

Interim actions

Langdon has identified four themes to which our strategic objectives are aligned. They provide context for decision making and will drive development and improvement across Langdon.

Below are the interim actions that have arisen out of the consultation with stakeholders that took place last year.

Making a difference to members and families

- Recruitment of Senior Programme Lead - role will be to review, refresh and expand the member's activity programme. They will also be involved in developing more wellbeing activities for members and helping expand training and employment opportunities.
- Consultation with members on weekend activity programming
- Volunteer recruitment campaign to support activities programme including weekend/ Shabbat activity
- Volunteer recruitment campaign to create a bank of 'wellbeing' volunteers who can provide group wellbeing support to members
- Training of staff and implementation of pilot for I.ROC - a digital outcomes tool showing progress and development of each individual member.
- Develop an individual learning development plan for each member in context with their skills, ambitions and priorities.

Infrastructure and Sustainability

- Complete Fundraising strategy with focus on increasing our pool of donors; fundraising through events, improving our ability to use digital both at in person events and online; expanding our legacy programme; and raising additional funds through trusts and foundations.
- Complete Housing Strategy

Reaching out and Partnerships

- Working in partnership with ORT to roll out pilot employment mentoring programme to equip members to be more 'work ready'
- Recruiting a Head of Manchester who will work with the Senior Leadership / Management team to support the effective leadership of the Langdon services and operation in Manchester ensuring it develops and thrives.
- Creation of a digitised welcome pack - establish clear expectations as to the nature of the Langdon assessment / transition process and housing offer
- Re-establish key worker system in Manchester - beginning of process to develop a new culture of "team around the member" and to improve communication

Team Learning & Development

- Management training providers identified and training programmes being formulated to provide ILM/QCF Level 5 qualifications and to develop general management competencies
- Supervision policy updated to set expectations that every member of staff receives individual/ group supervision on a bi-monthly basis.
- 12 Jewish Culture workshop sessions on to be delivered to all staff in 2021 to support staff to engage with Jewish programming in a meaningful way.