

langdoncharity



langdon Annual Review 2020



Langdon

Empowering independence

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Hannah



Pears House boys



Clore girls



Max

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 and/or 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 and/or autistic spectrum disorders can lead independent and fulfilled lives.



A word from the Chairman

Despite the obvious challenges of last year, 2020 was a year of significant development for Langdon.

The Cordis Bright report of 2020 identified increasing demand amongst older adults with learning disabilities, increasing number of school age children with additional needs and anticipated funding constraints. This report has influenced much of our thinking and we consulted with over 90 stakeholders including our Members, their families, staff and supporters to create a strategy that will guide Langdon for the next three years.

Throughout the year we also continued to collaborate with Kisharon and Norwood with a commitment to addressing the challenges that we jointly share.

Our Annual Review will give you an insight into our journey in 2020. We hope you feel as proud as we do of what has been achieved and will continue to help us develop.

Nigel Henry
Chairman

A word from our Chief Executive

2020 was a tumultuous year and the impact of the pandemic was felt intensely throughout the organisation. The threat of coronavirus, lockdowns and more recent easing of restrictions caused, and still causes, anxiety and unease for all of us, none more so than our Members. The isolation felt as a result of being separated from family, friends and partners has been particularly challenging for our Members and the tragic loss of three Members as a result of the pandemic, has had a lasting impact on Langdon staff and Members. May their memories be a blessing.

The resilience shown by our Members has been astounding, and it is that resilience, coupled with the dedication and flexibility of our staff, that has enabled many of our Members to continue to flourish despite the challenges the pandemic has brought. New ways of working have been adopted, extending in some cases to care being delivered via Zoom, as well as a full timetable of virtual activities from yoga and Zumba to coffee nights, supper quizzes and baking sessions. You can read more about how we pivoted our services, in this Review.

Our parents and families have been incredibly supportive throughout this difficult period and have made it much easier for our team to do our jobs. I want to thank them for their understanding and kindness.

Finally, I want to thank all of our supporters, donors and grant givers of 2020. Despite the financial challenges of the last year, and the cessation of many of our fundraising events, we were still able to maintain a consistent level of fundraising support. Thank you for believing in us, our Members and our work.



Neil Taylor
Chief Executive



Introduction from a Member

Hi, my name is Claudia

I first found out about Langdon in 2015 while I was living at home in Glasgow with my mum and dad. I came for a day visit and then the following year I came to try a stay for a week. I finally got to move in for good in 2017. Recent years have been full of ups and downs, but on the whole it's been a great decision to move to Langdon into supported living. Langdon has helped me with my confidence. I have learned to do things such as cooking and shopping. Also, while being at Langdon, I have been able to do some work experience within a school, in an office covering reception duties and general office work, and within Langdon New Chapters as well. This has kept me busy and makes me feel worthwhile. I have made some long-lasting friendships.

My Livingness at Langdon is allowing me to live as independently as possible and I am supported to enjoy my culture and embrace my Judaism. It also allows me to make my own decisions within my life.

During the pandemic I struggled with my mental health. It was very hard on me as I was bored and so I had too much time to think. I had a mental breakdown but Langdon helped me by providing online and offline activities. I also got to plan some of these activities which also kept me busy. It gave me a structure to stick to. The Langdon support staff also came up with different activities especially during the summer when the weather was nice. Playing my guitar has also helped. I like to play songs that I have heard of.

Langdon also supported me by helping me find the emotional help I needed to keep going through the difficult year. Langdon helped to get me involved with the Creative Living Centre in Prestwich as well as supported me by being there for me, by listening to me. I did art classes as well as some group classes which you could call bereavement counselling. This helped me with my confidence.

I am looking forward to going away on holiday and getting back to face-to-face gatherings.

Claudia Edelman
Langdon Member

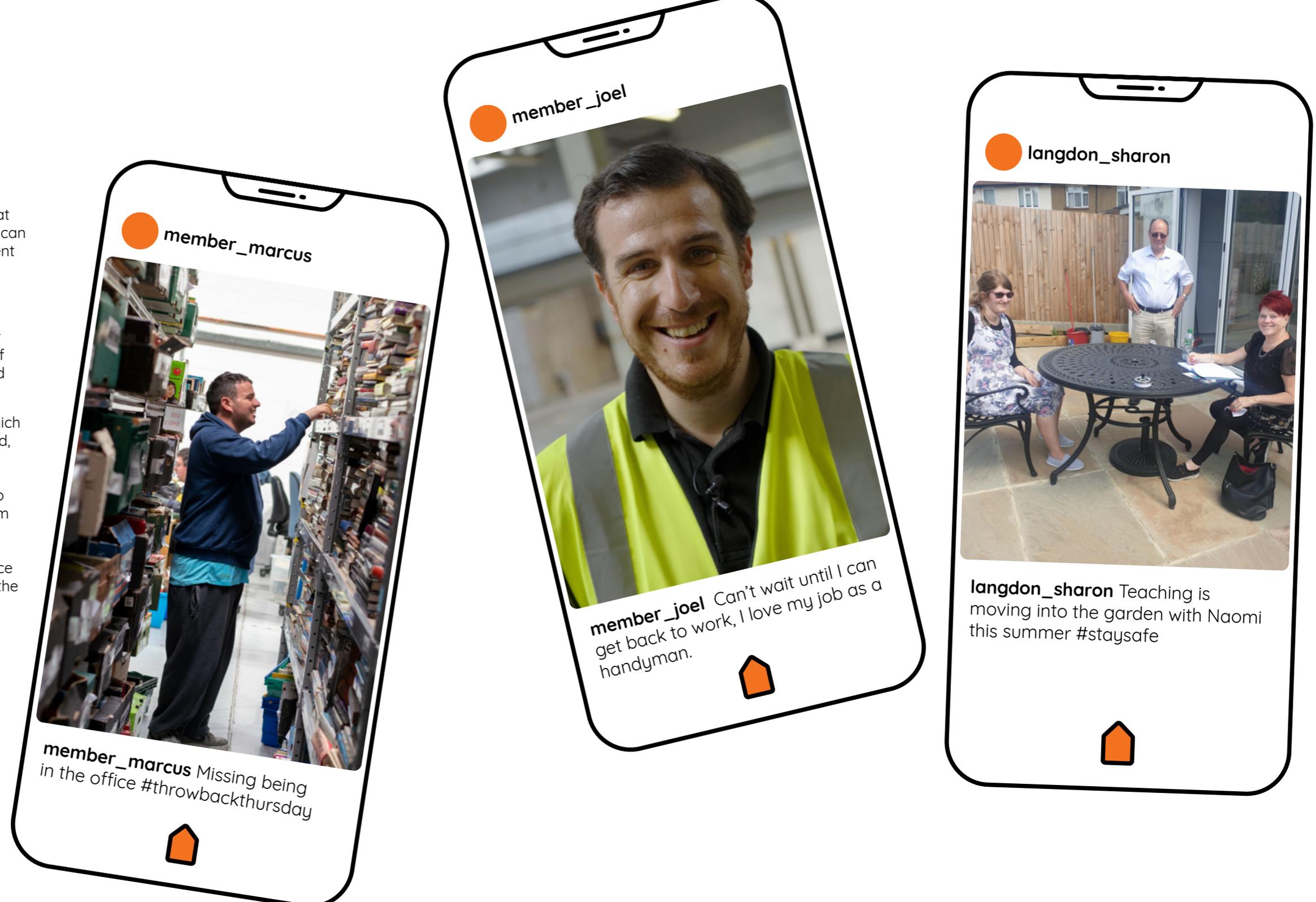


A very unique year

At Langdon, it's fundamental to our core principles that Members have the same opportunities as their peers, can develop professional skills and experience the fulfilment that comes from working.

However, 2020 has been challenging for everyone, especially our Members. Lockdown forced the closure of work places and the opportunities they provide our Members, which had a detrimental impact on many of the Members' well-being due to the loss of routine and sense of purpose.

Post lockdown, many businesses are unsure about which of their full-time staff will return after being furloughed, if at all. This has led to great uncertainty as to what work will be available to our Members. Yet despite the difficult year, some of our Members have been able to take positive action and have used the time away from their job to uncover new passions and reflect on their own careers. Many Members are now looking for new opportunities with a sense of independence, confidence and drive, something that will be hugely beneficial to the Member and to their future employers.



member_marcus Missing being in the office #throwbackthursday

member_joel Can't wait until I can get back to work, I love my job as a handyman.

langdon_sharon Teaching is moving into the garden with Naomi this summer #staysafe

A new chapter for New Chapters

New Chapters is Langdon's online social enterprise that sells second-hand books online from a 3,000 square-foot warehouse in Harrow. It provides Members with the opportunity to take their first step into the world of work, regardless of how complex their needs may be. At New Chapters, Members gain the experience, confidence and self-esteem to progress to work outside the Langdon community.

Lockdown forced the closure of New Chapters for much of the year. The sudden exclusion of a major part of the Members' daily routine was extremely difficult with many finding it had an adverse effect on their mental health. Langdon needed to look at new ways to engage with Members and support them with providing different ways of working.

The growth and proliferation of new online resources proved essential in helping Members to continue to develop their work skills. The Langdon team also found new ways for Members to work from home including delivering books to Members homes so they could continue to work as they would in the warehouse. Members also created a WhatsApp group where they could discuss the books, work and keep in touch with their workmates.

Many Members thrived in this environment as they loved the autonomy and flexibility it gave them. This transition showed how adept our Members are, at being able to work independently and that it can be a more practical way for them to work.



As the World closed down, Langdon Brady opened up!

Langdon Brady provide weekly specialist youth clubs and school holiday schemes for 12 to 19 year olds. These provide a unique environment where Jewish children with learning disabilities and/or autism can develop essential social communication skills, have fun and make lifelong friendships. For many it is their first experience of feeling included, developing positive social relationships. As Members become more confident and gain independence, this helps them to thrive in other social settings including school. Equally important, their siblings and families gain valuable respite opportunities.

Those whom we support typically feel anxious about changes to their routines. This was particularly tested during the pandemic as change happened quickly, and often without much warning.

Despite the obvious challenges the pandemic wrought, Langdon Brady flourished. It planned for physical delivery, but with contingency planning for virtual delivery and was able to pivot seamlessly as the situations demanded. Langdon Brady delivered within government advice at all times, and worked with Members and families to ensure they felt comfortable with the delivery of the programmes, whether physical or remote. In practice, by adopting new ways of delivering Langdon Brady, which included sending out activity boxes, activity resource collection points and livestreaming activities we were able to reach many more young people. For example our Chanukah themed Langdon Brady activities reached over 150 people, who tuned into our streamed activities and received activity boxes. Indeed we reached Members virtually, whom we would not otherwise be able to attract!

A great deal of work was undertaken during 2020 which revealed unmet need within the community. As a consequence we identified that we could benefit many more young people by launching a new Langdon Brady group for ages 9-11 and a group for those aged 20+, both of which will come to fruition in 2021.



Going online

Langdon College has two sites, in London and Manchester, that offer bespoke education for Jewish young people aged 16 to 24 with learning disabilities, social anxiety and or autistic spectrum disorders.

Learning in 2020 was an entirely new experience for the Langdon team and learners. Zoom lessons replaced face-to-face education as we continued to develop the students' literacy, maths, IT, employment, and social skills enabling them to make their next steps into the world of work and independent living.

With the loss of external work placements, Langdon offered/created new work opportunities for its Members. A new delivery service on Etsy, run through the Karten Centre, gave invaluable hands-on work skills to Members and helped to support their mental health needs as they felt engaged and active.

As part of their college experiences 13 students completed an employability exam and over 16 students were successful in their maths and english qualifications.



Room for independence

Langdon provides support to its Members in their own homes and manages 64 flats and shared houses for 100 Members in Jewish communities both in Manchester and London.

In any normal year, leaving home and living independently is a major life change and 2020 posed more complex obstacles which were met by Langdon's tailored approach to the needs of every individual.

Many Members returned to their family homes during the first wave of the pandemic. Whilst reassuring for families this also brought additional strain to households, who were used to their children being supported outside the family home. It was of utmost importance that we continued to support all Members even those who we could no longer see in person. Members and their families received regular support and advice via Zoom and where possible home visits took place. For those who stayed in their Langdon supported homes, support workers helped to create new routines for Members to help them feel secure and keep them busy.

Like many people, our Members also found new hobbies during the lockdown. Naomi perfected her challah making skills and Mark started DJing and sharing his top tips for healthy eating. Our Members' strength and resilience was, and still is, something to be admired.



We have Adam home for a little while!
It's lovely being all together xx



Time for Zumba in my living room!



Beer with the boys, time definitely goes quicker when you're having fun!

Members take action to stay active

Social activities during 2020 took on a new appearance as Langdon continued to support its Members for them to feel an active part of the Langdon community.

Unable to provide face-to-face activities for much of the year, Langdon moved many of its activities online. Some Members initially struggled to access the online activities but Langdon worked with Members to identify ways to get them online, through the supply of equipment and/or online training and support. .

The virtual activity model created positive experiences for many Members. Before the pandemic, Members always took an active role in planning activities. This continued when online, with many more Members taking more active leadership roles by sharing their passions with other Members, whether through talks on podcasting, cooking, music or debating (with football an especially hot topic!).

With Members based in London and Manchester the challenge was to make Members feel part of one community. Joint online quiz nights, coffee evenings, challah bakes, yoga classes created higher engagement across the organisation and brought the Langdon community together with many Members feeling much more a part of a united organisation.

Moving forward, aspects of our online activity will continue for those who want to engage, as Langdon believes it has widened friendship circles, connected people and provided an alternative to the in-person group activities that may not be suitable for everyone.



Adapting to new ways of volunteering

Volunteers are vital to Langdon's mission to support Members to live independently. Volunteers help Langdon to go above and beyond the practical by offering fulfilling and meaningful experiences.

In non-covid times volunteers would be recruited locally as it was a more practical way for Members to have consistent face-to-face engagement. When all activities moved online and expanded, many more volunteers were required to run classes, such as health and wellbeing, cookery and arts and crafts. Volunteers applied to help from across the globe with yoga classes from Israel, and Members participating in volunteer organised virtual football chats from their home.

Our volunteers tell Langdon that by giving their time they achieve a high level of practical work-based experience and can share their own passions.



A part of the Jewish community

Langdon Members come from a range of religious observancy levels and so Langdon's Jewish ethos and culture empowers each of our Members to practise Judaism however they choose.

Even in 2020, it was important that Members could continue to host Shabbat meals and be able to live out their Judaism.

Langdon ensured its support staff were informed in the traditions of Shabbat and were given training to ensure Members could still enjoy their Friday night dinner as part of their own Langdon family.

Langdon also produced an easy read Haggadah for Passover so Members could easily follow the service.

In Pears House a Sukkah was erected in the garden and Members came in shifts to dance, sing and put up decorations and those who knew how to shake the lulav and etrog taught other friends.

At Chanukah, special boxes were delivered to all Members, which included a chanukiah and a voucher for a doughnut. The Langdon community joined together over Zoom for candle lighting, doughnut making and other fun Chanukah activities.

Many Members could not return to their homes so, for festivals, Langdon developed excellent or great working relationships with kosher catering companies and shops in the local community to deliver food to Members.

Throughout 2020, Langdon Members were supported to practice their Judaism and feel part of the Jewish community.



Preparing for Pesach with my housemates #chagsameach



Chanukah is my favourite festival for a reason!



Taught my friends more about Sukkot and shared a snack in the Sukkah!

LangdOn Air

Following the tough decision to cancel our usual-style annual fundraising dinner due to the pandemic Langdon went 'on air' with a revamped digital event on the evening of Monday 26th October 2020.

Over 150 people logged in to a unique password-protected microsite to preview an exclusive feature film providing insight into the ways that Langdon work and how we adapted as a result of Covid-19.

As always with Langdon events, it was the Langdon Members who took the starring roles - for example, Member Ben Brahams shared hosting duties with special guest, writer and comedian, Ivor Baddiel.

Other highlights included Member Claudia Edelman, sharing a heartfelt story of growing up with no friends before she came to Langdon and talking about how she had learned to play the guitar as a distraction during lockdown; Member Elissa demonstrated how she had learned to sign along to 'This Is Me'.

The event raised nearly £110,000.



Our three year strategy

Looking back at 2020 Langdon Members faced a fundamental shift from a world they understood and were familiar with. Thanks to the support of the team and volunteers the number of positive stories that came out of the experience is heart-warming and shows Langdon's ability to be adaptable, flexible and resilient.

2020 certainly raised pertinent questions about how Langdon should, and could develop to continue to further enhance its far-reaching services.

Inspiring, individual stories of empowerment and independence, that have come out of 2020, have also emboldened the overall ethos and values of Langdon, which are reflected in our new campaign which we hope will empower Langdon Members even more.

Langdon call this Livingness. In essence it is what Langdon do to help Members live independently and be their best, true selves. This may be practical such as being able to cook dinner for friends in their own home. It can also be emotional such as the pride they get from finding a job for themselves which they are passionate about.

Livingness as a fundamental principle runs throughout Langdon and will be the linchpin of the organisation as we continue to empower our Members to live their very best lives.

OUR MEMBERS



To ensure that we can provide Livingness long into the future, we have set out a three year strategy.

We will continue to improve the quality of life of our Members and their families by enhancing the range of employment, educational, recreational and social opportunities.

We will develop and equip our workforce to be able to respond to a more diverse range of mental health needs, changing complex learning disabilities and be ready to effectively work with an ageing population.

We will build organisational capacity to provide long term sustainable housing to significantly increase the number of Members who are living in a 'home for life' in their community.

We will improve our engagement with the community, to help our Members be more able to fulfil their Livingness through activities and skills development provided by volunteers.

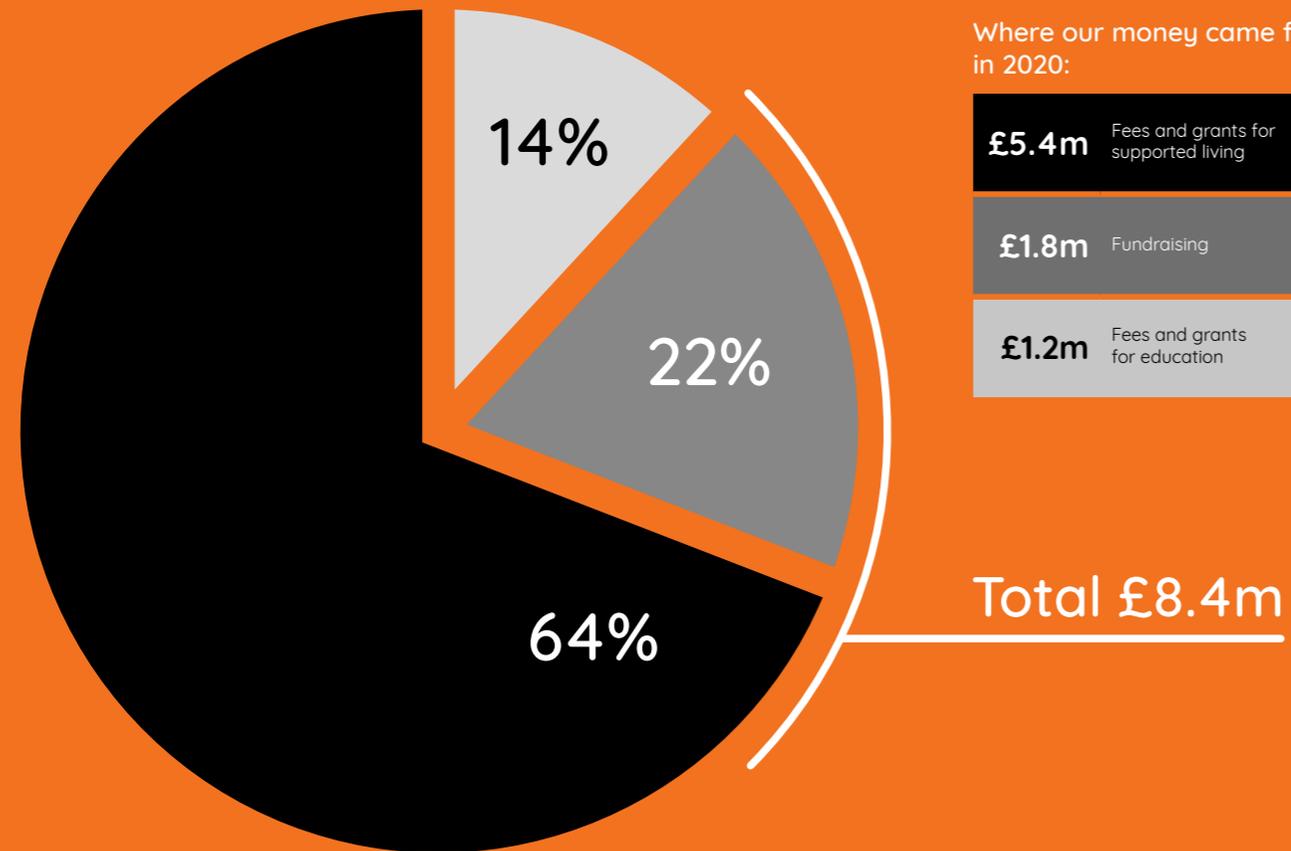
Finally, we will identify beneficial partnerships to ensure provision for Members is sustainable and families are given much needed assurance for their children's futures.

Our financial year

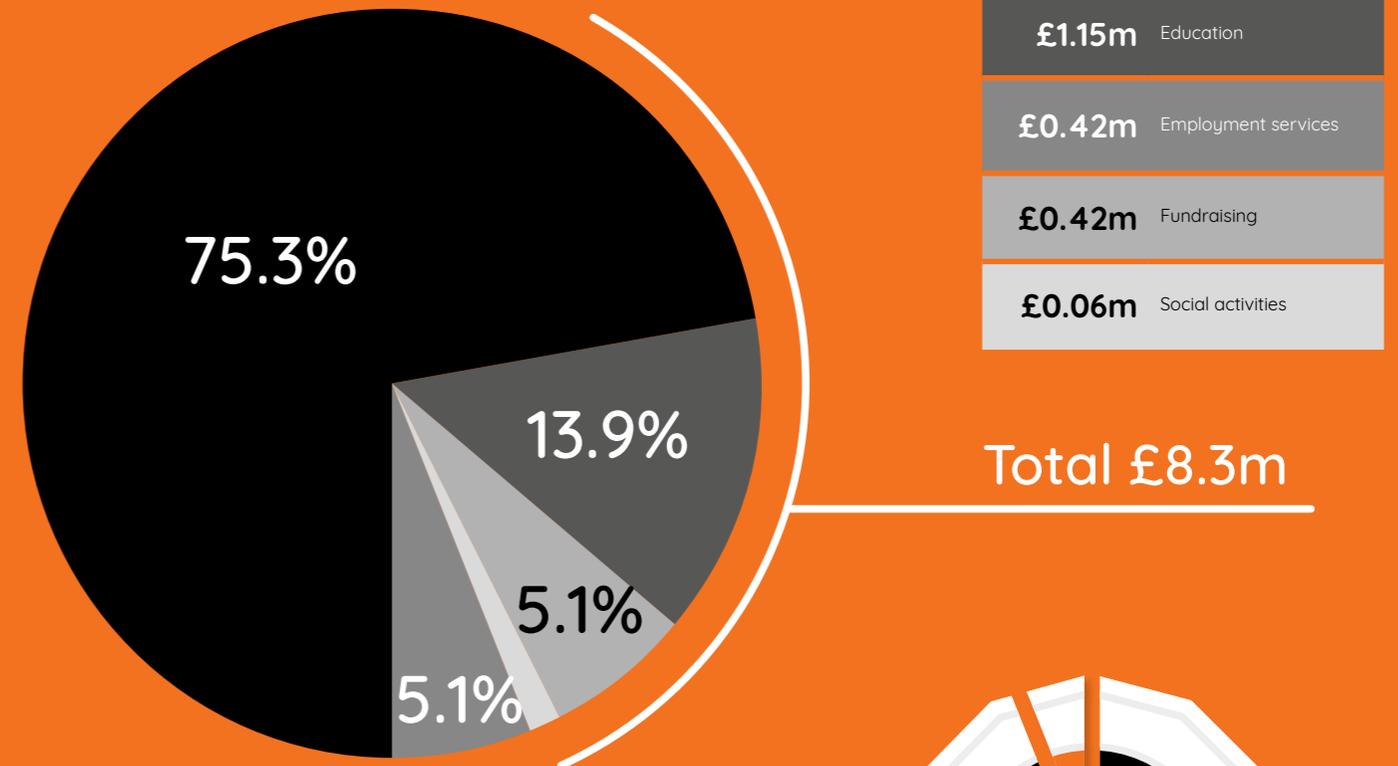
Our income and expenditure are finely balanced and the continuing impact of changes to minimum wage rates without comparable increases in statutory funding continues to challenge that budget.

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 2020



How we spend each £1 we receive:

95p goes towards our charitable activities and 5p 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	Stanmore
Barnardos Charity Shop	Stanmore
Basilian Café (Aspire Gym)	Stanmore
Beanstalk	Finchley
Beis Yaakov	Colindale
Belmont Shul	Harrow
BKL LLB	Finchley
Borehamwood Shul	Borehamwood
Brent Cemetery Services	Brent (Council)
Brotherton Real Estate Ltd	Oxford Circus
Camden Jewish Museum	Camden
Cartoon Museum	Oxford Circus
Cherry Lodge Charity Shop	Borehamwood
Compass Catering - Queens College	London
Daniel's Bakery	Golders Green
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
Holiday Inn	Elstree
Immanuel College	Bushey
Impex Russell	London Colney
Ingram Winter Green	Chancery Lane
Jewish Care	Edgware
Jewish National Fund (JNF)	Edgware

JGift	Hendon
John Lewis	Brent Cross
Joseph Levy Charitable Foundation	Marylebone
Judith Trust	Edgware
Kennedy Leigh	Hendon
Kisharon	Hendon
Kosher Cuisine	Hendon
Lester Hotels	Potters Bar
Live in Guardians	Finchley
London Film Museum	Borehamwood
Lonmar Global Risk Ltd	City of London
Marks & Spencer	Harrow
MENCAP Harrow	Harrow
Mendys	Edgware
Mill Hill Shul	Mill Hill
Nagila Nursery	Edgware
Norwood	Stanmore
OGR Stock Denton LLP	Finchley
Petermans Estate Agents	Edgware
PR Office	Highgate
Princess Alexandra Home (Jewish Care)	Stanmore
R B Maintenance	Finchley
Ramada Comfort Inn Hotel	Finchley
Ramada Hotel Hatfield (Lester Hotels)	Hatfield
Ronly LTD	Belsize Park
Royal Botanic Kew Gardens	Richmond
Seed	Hendon
Spanish & Portuguese Synagogue	Maida Vale
St Johns Wood Synagogue	St Johns Wood
Superdrug	Edgware
Tesco	Watford
The Camden Society	Camden
Thistle Hotel	Kensington
Vue Cinema	Swiss Cottage
WH Smith	Edgware

MANCHESTER

All Aboard	Prestwich
All Aboard	Salford
Barnardo's	Cheetham Hill
Broughton Jewish Cassel Fox Primary School	Salford
Broughton Library	Salford
Discount Brands	Salford
Halperns	Salford
Hamilton Heath Estates Ltd	Bury
Heathlands Village (FJS)	Prestwich
LA Kiddicare	Prestwich
Mashers	Salford
Mesivta Jewish Boys School	Prestwich
Quality Save	Prestwich
Quality Save	Swinton
Sainsbury's	Salford
Sheldon David Solicitors	Manchester
Shrubberies	Prestwich

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.

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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

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London Community Response Fund
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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

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