

# THE PATRON

PATRONS' EXCLUSIVE NEWSLETTER .....



THE VALUE OF WORK ISSUE

“Being at Langdon has given me job opportunities. I now have a job working with data and numbers in Oxford Circus with a property development company. I also work at New Chapters which I really enjoy because I make friends and learn new things such as cataloguing vinyl records which I enjoy.”

- JAMIE PASH, A PAID EMPLOYEE AT BOTH NEW CHAPTERS AND AN EXTERNAL COMPANY





# Welcome

## Renewal

I am delighted to be greeting you once again from the pages of this twice-yearly publication, designed to keep you, our Patrons, informed about Langdon's work.

We have emerged from the COVID pandemic stronger and with renewed energy. Last year we launched our new 3-year strategy setting out a clear vision for what we can achieve in our five key service areas: supported living, education, employment, community activity and our Langdon Brady youth club.

We aim to showcase our progress in each of these areas through The Patron over the coming months and years, and we start in this edition with a focus on the support we provide our Members to find pathways into employment, tailored to their personal aspirations.

This work has a heightened urgency in 2022 because, while our Members have rediscovered their happiness and confidence after the challenges of lockdown, the cost of living crisis has created huge uncertainty about making ends meet, especially for those on low incomes. It is therefore vital that we provide our Members with opportunities to find stable employment and to increase their income in a sustainable way.

This year also happens to be Langdon's 30th anniversary, which is an opportunity to reflect on three decades of teaching our Members vocational skills, helping them to find work,

and fostering a community where they can socialise in a safe and fun way.

We couldn't do any of this for our Members without your generous patronage, so I offer you heartfelt thanks on behalf of everyone at Langdon, and I look forward to keeping in touch with you as our work continues to evolve to meet our Members' needs.

Neil Taylor  
CEO



## Focus story

Within the disabled community, people with learning disabilities, neurodiversity and autism are among those with the lowest employment rates; in addition, they have poorer wellbeing and are disproportionately affected by COVID. And yet the benefits of employment are huge, providing skills and a chance to earn income, but also nurturing confidence and independence.

This is why we have always aimed to offer our Members realistic, personalised pathways into meaningful employment. We run a social enterprise, New Chapters, which is an online book-selling business, based in Harrow. 34 of our Members currently work there, gaining employment and occupational skills, supported by a team of paid and voluntary staff. We also work with 48 employer partners, who provide paid and voluntary work opportunities for our Members, according to their interests, needs and abilities.

Our 3-year strategy sets out a bold vision for expanding our employment and enterprise provision even further. Our aim is to create a bespoke autism and learning disability specific service, for Jewish people, providing end-to-end support, advice and signposting. We will help

our Members to navigate access to internal and external sources of advice, all delivered by experienced, trained Work and Learning Coaches.

Thanks to generous funding from Wohl Legacy, this strategic vision is already becoming a reality with the establishment of our new Wohl Employability Hub. Our two Work and Learning Coaches, Mahmoud and Damien, joined us at the start of April, and are busy providing Members with tailored careers advice, CV writing support, opportunities for mentoring and pathways into employment.

Over the following pages we speak to a Langdon Member, an Employer Partner and one of our Senior Managers to hear their insights on the benefits of our employment services.





“Seeing our son Alex successfully transition into a normal working environment has been an aspiration that many parents with a child with autism has. For us that aspiration has been realised with the fabulous support that has been given to him through Langdon and which has put him on a road to a long-term successful career.”

- DR ANDREW FRANKEL, A LANGDON PARENT



# LANGDON'S VOICES

With your help, Langdon supports its Members to be their best, true selves. We interviewed a Member, an Employer Partner and a Senior Manager to find out what Langdon means to them.

## James's story - Langdon Member

James (pictured right, opposite) is one of our Members, and lives in one of our supported accommodation properties in Borehamwood, where he receives support from our staff for two hours every day. When our long-standing supporter Warren Dagul (pictured left, opposite) offered an employment opportunity at his company, Impex Lighting, James leapt at the chance – and hasn't looked back!

### How did you come to be a Langdon Member?

My Mum was friends with the Dad of a Member, and he spoke very highly of the support Langdon gave his son. He encouraged Mum to apply for me to become a Member too.

### When did you first get the idea of getting a paid job?

I started by working as a driver's mate, in the vans collecting and delivering stock to the All Aboard charity shop. That gave me my first taste of work, and I wanted to do more.

### What do you do at Impex Lighting?

I work in the warehouse, loading and unloading containers. When I am unloading, I usually stack them onto pallets, ready for the forklift truck to move them into position. Also, when I arrive in the morning, I check that the courtyard is clean and tidy, and if it's not I clear it up, using the litter-picker. At around 4pm I check all the doors and alarms as part of the process of locking up.

### Is it hard work?

No, it's good work!

### What kinds of skills have you learnt?

I've learnt how to work as part of a team, and how to do tasks like stock-taking. I've also learnt more day-to-day skills, like taking public transport, which is helpful for other things, like travelling to the Emirates Stadium to watch Arsenal!

### Have you made friends and, if so, who are your favourite people?

Yes, I have, and my favourite people are Warren (CEO), Alan (Financial Director) and Dom, who drives the forklift truck.

### What are your interests outside of work?

I play football for Langdon, and I've scored quite a few goals! I also cycle a lot – I've done ten of Langdon's annual bike rides, including this year's. We do weekly training sessions in preparation for it.

### This year marks Langdon's 30th anniversary. What has been your highlight of being involved with the charity?

Going to the Annual Dinners and meeting the celebrities there. One year I met Emily Maitlis!

### Do you have a message for our Patrons?

Keep on doing what you do, to support Members like me!

## Warren's story - in conversation with long-time Langdon supporter Warren Dagul

Since 2006 Warren has run his own business, Impex Lighting, supplying decorative lighting products to independent and own-brand retailers. His introduction to Langdon was through our Chairman, Nigel Henry, over ten years ago. Since then, he has done everything from Business Breakfasts to Bike Rides, and has proudly employed two different Langdon Members at Impex.



### What has been your experience of supporting Langdon for so long?

I love meeting all the people who are involved. I take genuine pleasure in getting to know the Members, and watching those Members develop into independent adults, through all the support Langdon provides.

### Where does your passion for providing employment opportunities come from?

I have always enjoyed bringing people on and helping them to grow. What I love is watching their journey of discovery, and uncovering talents that would otherwise have gone unnoticed.

### The Member you currently employ is James. What kind of work does he do?

He works in our warehouse, and works with a team of four people. He does a bit of everything, from loading and unloading containers, to keeping things tidy inside and outside of the warehouse.

### What would be your advice to any of our Patrons who might consider employing a Langdon Member?

It will have a hugely positive impact on your employees because it will bring them together to look out for someone other than themselves. My staff genuinely care for the Members we take on: they keep them busy, but also make sure they eat well, and pick them up if they're down. When I took on a Member, I thought I was doing Langdon a favour; but Langdon has done me a favour, because it has brought my staff closer together.

### What impact did COVID have?

The pandemic meant that James didn't work for 18 months, and when he returned, you could see how that lack of interaction had affected him. He was very withdrawn and lacking in confidence. Thankfully, over time, as he's started mixing with people again, things have improved and he's managed to get himself back to where he was pre-pandemic.

### This year marks Langdon's 30th anniversary. What has been your highlight of being involved with the charity?

Seeing last year's Livingness Live crowd-funding campaign reach its £1,000,000 target. For a charity of Langdon's size, it was a phenomenal achievement.

### What would you like Langdon to achieve in the next 30 years?

In a word: "continuity". I want Langdon to ensure that its Members continue to be able to live independently. This is the cornerstone of everything Langdon does, and it doesn't only benefit the Members, it also gives their parents and families peace-of-mind, knowing that their son or daughter is in safe hands.



## Courtney's story - Langdon's Commercial Enterprise and Employment Skills Manager

Courtney (pictured far left, below) joined Langdon in 2017, initially to help the Employment team look at offering apprenticeships and internships. He stayed on to become an Employment Adviser, and then in 2020 he moved into his current role.



### Can you describe your role at Langdon?

I provide direct support to our Members regarding employment. I broker Supported Employment opportunities and seek out training to help upskill Members on their journey. I also make support visits to Members in their workplace, to see how they're doing.

### What is Supported Employment?

This is simply an employment role in which the employer provides the employee with some support to do their job. Part of my role is informing prospective employers about how to support a person with Learning Disabilities in the workplace. This involves helping them to understand some of the nuances involved in employing one of our Members.

### Do employers respond positively when you approach them?

Yes, many of them do. Employers are becoming increasingly aware of the benefits of a neurodiverse workforce. They are also reappraising their approach to existing employees, who may have support needs which have been overlooked. I promote the benefits of diversity in the workplace, and there is a genuine desire among employers to become disability confident.

### In what ways do Langdon Members benefit from our Employment services?

The main benefit is a huge improvement in their confidence levels, not just in terms of the specific work they do, but also with things like commuting to and from the workplace and building relationships and friendships with colleagues and others connected with the employer's business.

### We have just received a generous 3-year grant from the Wohl Legacy to expand our employment services. Can you describe what this will look like?

We mainly serve Langdon Members at present. The Wohl Legacy grant enables us to extend our offer to the wider learning-disabled Jewish community, and to other organisations. We have already recruited two Work and Learning Coaches, who will form the basis of an employment "hub", where people coming into the service will be properly assessed.

### You are also responsible for New Chapters. Can you describe what this is?

This is Langdon's social enterprise, selling second-hand books, DVDs, CDs and vinyl. We have around 52,000 books in stock, which we list on seven different Amazon platforms, plus two US-based platforms called Abe and Biblio. New Chapters is run predominantly by Langdon Members, alongside paid staff and volunteers.

### What benefits does New Chapters offer to Members?

It's an opportunity for Members who have never worked to develop soft skills like teamwork, timekeeping and communicating. We try to make it as realistic as possible, although there are also support staff present. Members can also develop data entry skills, improve concentration levels, understand online selling platforms.

### This year marks Langdon's 30th anniversary. What has been your highlight of being involved with the charity?

Watching our Members as we all emerge from the pandemic, and seeing how lockdown has uncovered new skills, and new levels of resilience. There is a real enthusiasm to get back on a pathway to independence and self-fulfilment.

### What would you like Langdon to achieve in the next 30 years?

It would be great if Langdon could become the "go to" charity for employment support for Jewish people with learning disabilities, by growing and embedding wrap-around care for those seeking fulfilment through work.





Together we are 30

# 30 Years OF LIVINGNESS



Langdon was established 30 years ago when a group of parents at the Delamere Forest School in Manchester established a further education college. It was named after Margaret Langdon, who had founded the school, and its aim was to provide learning disabled and autistic young people with pathways into employment and skills to live independently after leaving school.

Over the course of the next three decades Langdon would grow into the flourishing organisation it has become today. Langdon College expanded southwards with the creation of a campus in London, and a whole range of employment and community services were added to the College offering.

Today we provide supported living accommodation, education and employment opportunities and an active community in which Members can socialise, have fun and practice their Judaism in a way that is meaningful to them. We are funded by a mix of statutory and voluntary income, and each year we need to raise £1.8m from donors. We run an annual campaign to generate most of this voluntary income, focused around a 36-hour online fundraiser.

2022 sees a significant expansion of our work, so our need to raise that £1.8 million is as strong as ever. This year's fundraising campaign is called "Together we are 30", celebrating all the brilliant partnerships that make our work possible, and marking our 30th anniversary year. The 36-hour online fundraiser will take place on 18th and 19th September and over the summer we are seeking support from friends and donors in advance.

We are not doing matched funding this year; instead we are simply seeking **Benefactors** to donate a minimum of £5,000 to the campaign before 18th September. Then, as we go out to the wider community on the 18th and 19th, we will

announce how much has already been raised by our Benefactors. So, by committing to be a Benefactor, you will inspire others to donate and play their part in the campaign.

We are also seeking **Ambassadors** to each take a fundraising page on 18th and 19th September. They will send a link to their page to as many family members, friends and contacts as possible in the 36 hours, asking them to make a donation to help reach our campaign target. If this is something you would be prepared to do, we would support you through every step of the process, including advance briefings and clear instructions as needed.

In our 30th anniversary year, we can all join together to help enable Livingness for hundreds of young people and adults with learning disabilities and autism, both now and for years to come.

To become a Benefactor or an Ambassador please contact our Head of Major Gifts, **Daniel Stone**:  
 Phone: **07534 458 689**  
 Email: [danielstone@langdonuk.org](mailto:danielstone@langdonuk.org)



## Dates for your diary

We would love you to join us at these events and make them even more special.

### Langdon Golf Day

Join us at one of the South East's top golf venues, Hartsbourne Country Club. Designed by the legendary F.G. Hawtree and five-time Open Champion J.H. Taylor, the course is as challenging as it is historic. Enjoy a fabulous day of golf with breakfast and lunch included.

Wednesday 7th September 2022  
Hartsbourne Country Club, Bushey

### Together We Are 30

Our 36-hour online fundraiser during which our team of Ambassadors aim to raise money through our campaign website. Each Ambassador has their own page on the site which they send to as many people as they can to try to reach our campaign target before the 36 hours is up.

Sunday 18th and Monday 19th September 2022

### Monopoly Quiz

A fun and interactive evening where teams of friends and colleagues play the classic board game, competing to build their property empire, over dinner and drinks - while also having fun and raising money for Langdon.

Tuesday 1st November 2022  
Mishcon De Reya, London

### Patrons Annual Reception

Our chance to say a huge thank you for the difference you make to our Members. Our Chairman looks forward to welcoming you to our Maccabi House Community Centre in Edgware for an evening of food, wine, entertainment and a chance to hear speeches from our CEO, Members and Staff.

Wednesday 23rd November 2022  
Maccabi House, Edgware

If you are interested to hear more about any of these events, please contact our Head of Major Gifts, **Daniel Stone**:

Phone: 07534 458 689 • Email: [danielstone@langdonuk.org](mailto:danielstone@langdonuk.org)

# Being a Langdon Patron

## WHAT YOU DO

As a Patron you commit to make an annual donation to Langdon, which helps us to fund innovative and creative projects so we can stay ahead in the best developments in social care, invest in high quality homes and get our Members into employment.

## WHAT YOU GET IN RETURN

- Opportunities to see our services and meet staff at the heart of delivering them.
- Invitations to special exclusive events
- Regular updates on the difference you are making to Members.
- Inclusion, with your approval, on the Patron roll of honour board on our headed paper, our website and in our annual review.
- Opportunities to invest in new and exciting projects, tailored around your interests and motivations.

For more information and to discuss how we can help you realise your philanthropic goals please get in touch with our Head of Major Gifts, Daniel Stone. You can contact him directly on **07534 458 689** or you can email him at [danielstone@langdonuk.org](mailto:danielstone@langdonuk.org)

## LANGDON'S PATRONAGE LEVELS

There are three patronage levels

**Ebony: annual donation of between £3,000 and £9,999**

Benefits include Patrons' annual reception, The Patron newsletter and our Annual Review and recognition on our Patron roll of honour.

**Topaz: annual donation of between £10,000 and £24,999**

Benefits are the same as those of Ebony Patrons, plus an invitation to an exclusive annual strategic briefing event, hosted by our CEO.

**Platinum: annual donation of £25,000 or more**

Benefits are the same as Topaz Patrons, plus an invitation to our exclusive Chairman's dinner.





“Being disabled should not mean being disqualified from having access to every aspect of life.”

- DAME EMMA THOMPSON, DBE

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