demonstrated the significant amount of work we have to do to equip them to have the depth of skills and knowledge required to meet our members' needs.

This year, in collaboration with Kisharon, Norwood we commissioned extensive research into future needs and demand within our sector. This provided us with what we need to determine how we can collaborate and develop future services in an increasingly difficult funding environment.

You will find 'spotlights' in this review on our achievements this year. I have enjoyed leading the organisation on the beginning of our journey together and know the path ahead will be just as exciting.

Neil Taylor
Chief Executive



A word from the Chairman

Writing an introduction to an Annual Review of the prior year, whilst in the midst of a pandemic in 2020, is something I never expected I would be doing. I would like to take a moment to thank the Langdon staff, families and members for their hard work, patience and resilience this year – and to remember those members whose lives have sadly been lost during the pandemic.

Langdon has done some incredible work in 2019 and achieved some great things, as referred to in this Annual Review. 2019 was a very successful year for fundraising and we are so very grateful to all our supporters who contribute to the vital work of Langdon. We hope you feel proud of what has been achieved, and will continue to support us as we and our members grow and develop.

Thank you for everything you do.

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

Nigel Henry
Chairman



Introduction from a member

Hi, my name is Marc Butcher and I've been a Langdon member for 7 years.

Langdon has helped me by giving me more independence. I share a flat with my friend and couldn't have done this without Langdon's support. We have so much fun together. I also see my other Langdon friends when we do activities together. Before Lockdown, we played football and went to the pub and since lockdown we now meet more on Zoom, just chatting or cooking or doing quizzes together. Having my friends around me helped me get through lockdown, without this, I would not have coped.

I was furloughed from my paid job in March, so I am now helping out at New Chapters once a week to keep myself busy and my brain stimulated. I enjoy unloading the van when new book deliveries come in and processing orders. I like learning new skills and new things. If I could have any job in the world, I'd like to be a footballer or a DJ. To keep my friends happy and entertained during lockdown, I played songs to them on my Amazon Alexa live on Facebook, and danced and sang along too. It was my job to keep everyone happy and positive and it made me really proud to do this. I'm so fortunate to be part of Langdon.

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

Marc Butcher
Langdon member



Our vision

Our vision is that people with learning disabilities live in an inclusive world where they are valued equally. Our aim is to ensure that people with learning disabilities have the same opportunities as everyone else, so they can live independently in their local community.

Our mission

Our mission is to create a community in which Jewish young people and adults with learning disabilities or with autistic spectrum disorders thrive and have equal opportunities to live the lives they choose.

We are guided by the following goals:

- To provide environments that are fit for purpose physically, socially and spiritually; warm and welcoming; create accessible educational and employment opportunities in which our members can flourish; and nurture enterprise and innovation to empower our members to achieve their ambitions and to focus on their abilities.
- To encourage and support our members to have a fulfilled social life and participate and be active within the wider community.
- To enable the families of our members to live their lives knowing that their children have a future full of potential with Langdon by their side every step of the way.
- To facilitate collaborative partnerships between members, their families, and other stakeholders so that people with learning disabilities or with autistic spectrum disorders can lead independent and fulfilled lives.



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 organisations. They are reliable and effective workers with abilities that often far exceed expectations.

It's no coincidence that our placements work out well. 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.



"I've worked at OGR Stock Denton, a law firm in Finchley for four 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



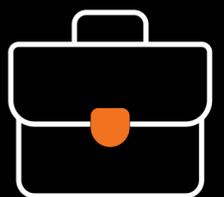
86%

of our members are in work related activities



Nearly
50%

of our members are in paid work



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.

2019 was the third 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.

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 2019. 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 2019 was £113,900 a 5.3% increase on 2018.

It's a business that's not only life changing, it's successful.



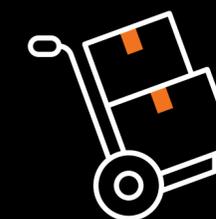
"I work at New Chapters every week. I do the book boxes. I really like the social side at work - I like meeting new people. My favourite thing is being with the staff and my friends."

Paul, Langdon member



40,000

books listed on our
Amazon site



New Chapters'
book sales of

£12,000

per month



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. 2019 was action packed with weekly activities such as sports, baking, drama, art and music, Jewish cultural activities and educational workshops.

Highlights of 2019 included a bowling trip, golf lessons at Hartsbourne Golf Club, a trip to the firestation and a visit from Layla, a Pet Therapy dog.

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.

10 Brady members also put their running shoes on to take part in the Maccabi Fun Run, raising much needed funds for Langdon.



"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."

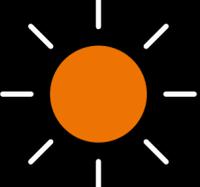
Lizzi, Langdon Brady Club member



40
children attending
Brady Club



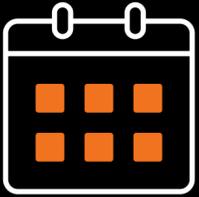
5
Holiday schemes



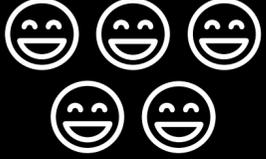
17
Langdon Brady
Volunteers



70
Club sessions



5
Brady Graduates
who are now Brady
Volunteers



Learning lifelong lessons

Langdon College offers a bespoke education for Jewish people aged 16 to 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.

Students are able to access work experience in a wide range of industries including retail, libraries, hospitality and with Transport for London. The Karten Centre offers students valuable work and skills experience and a recent grant from the Karten Charity enabled further development of the Centre.

Across both campuses, every student who attempted their vocational qualification in Employability earned it. They learned 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.

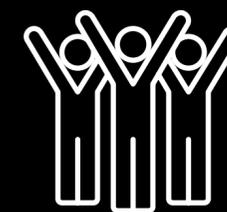


"I joined Langdon College three years ago. It was difficult at first and I didn't want to go into my classes. But I've been working very hard so now I'm doing really well.

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



2
college graduates

34

college students

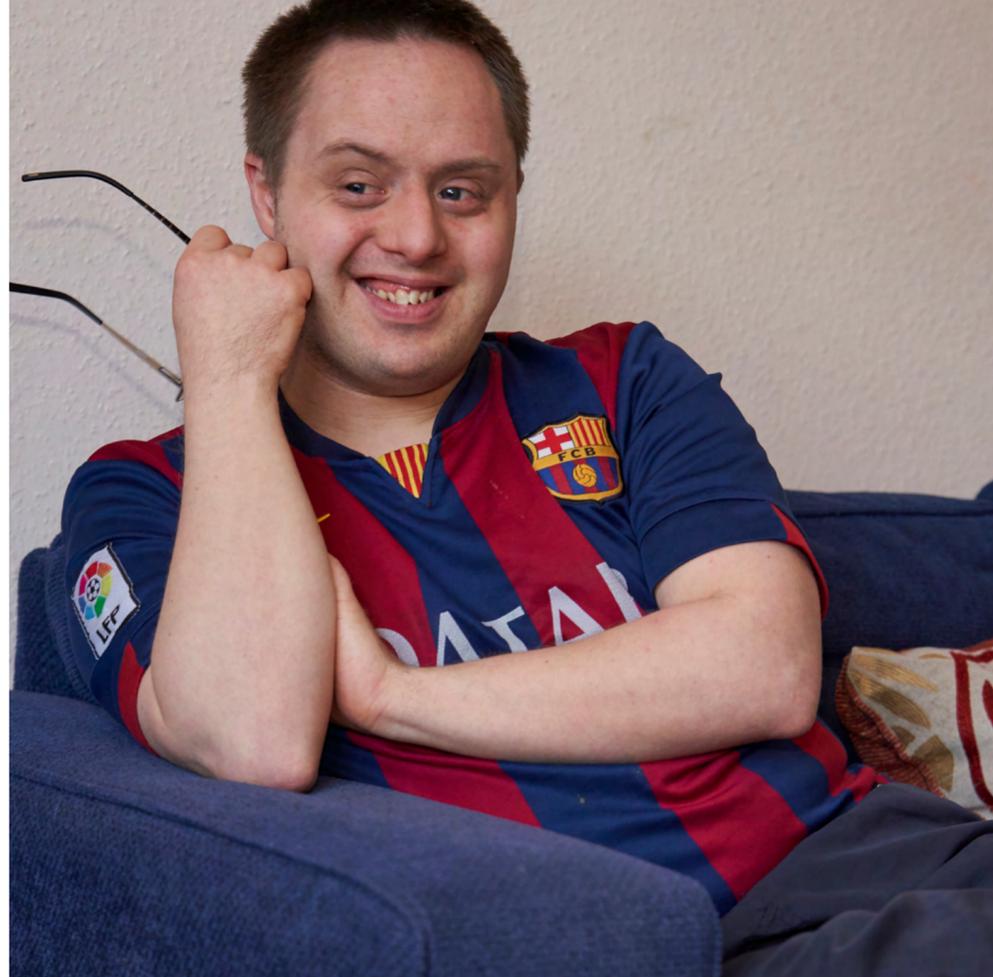


Independence at home

Langdon supports people with learning disabilities so they can live their lives as independently as possible. Our flagship Bluston House, built with thanks to the Bluston Charitable Settlement and in memory of Lily and David Bluston, opened this year in Edgware, London, and was built as a home for life for our members. It caters fully to their needs now and was designed to support their future needs too.

In addition to personal bedrooms for members, there are communal spaces where they can cook and relax, and a garden where they can try out their green fingers and get fresh air. Members also receive an allowance to enable them to personalise their space with furniture and accessories, so they can take pride in their home and feel it is their own. A grant from the Leo Baeck Housing Association has also helped Langdon to develop its housing strategy and improve the standard of its homes.

As well as providing support to people in their own homes, Langdon also manages 64 flats and shared houses, providing homes for 100 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. Parents and members plan the move together with a Langdon Housing Officer who is there for them every step of the way. We also provide practical care, help with housing benefit and emotional support for members and their families.



Good
CQC rating for London
and Manchester



64
properties managed by
Langdon in London and
Manchester

126

people are part of Langdon's
supported living programme



255,614
hours of support

Building and strengthening long term friendships

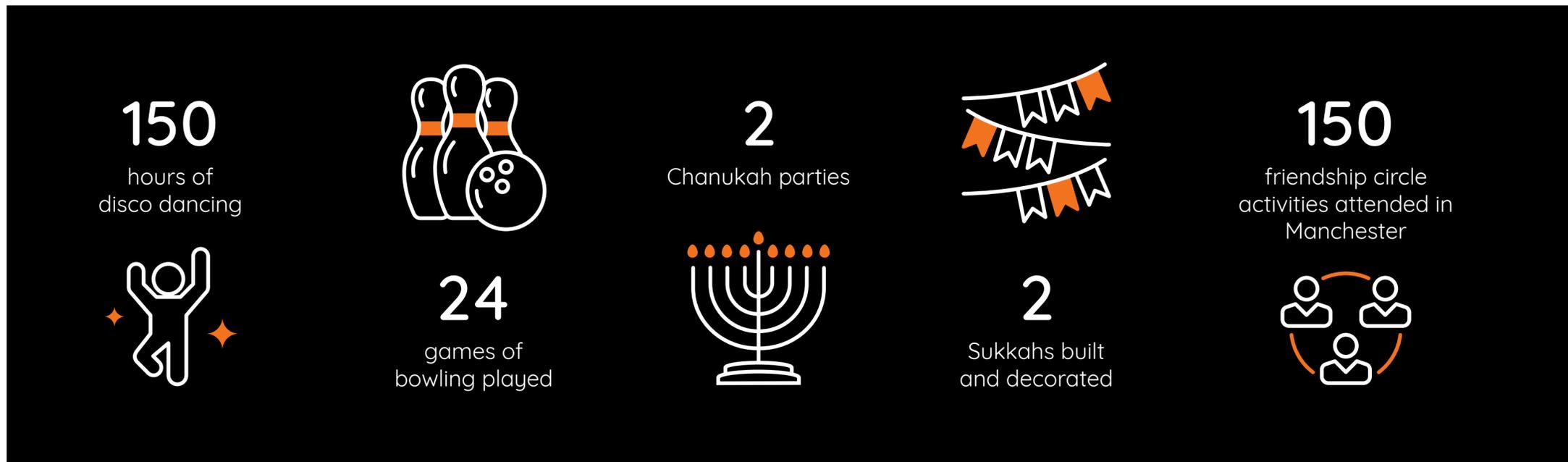
Social activities are vital to everyone’s wellbeing. Central to Langdon’s unique, person-centred approach is the support we give our members so they can be active and part of the Langdon community.

Our activities help develop independence, grow members’ confidence and encourage lasting friendships, all in a welcoming Jewish environment.

There are activities to choose from nearly every night of the week. In 2019, we placed a strong emphasis on members’ fitness and ran weekly football and basketball training groups with coaches from Maccabi. Members had the opportunity to play in matches and games against other local teams. We also ran a weekly table tennis club, as well as Zumba and yoga lessons that were great for coordination, fitness, and socialising too.

It is essential that Langdon members are able to shape the services they use. Building on the success of London’s One Voice Committee, Manchester also launched the initiative. Elected members take turns chairing their own meetings, help plan the monthly activities programme and set the agenda of Langdon’s monthly community meeting, which nearly all members attend.

It has also meant that more members have wanted to participate in Langdon’s activities. Our Come Dine with Me events, where members cook for each other, are particularly popular, as are the women’s beauty evenings. One of our most popular and successful events this year was a trip to an apple farm. Members picked apples and brought back their bounty to make apple and honey cakes for



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 2019, 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.

More importantly, volunteering is about friendship and reducing isolation. Our buddy programme matches volunteers with a member and they provide one-to-one practical and emotional support.

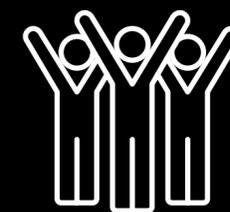
The experience can be life changing for our volunteers as well as for our members.



“I was looking for a volunteer role when my kids were young and ideally wanted to work with young adults rather than kids. Langdon was the perfect fit. I have been able to build a strong relationship with the person I mentor and have seen them develop skills and grow in confidence.

She seems to really appreciate having someone to confide in that is neither staff nor family, while I have a deeper understanding of the challenges someone outside my usual daily encounters is facing.”

Sarah, Langdon volunteer

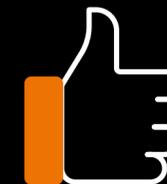


8 buddies



12 New Chapters Volunteers

68 volunteers



Keeping the flame of Judaism burning brightly

Our Jewish ethos and culture empowers each of our members to practise Judaism however they choose. Members come from a range of religious backgrounds, and our programmes reflect 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.

Staff help prepare holiday meals for those members unable to be with their family. Friday night dinners are a regular occurrence in members' homes, bringing together people from across the Langdon community.

There are also plenty of events that encourage members to perform tzedakah. 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.



Fundraising & events

Langdon were extremely grateful to their fantastic supporters who helped to raise £1.5m in voluntary income.

Here are a few highlights from the year from our Young Langdon Quiz to our annual Golf Day.

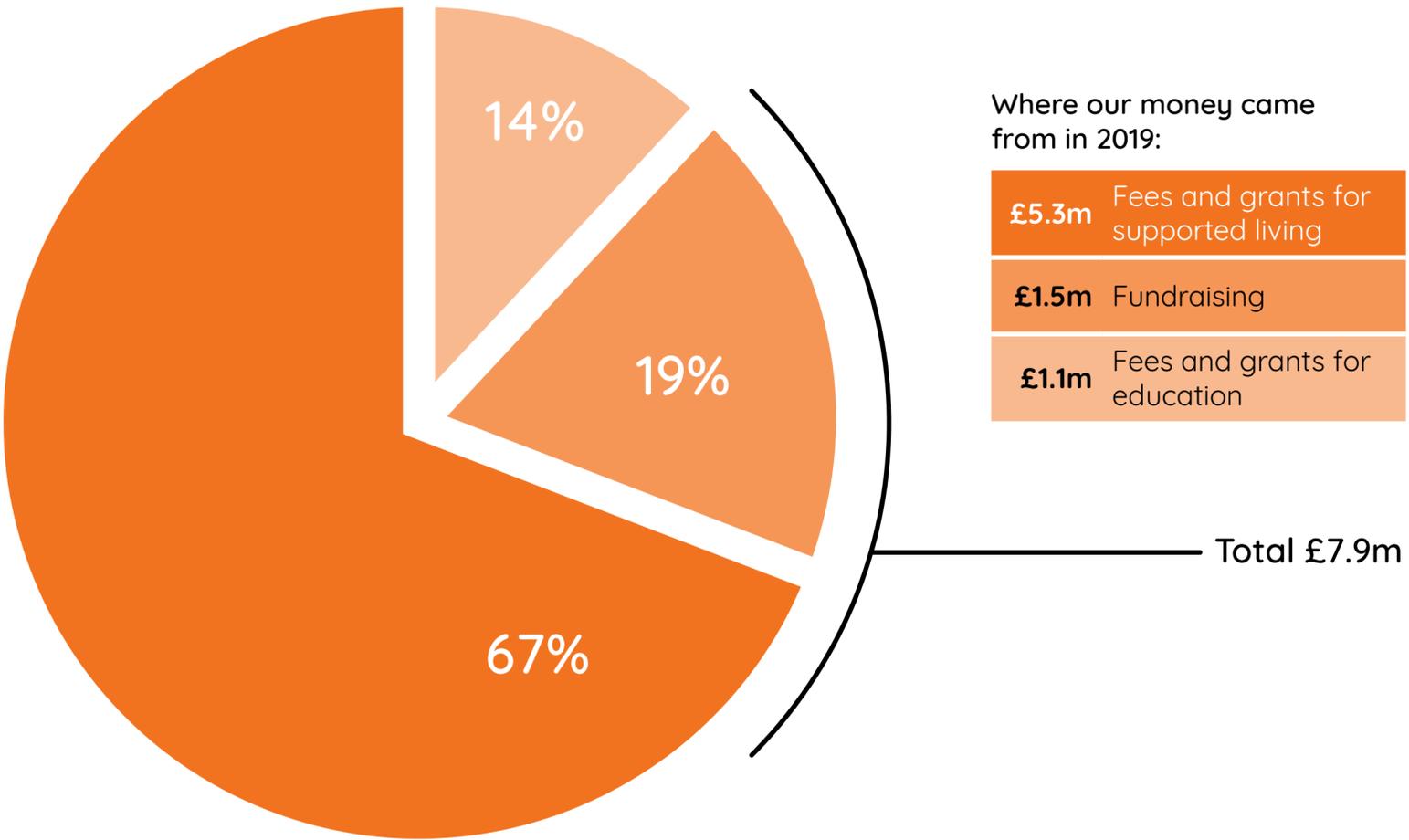


Our financial year

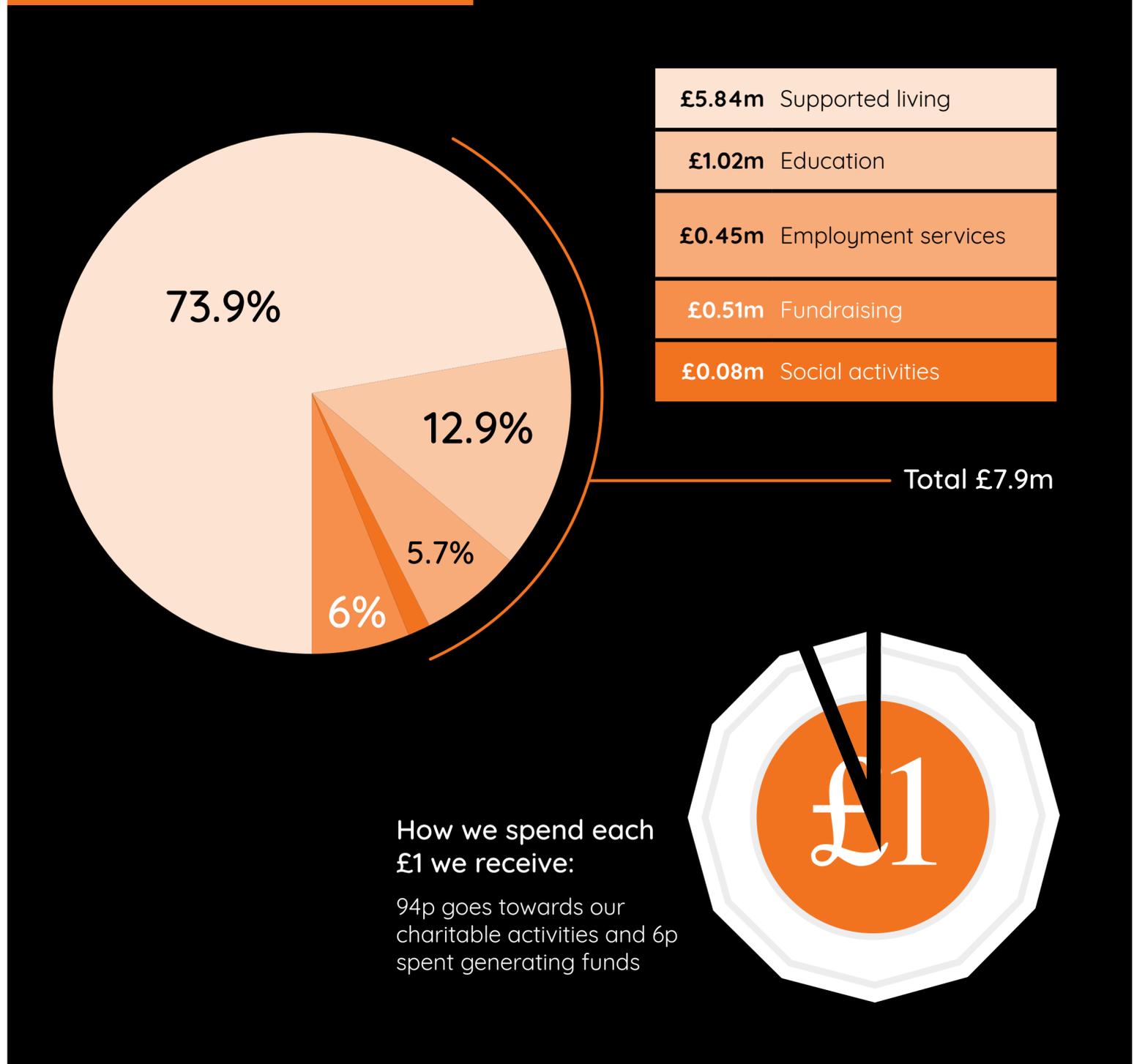
Our income and expenditure are finely balanced and the continuing impact of changes to minimum wage rates without comparable increases in statutory funding continues to challenge that budget.

The trustees and the management team continue to review controllable costs to give the charity financial stability.

Our fundraising efforts are key in supporting the employment services and social activities that Langdon provides to help empower the independence of those we support.



How we spent our money in 2019



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
 Age Concern Charity Shop
 Alexander Elliston Marks
 All Aboard
 ASDA
 Association for Jewish Refugees
 Barnardos Charity Shop
 Barnet Football Club
 Basilian Café (Aspire Gym)
 Beanstalk
 Beis Yaakov
 Belmont Farm
 Belmont Shul
 Berkeley Homes
 BKL LLB
 Blake Ezra
 Borehamwood Shul
 Brent Cemetery Services
 Brotherton Real Estate Ltd
 Camden Jewish Museum
 Cartoon Museum
 Cat & Kitten Charity Shop
 Cherry Lodge Charity Shop
 Colindale Primary School
 Community Shop Hertsmere
 Compass Catering - Queens College
 Daniel's Bakery
 David Key Estate Agents
 Edgware District Reform Synagogue
 Edgware United Synagogue
 Eleven Health
 Everyman Cinemas
 FUSION Students
 Gluten Free Foods
 Golders Green Shul
 Grunberg Accountants
 Harrods
 Holiday Inn
 Immanuel College
 Impex Russell
 Ingram Winter Green
 Jewish Care
 Jewish National Fund (JNF)

East Finchley
 Borehamwood
 Stanmore
 Edgware
 Colindale & Southgate
 Stanmore
 Stanmore
 Edgware
 Stanmore
 Finchley
 Colindale
 Belmont
 Harrow
 Finsbury Park
 Finchley
 Borehamwood
 Borehamwood
 Brent (Council)
 Oxford Circus
 Camden
 Oxford Circus
 Borehamwood
 Borehamwood
 Colindale
 Borehamwood
 London
 Golders Green
 Hampstead
 Edgware
 Edgware
 Borehamwood
 Hampstead
 Elstree
 Borehamwood
 Golders Green
 Colindale
 Knightsbridge
 Elstree
 Bushey
 London Colney
 Chancery Lane
 Edgware
 Edgware

JGift
 John Lewis
 Joseph Levy Charitable Foundation
 Judith Trust
 KAAM Pharma Ltd
 Kennedy Leigh
 Kisharon
 Kosher Cuisine
 Lester Hotels
 Live in Guardians
 London Film Museum
 Lonmar Global Risk Ltd
 Love Lemonade
 Madonna Halley Hotel
 Marks & Spencer
 MENCAP Harrow
 Mendys
 Mill Hill Shul
 Morphuse Construction
 Nagila Nursery
 Nomura Bank
 OGR Stock Denton LLP
 Pentland Brands PLC
 Petermans Estate Agents
 PR Office
 Princess Alexandra Home (Jewish Care)
 R B Maintenance
 Ramada Comfort Inn Hotel
 Ramada Hotel Hatfield (Lester Hotels)
 Ronly LTD
 Royal Botanic Kew Gardens
 Royal Mail
 Seed
 Shaftesbury High School
 Spanish & Portuguese Synagogue
 St Johns Wood Synagogue
 Strettons
 Superdrug
 Tesco
 The Camden Society
 Thistle Hotel
 Vue Cinema
 WH Smith

Hendon
 Brent Cross
 Marylebone
 Edgware
 Harrow
 Hendon
 Hendon
 Hendon
 Potters Bar
 Finchley
 Borehamwood
 City of London
 Borehamwood
 Edgware
 Harrow
 Harrow
 Edgware
 Mill Hill
 Brent Cross
 Edgware
 City of London
 Finchley
 London
 Edgware
 Highgate
 Stanmore
 Finchley
 Finchley
 Hatfield
 Belsize Park
 Richmond
 Greenford
 Hendon
 Harrow
 Maida Vale
 St Johns Wood
 Walthamstow
 Edgware
 Watford
 Camden
 Kensington
 Swiss Cottage
 Edgware

MANCHESTER

Alan Porter Landscaping
 All Aboard
 All Aboard
 Bargain Max
 B&Q
 Barnardo's
 Bowden Allotment (Suzy Glaskie)
 Broughton Jewish Cassel Fox Primary School
 Broughton Library
 Celia Clyne Banqueting Ltd
 Charity Box
 Charity Box
 Costa Coffee
 Cousins Furniture Shop
 Discount Brands
 Especially For You Card Shop
 Fairways Hotel Gym
 Freedman, Frankl and Taylor
 Gordon Levy Ltd
 Growling Groomers
 Halperns
 Hamilton Heath Estates Ltd
 Head Start Charity Shop
 Heart Foundation
 Heathlands Village (FJS)
 J. A. Hyman (Titanic's)
 LA Kiddicare
 Mashers
 Mesivta Jewish Boys School
 Pound Stretcher
 Quality Save
 Quality Save
 RSPCA Charity Shop
 Sainsbury's
 Sheldon David Solicitors
 Shrubberies
 Whitefield Golf Club

Whitefield
 Prestwich
 Salford
 Salford
 Cheetham Hill
 Cheetham Hill
 Bowden
 Salford
 Salford
 Bury
 Cheetham Hill
 Urmston
 Prestwich / Arndale / Fort
 Salford
 Salford
 Prestwich
 Prestwich
 Manchester
 Manchester
 Whitefield
 Salford
 Bury
 Prestwich
 Cheetham Hill
 Prestwich
 Cheetham Hill / Altrincham
 Prestwich
 Salford
 Prestwich
 Swinton
 City Centre
 Salford
 Manchester
 Prestwich
 Whitefield

Patrons

We would like to thank every one of our fundraisers who support us by attending events, contributing to our appeals and giving much needed funds to improve the lives of our members.

FOUNDER PATRONS

Otto Schiff Housing Association
Oxford & St George's Jewish Youth Trust
Pears Foundation
Pierre Gildesgame Memorial Trust
The Bradians Trust
The Clore Duffield Foundation
The Maurice Wohl Charitable Foundation

TRUSTS

Chesterhill Charitable Trust Ltd
Ensix Charitable Trust
KC Shasha Charitable Foundation
London Community Response Fund
Nathan Laski Memorial Charitable Trust
Oxford & St George's Jewish Youth Trust
Shoresh Charitable Trust
The Bloom Foundation
The Bluston Charitable Settlement,
in memory of Lily & David Bluston
The Brian Murtagh Charitable Trust
The Cecil Rosen Foundation
The Charles Wolfson Charitable Trust
The Children's Aid Committee Charitable Fund
The Childwick Trust
The Elliott Simmons Charitable Trust
The Humanitarian Trust
The J Isaacs Charitable Trust
The Jewish Leadership Council
The Jusaca Charitable Trust
The Leo Baeck Housing Association
The Lezley Margo Charitable Trust
The Lord Leonard and Lady Estelle Wolfson Foundation
The Maurice Wohl Charitable Foundation
The Max Barney Foundation
The Mitchell Charitable Trust
The National Lottery
The Pauline & Howard Berman Charitable Trust
The Rose Foundation
The Rosemarie Nathanson Charitable Trust
The Sobell Foundation
The Wolfson Family Charitable Trust
UJIA

PLATINUM PATRONS

Reva & Nigel Henry
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TOPAZ PATRONS

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The Silver Family

EBONY PATRONS

Diane Barnett
Dennis Baylin
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Sir Victor & Lady Blank
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Suzanne & Nick Doffman
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Gemma & Anthony Jacobs
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Jill & Jeremy Joseph
Alison & Miles Levy
Julian Lewis

Zoe May
Elizabeth & Ashley Mitchell
Diana & Allan Morgenthau
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Michele & Daniel Robey
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Sue & Elliot Rosenberg
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Nicole and Edward Manson
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BKL Chartered Accountants
Fusion Students
Goldman Sachs
Ingram Winter Green
Lloyds Bank
Mishcon de Reya LLP
Oaknorth Bank

YOUNG PATRONS

Zara Landesberg & Dan Blaskey
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Dalya & James Castle
Matthew Glazer
Daniel Green
Laura Harris
Danielle & Dean Leslie
Kristelle Levy
Holly Pollack
Alexandra & Dan Rickman
Lauren & Anthony Shaw
Juliet & Nicky Sugarman

CHARITY PARTNERS

All Aboard
CST

Thank you 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

FOUNDATION TRUSTEES

Mr N Henry (Chairman)
Mr B Miller (Vice-Chairman)
Mr M Blane
Mr J Bolchover
Mr R Davis (Treasurer)
Mr N Doffman
Ms S Frais
Mr J Joseph
Ms A Mitchell (resigned 10 September 2020)
Mr G Rubin (appointed 5 August. 2019, resigned 27 May 2020)
Mr S Salomon
Mr S Shaerf (resigned 27 May 2020)
Mrs S Shieff

HONORARY PRESIDENT

Jonny Manson (2018-2020)

CEO

Neil Taylor

COLLEGE GOVERNORS

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Jeremy Bolchover
Sharon Bourla
Francine Epstein
Susan Fagelman
Tanya Farley
Morris Hamburger (resigned 1 October 2020)
Ben Miller
Jonny Wineberg
Joy Wolfe MBE



Looking ahead

At Langdon, we are always striving to grow and do more for our members, their families, our staff and volunteers. We have worked hard over the past year to increase our offerings and are thrilled with the opening of the new purpose-built Bluston House. It doesn't stop there, we are continually looking for ways to improve our services and support.

We have seen the benefits of the Bluston House environment to our members and we are aiming to renovate and refurbish our other houses and flats. Langdon offers a home for life for as long as we can support our members and we are aiming to further develop our capacity to support members as they age. As well as this, we also aim to expand our early intervention with young people even further.

In the coming years, it is our goal to increase the range of programmes and activities for members. We plan to build partnerships with other Jewish learning disability groups so we can share our knowledge and resources.

Our dedicated staff are always looking for ways to increase their learning and knowledge so they are equipped with the right tools and can respond to the increasingly complex needs of our members. It's why we will offer increased new skills training on matters such as mental health and aging.

Langdon is an integral part of the Jewish community, supporting members and their families so they can live happy and fulfilling lives. It is crucial for us to increase our engagement with the wider community so those who may not be aware of the role we play can fully appreciate the extent of our services.



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