

Kisharon Langdon

The Jewish Learning Disability
& Autism Community

Patrons' Update

Chanukah, December 2024



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A message from our Joint Chairs and Chief Executive

It gives us great pleasure to introduce your annual Patrons' update report. As we look back over the year, it has been hugely encouraging to see so many of the benefits we envisaged from the merger of Kisharon and Langdon starting to take shape, and already making a real difference.

Earlier this year our trustees were honoured to receive the Jewish Volunteering Network's 'Outstanding Volunteer Team of the Year' award, for all the work done over several years to facilitate the merger. And over the last 12 months there have been some wonderful examples of additional support realised for people with learning disabilities and autistic people, about which you can read over the following pages.

This would not be possible without the generosity of your Patronage, and we hope you take great satisfaction from reading about the changes you have helped to bring about, and from knowing that your money is making a real difference to the lives of the people we support.

We hope to have further chances to speak, possibly at our inaugural fundraising dinner on 29th January, or at some stage later in the year. In the meantime, we wish you and your family a happy Chanukah, and thank you so much for your truly valued commitment to our work.

With warm regards,

Nick Doffman Philip Goldberg Richard Franklin

Nick Doffman, Philip Goldberg and Richard Franklin



A message from the Chairs of our Fundraising Committee

It is no secret that in the current economic climate times are tough for charities, with inflationary pressures and the recent Budget pushing costs up, and local authority funding being cut. On top of this, in our community, funders are naturally turning their attention to causes in Israel, given the desperate need there. This convergence of pressure has been hard for Kisharon Langdon, coming just as we have taken the bold step of broadening our offer through merger.

The charity is now one of the largest in the community, with expenditure in the region of £24m, and a correspondingly large need for voluntary support from donors. This financial year we need to raise £4.4m, which funds our nursery, school and college, our employment programme, youth services and supported living, as well as all the behind-the-scenes operations, without which we could not function.

Which brings us to our inaugural dinner as a merged organisation, which is taking place at the Grosvenor House Hotel on the evening of Wednesday 29th January. As a Patron, you may have committed to host a table, or you may be attending as a guest, and – either way – inviting others to attend. We urge you to do all you can to make the dinner a success and to ensure that every guest does as much as they can to support us, either by donating in advance, or on the night itself.

We are happy to disclose that we ourselves donate to Kisharon Langdon at Founder Benefactor level, because we passionately believe in the transformative work the charity does. It is heartening for us to know that you share those feelings, as demonstrated by your own Patronage. We look forward to joining with you, at the dinner and beyond, to inspire others to join us in committing to support this great cause.

With warmest regards,



Andrew Loftus and Nigel Henry



A message from Nicole Ronson Allalouf, Founder Benefactor and Chair of our fundraising dinner

When the Trustees of Kisharon Langdon approached me earlier this year to chair the charity's first fundraising dinner as a merged organisation, I was very happy to help. As the mother of a neurodiverse daughter, I know only too well the struggles that parents of neurodiverse children face in trying to access care and support for their loved ones.

I was already familiar with the award-winning Wohl Campus Kisharon Noé School, as our Foundation sponsors the Profound and Multiple Learning Disability wing there. Then, earlier this year I toured some of the charity's wider services and saw at first hand the enhanced scope that the merger of the two organisations has created. I visited supported living homes and had warm conversations with staff and some of the wonderful people they work with. I was struck by how happy and comfortable each tenant was in their own home, and the clear bond between them and their support workers.

I was also delighted to drop in on Maccabi House, the charity's vibrant community hub in Edgware. This is the heart of a hugely varied and enriching programme of activities designed to enhance the confidence and wellbeing of people the charity supports, including both children and adults, and people within its supported living and those in the wider community.

I came away with a picture of a charity working tirelessly to understand, connect with and nurture every single one of the hundreds of people they currently support, to ensure they can live the life they want to live to the fullest, in a stable, comfortable and secure environment.

It is because of all the things mentioned above that I am proud to be the Chair of Kisharon Langdon's dinner and I really do hope that you will join me and hundreds of others to show your support for this remarkable charity. It will be a fabulous evening and I look forward to seeing you there.

With warm regards,



Nicole Ronson Allalouf





The year in review

Education

Over the last 12 months we have developed our new collaborative partnership, comprised of our three education establishments: Tuffkid Nursery, Wohl Campus Kisharon Noé School, and Langdon College, with Dr Emily Haddock as the overall Director of Education. Emily has accountability for providing strategic leadership and direction for the partnership and its provisions, facilitating educational consistency across nursery, school and college.

The nursery and the school have retained their “Outstanding” and “Good” OFSTED ratings respectively, and the school has a record 77 pupils for the current academic year. Of the five school leavers in the summer, all but one went on to the college, which is a huge uplift on the previous year. The same is true of the nursery, with all of its eligible special needs children moving to the school in September.

Provision for the youngest children at the school has been enhanced, with the refurbishment of Mint classroom and the recruitment of two new Early Years Practitioners. The Forest School curriculum is now fully established, and one of our major supporters has kindly donated land where children from the nursery, school and college go on a weekly basis to learn and explore the great outdoors.



And this year’s school show was a huge success, as our audience of friends and family were treated to an all-singing all-dancing production of “A Midsummer Night’s Dream”. Arts charity Eastside offered us an “artist in residence”, who helped the children understand the play, and interpret it in their own unique way. We had a party scene, a wheelchair dance, and the grand finale saw the audience on their feet doing the Hokey Cokey!



In August, Ofsted published a report raising concerns about the Leadership and Management of Langdon College. In response, we took immediate and decisive action: the College Trustees and Governors stepped down and new Trustees were appointed, and a new Interim Principal, Dr Carole Nicholson, was recruited in October.

In addition, after detailed discussions with communal, rabbinic and governmental stakeholders, we made the difficult decision to close the Manchester campuses of the College at the end of December 2024. We are working closely with the Department for Education and Local Authorities to find suitable alternative placements for the affected students.

Ofsted have noted that the newly appointed governing body and Kisharon Langdon Education Committee are well qualified and have the determination and expertise to improve the quality of the provision. Our proactive measures have already resulted in a positive report from Ofsted following a visit in November 2024, which focused on greatly improved safeguarding standards. We are confident that our plans to further improve the provision at the College will continue to merit positive reports.

Employment support and Learning & Development

We know that meaningful employment increases the confidence and happiness of people with learning disabilities and autistic people, by providing income, skills and a sense of being valued as part of a team. For this reason, employment support remains a key pillar of our provision, and the merger has now brought a whole range of services together, all dedicated to helping our beneficiaries find a job that is right for them.

Our Employment Hub, established through the generosity of the Wohl Legacy, has expanded, and we now have three full-time members of staff, allowing us to increase our caseload and expand our pool of employer contacts. This year we have started regular Employment Workshops from the new training space at our head office in Colindale. These sessions cover all aspects of searching and applying for jobs, as well as dedicated sessions on the skills and behaviours required in work. Each workshop lasts two and half hours, giving the people we support plenty of time to learn and gain experience through face-to-face interaction.

Our Learning and Development Hub in Hendon is now serving 28 people, teaching key skills as part of a flourishing enterprise service. The training courses we run in food safety and hygiene have seen people we support gain jobs in cafés and restaurants, and the team design cards, decorate gifts and package food for Kisharon Langdon's gift shop, "Equal", in Temple Fortune.

96 active participants in the Employment programme currently working in **121** different full-time and part-time roles



2,500 gift packages made in three and a half days for the Jtrade Jewish business expo

JTRADE

1,200+ "Get Well" packs put together over two months for Bedside Kosher



1,000+ gifts created for Rosh Hashanah



The team also hosted the Board of Deputies Jewish Life Exhibition at the Childs Hill Library, preparing all the tables themselves and (paired with a staff member) delivering explanations of a given topic in Jewish religion and culture. They have been invited to present their work at December's meeting of the Voluntary Organisations Disability Group, part of the Learning and Development Professional Network.

This year, we have conducted a comprehensive review of our social enterprises, the results of which are currently being considered. One immediate step is to reposition our bookselling business, New Chapters, as a trader in books of high value. This reduction in the volume of books traded offers the people we support a chance to learn specialist skills in a more focused environment. Meanwhile, our bike shop in Hendon has been given accreditation to offer City and Guilds qualifications, which offers an enhanced incentive for the school pupils and college students who work there.

If you're looking to have your bike repaired or serviced, why not call Eytan at the Kisharon Langdon Bike Shop on Bell Lane in Hendon, who will be happy to help. We also have a selection of second-hand bikes for sale.

Kisharon Langdon
BIKE SHOP

Phone: 020 8202 5540 • Email: eytan.bordoley@kisharonlangdon.org.uk

Supported living

We continue to invest heavily in our supported living service so that people feel safe, secure and comfortable in a home they are proud of. This year our trajectory has been to maximise the quality of our provision, and we are doing this in a number of ways, one of which has been to invest in staff training, and we are proud to report that four of our Service Managers achieved NVQ Level 5 and four more achieved NVQ Level 3 in Health and Social Care this year.

We have expanded our use of “iplanit” on a trial basis, which is a digital system for record-keeping in relation to the care of our beneficiaries. This is a vital modernisation of the way in which we work, as digitisation becomes the norm expected of social care providers by local authorities and the Care Quality Commission (CQC). In addition, our Care Quality Manager has been conducting regular audits, and we now have Continuous Service Improvement Plans in place across the service.

Most importantly, our residents have been supported by our staff to live their lives to the fullest. One of the women we support completed Stage One of her apprentice pottery programme, while another had her artwork displayed at the Kinloss Jewish Art Festival for the second year in a row. Our homes continue to be hives of communal activity, with art, baking, fitness and karaoke sessions being just a few of the group activities we organise for tenants in their homes.

We also helped one of our wheelchair-dependent tenants fulfil her wish to spend Pesach with her family in Manchester, while others were supported with holidays in the UK, and as far away as Spain, Italy and Israel. One of our Manchester residents was supported to go to Disneyland Paris and all five of the residents in Clara House in Hendon went on a joint minibreak to the Lake District!



Social programme

Pre-merger, both Kisharon and Langdon ran their own activity schemes to offer people we support opportunities to learn new skills, meet other people and have some fun. This in turn develops people's confidence and independence and improves their overall wellbeing. The merger has brought these programmes together, with some members of our “Good Days” programme now being able to access the events we run at Maccabi House in Edgware.

We are now offering activities six days per week, and the monthly calendar is packed (including most evenings, to accommodate people who work in the daytime) with new sessions being added all the time. Whether it's running club on Tuesdays, drama rehearsals on Thursdays or our new woodwork class on Sundays, there really is something for everyone. And we continue to focus on physical and mental health, including nutritionist visits, mindfulness sessions and the ever popular “Feel Good Fridays”!

Three years ago, pre-merger, there were around 10 activities on offer to people each month in Edgware; today, post-merger, we are running close to 150! And in 2024 we have started to open up the benefits of the programme to people outside of our supported living accommodation. These new participants may be living at home with parents, or independently in the community, but can still face loneliness, boredom or poor health and are therefore keen to access the benefits our programme offers. What is most pleasing is that people who never previously engaged with the programme are now joining, because they have found something they like.

And our Brady youth club has benefitted hugely from the merger by expanding into the Wohl Campus Kisharon Noé School in Hendon. In the last year we have introduced a new weekly session of the club there, with additional one-to-one support, to serve the more severe and complex needs of the children attending that group. And the club's popular holiday schemes now take place in the school, which is a positive change, as it offers more space as well as access to all the specialist facilities and equipment the school has in place.

Jewish living

The merger has also brought together our Jewish living team, who are there to offer everyone we support the opportunity to learn about, understand and practice their Judaism, according to their own preferences.

Engagement with the programme has increased dramatically over the last twelve months: when we started our sessions in Edgware there were 3 or 4 people attending, whereas now we are getting 20 to 25 people every Tuesday. A great example is the person we support, who said at the time of the merger "I don't want anything to do with Judaism". Last month that same person, of his own volition, was up on the bimah during our visit to Mill Hill United synagogue, proudly reciting the bracha!

We also run weekly sessions in the Childs Hill Library, as well visiting people we support individually in their homes. Volunteers visit our supported living sites in Golders Green to assist with morning prayers, for example by helping the men to put on Tefillin. We also have a volunteer who visits our women's home in Hendon, running Jewish Life sessions there on Sundays. And we also hold a regular session to explore stories relating to the week's Parasha, learning about messages from the Torah through images and conversation.

Among the most popular elements of the programme are our Shabbat meals, which are facilitated in our Golders Green sites on a fortnightly basis, either on a Friday night, a Shabbat lunch or a "Melave Malka" after Shabbat in the winter. In Edgware, our Friday Night dinners regularly attract over 80 people, so we have had to move to a larger venue!



Wider work

It is not just these key frontline services which have seen investment and expansion since the merger. We have also recruited, among other posts, a new Volunteer Manager and Volunteer Co-Ordinator, with a view to making the best possible use of the many kind and supportive people who offer their time and expertise to us. Another benefit of this is that the team now have the capacity to find volunteering roles for the people we support; for example, several of our beneficiaries now share receptionist duties on a weekly basis at our head office in Colindale, which was all arranged by the Volunteer team.

Our Social Work team has also expanded, with the recruitment of a Head of Social Work. The team works cross-departmentally within the organisation and communicates with individuals' families and multiple external agencies. They act as a gateway to Kisharon Langdon, processing all referrals, undertaking legal processes to onboard supported living tenants, and securing an appropriate package of support hours. Robust support continues by accurately assessing and reviewing tenants' support needs, and in turn, championing individuals' rights to statutory entitlements.

We have also created the key role of Positive Behaviour Support Lead, to work directly with those of our beneficiaries who struggle to regulate their behaviour and manage their emotions. You can read more about this new role later in this report.



A snapshot of 2024

A snapshot of Kisharon Langdon in 2024

478
staff in total



231
support staff



220
volunteers



29
nursery pupils



77
school pupils



36
college students



10,000
support hours



161
in supported living



108
in Brady Youth Club



96
in employment



40
in Good Days



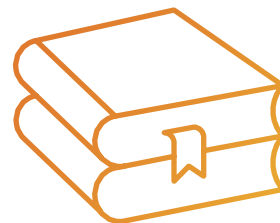
13,403
donors in the last 4 years



£24m
turnover



£4.1m
in fundraised income



New Chapters



Social enterprise



Childs Hill library



Equal gift shop



Bike shop

Find out more about
our social enterprises



A story from the Wohl Campus, Kisharon Noé School, a Loftus Learning Centre - Daniel's Bar Mitzvah

At the Wohl Campus Kisharon Noé School, a joyous occasion unfolded as Daniel celebrated his Bar Mitzvah, marking a significant milestone in his Jewish journey. Under the guidance of our Kodesh teacher, Murray Brown, Daniel learned to read the Brachot for the Torah and wrote and delivered a Dvar Torah, showcasing the skills that he had learnt with Murray in preparation for his big moment.

The school's shul has become an integral part of its community, creating a welcoming environment for all. It was particularly heartwarming to witness Daniel, a pupil with special needs, called up to read from the Torah in an environment where he was truly comfortable, to be himself and to shine. This moment not only highlighted his achievements but also reflected the inclusive spirit of the school and shul, where every individual is celebrated and embraced.



The Bar Mitzvah celebration was meticulously planned in collaboration with Tracy, Daniel's mother and a school trustee, alongside our Kodesh Teaching Assistant, Brocha Gutstein. Their efforts transformed the shul into a vibrant space adorned with balloons, complemented by a beautiful breakfast and uplifting music following davening.

This special day was a testament to the strong bonds within the Kisharon Langdon community, illustrating how love, support and celebration can create unforgettable experiences for every pupil. Daniel's Bar Mitzvah was not just a personal milestone; it was a celebration of community, inclusion, and the unique journey of each student at our school.



A story from Tuffkid Nursery

David has Down's syndrome and he arrived at Tuffkid in January with developmental delays in all areas. He was unable to walk, or even to sit in a chair without adult support, and he ate only mashed food which needed to be fed to him.

We set ourselves a goal of enabling him to feed himself, and our nursery staff worked towards this with advice from our Occupational Therapist our Physiotherapist and our Speech Therapist. We first helped him to hold the spoon hand-on-hand, followed by just a light touch on his elbow.

Through these small steps, with encouragement and patience, David is now able to eat independently. He feeds himself solid food with a spoon, and he is even walking! This is a wonderful example of the collaborative work our amazing staff do each day to achieve big wins for the little ones we support.

Focus on our frontline staff

As you have read, the formation of Kisharon Langdon has allowed us to expand the scope of our work with new staff to help maximise the quality and personalisation of the support we provide to our beneficiaries. An example of that expansion is the creation of a new role, Positive Behaviour Support (PBS) Lead. Here, the post-holder, David Isaacs talks about how his work is starting to improve the lives of the people we support.



What need does your role meet?

Many of the people we support can struggle with the day-to-day environment in ways which might not seem obvious to you or me. Some people are hypersensitive to, for example, noise or light, while others might struggle to communicate. Often, these problems can go undetected, leading to detachment, frustration and anger. This can manifest itself in different behaviours, many of which can be challenging, which makes things like shopping, socialising or going to work very difficult. My role is designed to help find ways to address these problems and help the people we support to navigate a path through life.

What do you do to help the people we support?

I work with each person, on a one-to-one basis, to understand the causes of the behaviours which are problematic for them. I will speak with them, their care team and their families to get a full picture of their lives. My aim is to look at what motivates them, what frustrates them, and to combine data and science into a personalised plan. I then go through this with the person and their care staff to put it into action, with the aim of reviewing it with them on a monthly basis.

Can you give us a specific example?

There is a young man who is hyper-sensitive to noise, and therefore everyday conversation can be painful for him. He doesn't always take on board what is being said to him, which can lead to confusion and, ultimately, physical aggression. I spoke to all parties concerned, and introduced

some sensory equipment into his home, to give him a safe environment to retreat to when he is struggling. This has really helped him to avoid feeling overstimulated and, ultimately, to regulate his behaviour.

What has been the most rewarding aspect of your work so far?

A member of our staff recently told me that, because of my intervention, the person they support is now attending all the weekly activities she enjoys, and is going to work, which she never used to do. Feedback like this gives me huge satisfaction, knowing that I have helped this woman to live her life to the fullest.

How do you see your role developing going forward?

I currently help around 50 of the people we support, but I would like to reach more, because the need is there. Many people do not exhibit what are obviously challenging behaviours but may still have difficulties. I am introducing "PBS Champions" around the organisation, who will be trained to support the work I do by conducting their own monitoring and evaluation of the plans I put in place.

Do you have a message for our Patrons, who fund your work?

I am so grateful for the opportunity that this role gives me to help our people. Please continue to give your support to maintain and expand the benefits of PBS and enable our beneficiaries to live their best lives.

Focus on the people we support

Amanda started to receive support from Langdon more than 10 years ago, via their outreach programme. Today, she lives in one of Kisharon Langdon's supported living homes in Edgware and enjoys participating in our activity programme at Maccabi House.



What is your home like?

I live in my own flat, where I have three bedrooms; one is for sleeping, one is a spare room if I have people to stay, and I use the other room for doing art. I come to the art sessions at Maccabi House every Wednesday, so it is nice to have a space to do it at home too.

What do you like to do with your time?

I enjoy going to the Kisharon Langdon art sessions, and I also do other things in their activity programme. The "Feel Good Friday" sessions really help me to relax and feel confident. I am good friends with Clare, who is also supported by Kisharon Langdon. We like to go shopping together, and we usually have a meal too, and then we go to the Three Wishes pub in Edgware. And my brother and his family often have me over for Friday night dinner.

What kind of support do you receive from Kisharon Langdon?

I get support for 25 hours per week, with a rota of staff coming to my home every day. They help me with cleaning, shopping and cooking. I also get support with my finances and budgeting, which my sister-in-law also supports me with.

What difference does the support you receive make to your life?

I can cook simple meals, but I lack confidence, so the support staff help me when I am struggling. Since I was made redundant during the Covid pandemic, I have had to be more careful with what

I spend, and my sister-in-law and my support team have really helped with this, so things have been a lot better.

Is there anything else you struggle with?

I really struggle with my behaviour, especially since my Mum passed away. I can get very upset, and sometimes my behaviour is severe. Staff really help me to keep calm, which means I can engage with society.

How does David, our new Positive Behaviour Support Lead, help you?

He talks to me about my behaviour and gives me ways to manage it. He also met with my support staff, to get them to understand where my behaviour comes from, and together we developed a Positive Behaviour Plan. This includes breathing exercises, painting by numbers and listening to "relaxations" to help calm me down. David also made a personalised information card to carry with me, which describes my behaviours in zones. I can refer to this when I am out and about to help me ground myself, and to help others understand why I might be struggling.

What are your hopes for the future?

I would like to be here, and be nicer to people. I would like to meet a nice man too! Also, I went to Israel a long time ago, and so I would like to go back one day.

Do you have a message for our Patrons?

Please continue to donate to Kisharon Langdon!



If you would like any further details about our work or about philanthropic support for Kisharon Langdon, please contact our Head of Major Gifts, **Daniel Stone**.

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Kisharon Langdon

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