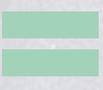




Kisharon 

Education - Opportunity - Support
Jewish answers for learning disabilities

Annual Review 2013-14

Kisharon



Kisharon has made plans for the next 5 years to make sure everyone has very good support and we can do even more to help people with learning difficulties.



Kisharon can support people when they are very young, when they are growing up and when they are older.



At Kisharon, we work together with people. We want everyone to have the same choices in life so that we can all be equal.



Kisharon has different places to go and learn new things: nursery, day school, day service, college and we can help people to live in their own homes.



Jewish life is very important in everything we do in Kisharon. We want to make sure every person has the help and support they need so that it will be easier in life. This is very exciting.



2014 was the year Kisharon consolidated its foundations to ensure a strong, bright and positive future. I am delighted to share that we have set in place plans which will see our organisation grow both in stature and impact.

We remain true to what, within our community, is a unique offering of education, opportunity and support to the many people we serve throughout their lives. We are a leading Jewish organisation of choice supporting children and adults living with a myriad of learning disabilities.

Our achievements go beyond delivering a first class quality service for our people and their families as well as our partners throughout the community and local authorities. For in all that we do, we strive to ensure that all people with learning difficulties have equal opportunities to develop their abilities.

Equality is understood from the earliest age at Tuffkid nursery which continues to live up to its OFSTED 'Outstanding' recognition working closely in partnership with Barnet Authority to help other nurseries develop similar teaching techniques. Kisharon Day School is also nationally recognised as the leading Jewish Special Needs School, as well as a centre of excellence in developing educational and therapeutic successes for those who attend.

Strong educational performances from both the nursery and school lead to high demand for our Adult Day Services both in Hendon and Stamford Hill. More recently we planned our opening of HCC@Kisharon, a college for further education in partnership with Hackney Community College. A range of life skills prepare the people we support to contribute back to the wider community either through employment or through one of our social enterprise programmes. Equality is also our priority in ensuring access to our growing supported living facility which gives more people the opportunity to live independently.

I have learnt that Kisharon's future rests on fulfilling its obligation to develop, grow and adapt to meet the needs of those with learning disabilities through first class education and life skills training firmly set within our rich halachic values.

Our future has never been so exciting.

Dr Beverley Jacobson
Chief Executive

Tuffkid Nursery



Tuffkid is a nursery for children who are 2 years old and above with learning disabilities and children who do not have learning disabilities. It is integrated which means that all children play and learn things together.



We wanted to work together with parents and find the best way to share everything we do. We also wanted to look at the way people learn things and look at ways children have relationships with other people.



Parents can now use iPads or computers to see what their child is doing. Staff have been on courses to learn more about teaching reading and writing. Staff learnt more about the way children have relationships with other people.



We are going to decide what to do with the outside play area. We will look at the way we teach and talk to people. We will look at how each child is playing and talking to other people and make sure we can help them learn in the right way.



Tuffkid @ Kisharon

Barnet Authority supports and endorses Tuffkid using this outstanding integrated nursery as a showcase. It embodies our early years vision of equality for all within a modern day environment welcoming children from two years and above with wide ranging abilities.

Whether mainstream or with special needs, children at Tuffkid play and learn together without barriers. All achieve unique milestones at a key developmental age. Tuffkid provides a variety of personalised support including speech, physio and occupational therapy.

What We Said We Would Do

1. Review data collection and analysis to share with parents on child-centred learning
2. Review pre-writing skills in all areas of the nursery
3. Continue to develop understanding and implementation of Attachment Theory in accordance with OFSTED self-evaluation

What We Did

1. Introduced the "Tapestry" iPad system which parents can access
2. Barnet Training for staff covered Theory in all areas
3. Staff attended Inset on Attachment Theory

What We Plan to Do

1. Re-evaluate our outdoor space
2. Re-examine teacher interactions
3. Continue to explore and develop staff understanding of Wellbeing and Involvement

Kisharon Day School



Kisharon Day School is for children aged between 4 and 19 years old with learning disabilities.



We said we would make sure the school had good leaders. We would use computers and technology more in the lessons. We would write down all the good things that pupils do to get better in their learning.



We have a team that lead the school and we made the team bigger. We use iPads more to help pupils with their work. We write down how pupils are working so we can see how they can improve in their classes.



We will make sure all staff are doing their jobs as well as possible. We want the school website to be easy for parents to use.



KDS @Kisharon=

As the leading Jewish Day School in London for special needs – standards are high. It welcomes pupils aged between 4 and 19.

The daily planning curriculum centres on individualised programmes. This method of teaching incorporates therapeutic intervention through an integrated holistic approach.

The school ensures that Jewish values are central to its ethos and education. This focuses on life skills, experiences and opportunities - preparing pupils for adult life in the wider community.

What We Said We Would Do

1. School team leadership to be developed alongside the Governing Body
2. ICT to be developed across the curriculum
3. Improve systems of evidencing pupil progress

What We Did

1. Expanded Senior Leadership team appointed in September 2014 and new Governing Body established
2. iPads with speech support applications, maths and teaching photography assisted pupils with their work
3. Monitored pupil progress comparing that with national data relating to similar pupils

What We Plan to Do

1. Develop performance management of all staff
2. School website to include dedicated area for parents and pupils
3. Develop literacy and language within curriculum and British Values

Supported Living



Some people want to live on their own or with friends. At Kisharon, we can support people to live how they choose.



We wanted to make supported living places better to live. We wanted to help more people to live in their own homes with support. We wanted to train staff who work with people with learning disabilities.



We worked together with a place called jLiving. We are renting more flats where people can live.



We want inspectors to give us the highest levels for the work we do. We want people to take part in more activities in the community. We want to run a group with the people in the council to talk about the good things happening in our lives.



Supported Living @ Kisharon

Everyone should have the opportunity to live as independently as possible.

Supported Living at Kisharon provides just that albeit with a helping hand in the background.

All support is tailor-made to each individual's needs. All of the people we support are able to choose how they want to live their lives in the same way as siblings and friends are able to. It is their home that comes with a key to their own front door and provides long term assurance for parents and relatives.

What We Said We Would Do

1. Raise living standards within all properties
2. Increase numbers within our supported living programme
3. Complete training schemes for all staff in supported living and residential services

What We Did

1. Refurbished existing properties and linked with jLiving
2. Took out additional property leases to increase the number of people we support
3. Trained all staff above the levels expected by the Care Quality Commission

What We Plan to Do

1. Achieve a good or outstanding rating under the new CQC inspection model
2. Allow people we support to be more active in their local community through engagement and use of services
3. Run a positive psychology group pilot in conjunction with local authorities

Employment



Employment means doing work and getting a job. We want everyone at Kisharon to enjoy working together in the community.



There are even more people in jobs this year and they are supported by Kisharon.



We made changes in the print shop and bike shop to be more successful and make more money.



We want to train people from the Kisharon College in Hackney to get jobs.



We want Job Centre Plus to help us get jobs and money.



Employment @ Kisharon

Kisharon has a strong employment ethos encouraging the people we support to benefit from working and giving back to the community.

Kisharon works with many employers across London which provides a 'two-way opportunity' – jobs for Kisharon and in-house training for businesses on learning disability needs.

Bus Stop Bikes and the Kisharon Print Shop are proof of how Kisharon successfully runs social enterprise projects. Both are run on a commercial basis welcoming business from the wider community.

Our social enterprises also encourage school leavers and adults with learning disabilities to see how we can train and work together.

What We Said We Would Do

1. Review of social enterprise provision to ensure maximum benefits in terms of social value and income
2. Increase job opportunities by 15%
3. Secure core funding to expand packaged offers for the Kisharon Print Shop

What We Did

1. Restructured print shop increasing our offering and reinvesting profit return achieved from Bus Stop Bikes
2. Increased employment by 15%
3. Core funding for expansion deferred to 2014/15

What We Plan to Do

1. Create employment opportunities for people we support who join HCC@Kisharon College in Hackney
2. To have a gift shop and coffee outlet open and running, creating more job opportunities
3. To secure jobs and funding for referrals through Job Centre Plus

Ohel Rachel at Kisharon



Adult Day Centre supports each person to learn new skills to help with every day life.



We built a new garden and all rooms have been re-decorated.



We added speech and language therapy into people's programmes.



We want to work with 3 universities to offer music therapy, dance movement therapy, art therapy and integrative arts therapy.



We want to give Makaton training to all staff to help everyone communicate and understand each other better.

Annual Review = 13

Ohel Rachel @ Kisharon

Kisharon Adult Day Centres provide people we support with focus and sense of purpose in preparation for living within the wider community.

Courses include Jewish practice and learning, cookery, gardening, art and other therapies all of which are designed for long term socialisation and inclusion.

What We Said We Would Do

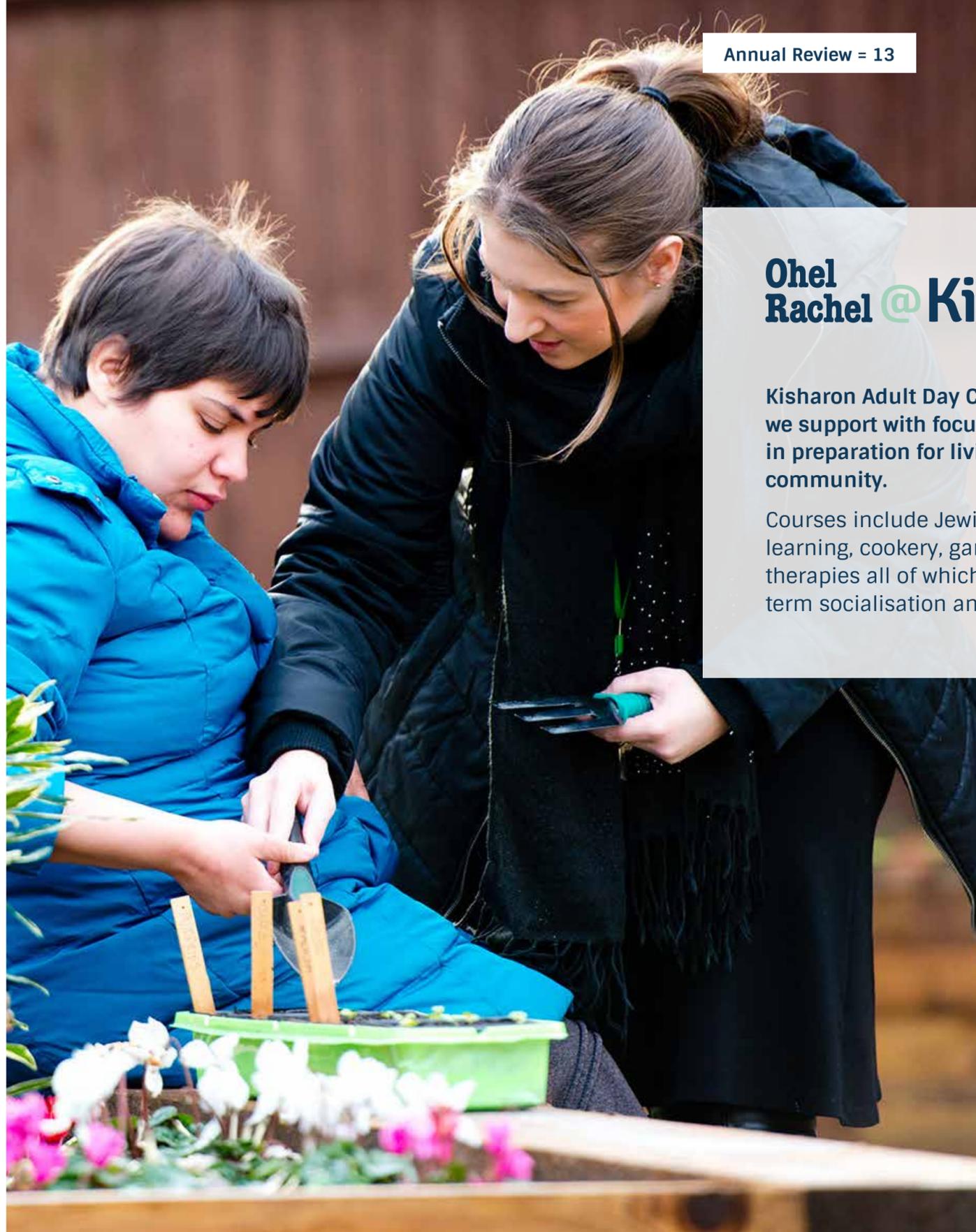
1. Staff to achieve relevant NVQ qualifications
2. Improve NW London facilities to a higher specification
3. Add Speech and Language Therapy programmes into the multi-disciplinary offering

What We Did

1. Support workers in Adult Day Services have either completed or are in the process of completing their NVQ level 2 or 3
2. Refurbishment of Parson Street
3. Personalised speech and language programmes were available to all attending NW London services. Shortly the same offering will be available in the Hackney site

What We Plan to Do

1. Work with 3 universities to increase therapy offering to include music, art, dance and movement as well as integrative arts therapy
2. Offer therapeutic input for staff and parents to support them in their roles as support workers or carers
3. Support staff to be Makaton trained to communicate effectively with people who access the service



Annual Review = 15

Kisharon=

Education - Opportunity - Support
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Ohel Rachel @ Kisharon=



TuFFKid @ Kisharon=



KDS @ Kisharon=



Employment @ Kisharon=



Supported Living @ Kisharon=

jweb



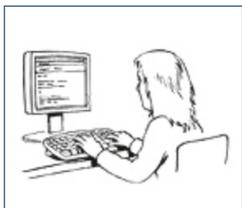
We have a website called jweb that people can contact if they are looking for help for people with learning disabilities.



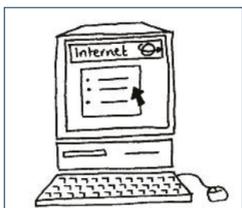
You can now call the helpline for more office hours during the week.



We have had many more people visiting the website than ever before.



We want to put extra information on the website that people will find useful.



We want to look at how we can get other support on the internet to give support to people across the country.



www.jweb.org is now the first port of call when help is needed.

It is our helpline that families turn to for guidance and advice. Over the last year this Kisharon service has helped over 1,000 people and their families.

jweb provides valuable and effective sign-posting for those families and friends who grapple daily with challenges of life affected by loved ones living with learning disabilities.

What We Said We Would Do

1. Extend the helpline to incorporate additional reach
2. Promote two new web-based services
3. Increase quality and reach of interactions with people who turn to Kisharon for support

What We Did

1. Extend helpline to office hours throughout the week
2. Increase website interactions reaching 10,900 visitors in the last year
3. Tailored individual support from the wide range of Kisharon services

What We Plan to Do

1. Develop more online resources on issues and topics
2. Look in to new internet based channels of support
3. Further increase our reach to Jewish communities across the UK

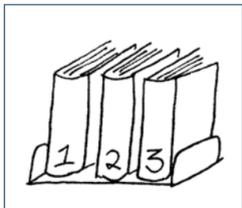
Fundraising



The fundraising team are very important in Kisharon. The money the team raises helps support many people with learning disabilities.



We wanted to tell people on Facebook and Twitter what happens at Kisharon so they are up to date.



We wanted to have a good database which means that we can have everyone's information easily to be in touch.



We have had an increase in the amount of money people have given this year and more people have donated this year to Kisharon than last year.



We are getting a new website which will make it easier for people to make donations online.



FUNDRAISING@ Kisharon

Kisharon's ability to meet the fast-changing needs of people with learning difficulties can be realised though our community's proud dynamic fundraising heritage.

Commitment with generosity is how we continue to challenge and change realities to realise our vision - that people with learning difficulties will live in a world with the same opportunities as exist for their mainstream peers.

What We Said We Would Do

1. Further improve income generation
2. Social media presence to be developed alongside on-line fundraising
3. Impactful legacy campaign to be commenced
4. New CRM system to be implemented and web presence to be upgraded

What We Did

1. Income from generous supporters increased by 15%
2. Those liking Kisharon's Facebook increased from 150 to over 3,000. Our Twitter following tripled to almost 600. Online campaigning was launched
3. Kisharon's Legacy Giving Campaign initiative saw Legacy income grow by 26%
4. The ThankQ CRM database was installed and Kisharon's website is being redesigned

What We Plan to Do

1. Review and increase Supporter engagement opportunities
2. Ensure Kisharon is locally & nationally recognised by award-winning campaigns
3. Complete integration of fundraising and web-based systems
4. Launch Kisharon's new Capital Campaign

Corporate Services



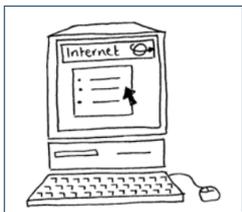
Corporate services is a group of people that help to keep everyone in Kisharon safe and give information to each service so we have what we need to make it work.



We give managers information every month about their staff and money that has been spent. We make sure every building is safe to use.



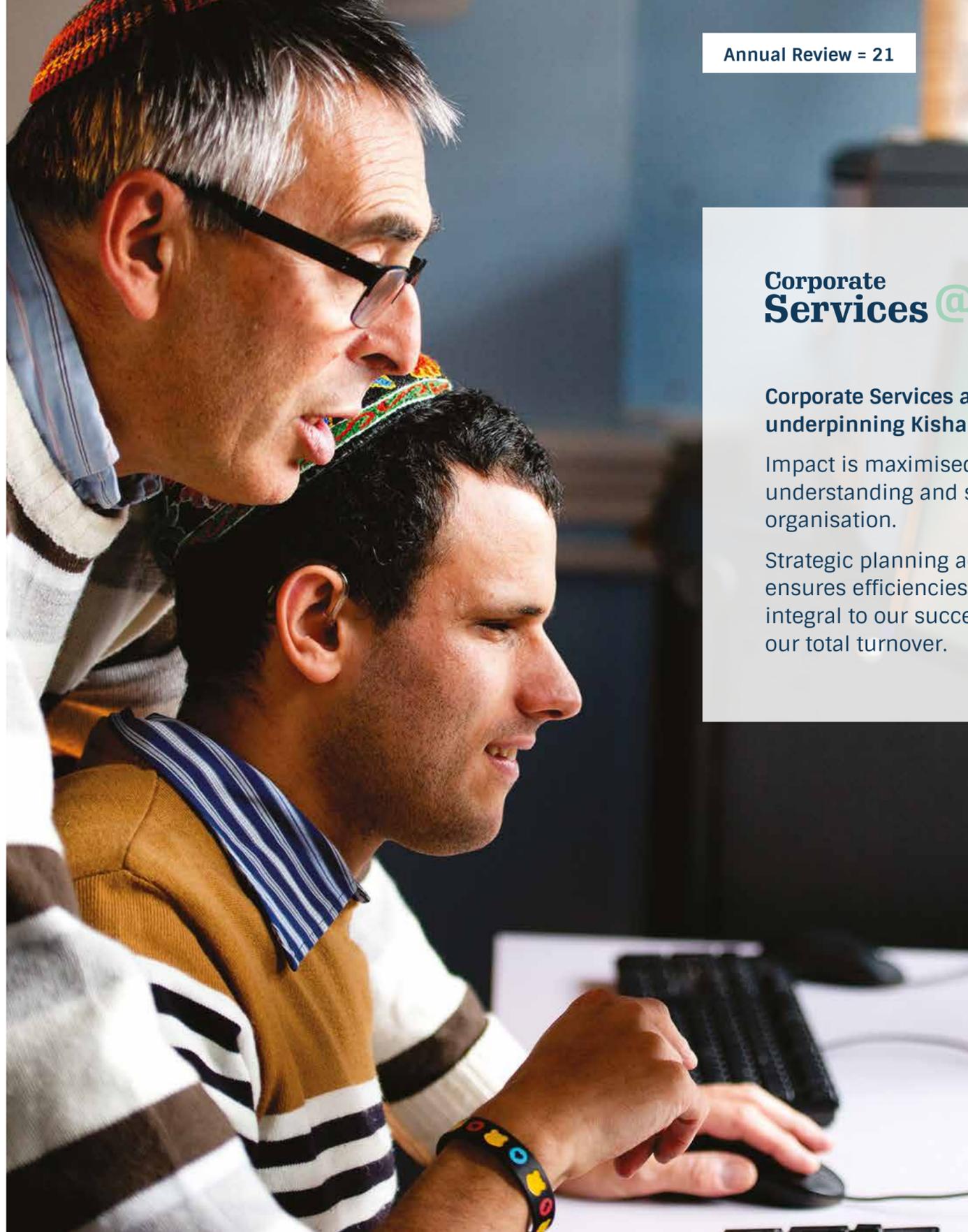
We have a team of people who look after all our information and we want to make the information easier to use this year.



We want to have a computer system that will let staff have a lot more information, more easily. Its called the intranet.



We want to make sure we are using the money we have in the right way and make sure that the service is good quality for the money we get.



Corporate Services @ Kisharon

Corporate Services are vital in underpinning Kisharon.

Impact is maximised through strong understanding and support of the entire organisation.

Strategic planning across the organisation ensures efficiencies are maximised and integral to our success - achieved at 5% of our total turnover.

What We Said We Would Do

1. Provide managers with regular financial and staffing information
2. Ensure all properties undergo regular review meetings in line with statutory requirements
3. Update all Kisharon policies to all staff

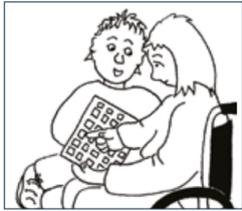
What We Did

1. Managers were provided with monthly financial and staffing information throughout the year
2. Assessed all properties and measures were taken to ensure compliance with statutory requirements
3. All significant policies have been updated and disseminated to staff

What We Plan to Do

1. Improve human resource systems to deliver a better service to staff and management
2. Introduce and sustain a new intranet to provide information and improve communication across the organisation
3. Refine financial processes to improve internal control systems and the quality of service provided to customers, suppliers and staff

Volunteers



Volunteers are people who give up their time to work and don't get paid. At Kisharon we have lots of ways for people to volunteer and work with us.



This year we wanted to do more work with young people.



We make sure every volunteer is very good at what they do.



We will make more programmes for people at school and university and their families.



We will speak to more people in the community so that they will be interested in volunteering at Kisharon.



VOLUNTEERS @ Kisharon

At Kisharon we are always so grateful to our many supporters who selflessly give up their time to volunteer and share their expertise.

A range of opportunities are available for the community to join us. We recognise everyone makes a big impact where time is given through volunteering their professional, social care, educational or other skills. Everyone benefits, in particular our volunteers who see their impact first-hand. Our volunteering team is always ready to welcome additions to the team.

What We Said We Would Do

- 1. Focus on youth volunteering
- 2. Review volunteering policies and procedures
- 3. Formalise volunteer induction criteria

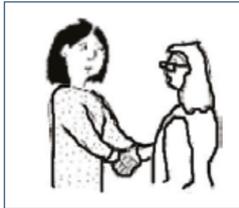
What We Did

- 1. Youth training work experience programmes for 50 young people new to volunteering
- 2. Updated all policies and procedures
- 3. Induction has been formalised and implemented

What We Plan to Do

- 1. Develop programmes for families
- 2. Ensure high quality standards of volunteering
- 3. Increase local community engagement

Kisharon



The Jewish community has been very supportive of people with learning disabilities, making sure every person is included.



Every person should feel that they are able to make the same choices and feel equal. Kisharon is a place that allows people a chance to decide what they want to do.



Kisharon has grown and we now have planned for a Further Education college in Hackney where people can learn new skills.



We have a very good senior Management team that are working hard with Bev Jacobson to make sure that we can provide a very good service.



It is a very exciting time. Thanks to all the Kisharon trustees, staff, volunteers and supporters. Together we make a difference.

Income

| | 2014 | | 2013 | |
|------------------------|------------|----|------------|----|
| | £M | % | £M | % |
| FEES AND GRANTS | 2.9 | 59 | 2.8 | 60 |
| DONATIONS AND LEGACIES | 1.8 | 37 | 1.7 | 36 |
| SOCIAL ENTERPRISE | 0.2 | 4 | 0.2 | 4 |
| TOTAL | 4.9 | | 4.7 | |

Expenditure

| | 2014 | | 2013 | |
|----------------------------------|------------|----|------------|----|
| | £M | % | £M | % |
| EDUCATION | 1.9 | 40 | 1.75 | 38 |
| DAY SERVICES | 1.35 | 28 | 1.4 | 30 |
| RESIDENTIAL AND SUPPORTED LIVING | 1.0 | 21 | 1.0 | 22 |
| FUNDRAISING AND MARKETING | 0.5 | 10 | 0.4 | 9 |
| OTHER* | 0.05 | 1 | 0.05 | 1 |
| TOTAL | 4.8 | | 4.6 | |

* Kisharon helpline, Shabbatons, Activity camps

Staff

| | 2014 | 2013 |
|-----------|------|------|
| FULL TIME | 78 | 85 |
| PART TIME | 81 | 85 |



I am increasingly hopeful through what Kisharon has achieved in the past 12 months our society is becoming more accepting of people living with learning disabilities.

In particular, I am convinced that the Jewish community is becoming more inclusive of those living with a wide range of learning disabilities. This reinforces how vital it is that Kisharon continues to provide and develop first class educational and training skills for the people we support. As important is how Kisharon connects with the wider community so that the organisation flourishes to help people we support.

We continue to serve to a most vulnerable group within society. I am determined they are not to be left behind. Equality is everyone's entitlement and people we support have the same right as the rest of the community. Kisharon has this past year enhanced the quality of its offering while at the same time planned to extend its reach in further education through HCC@Kisharon.

Bev Jacobson, along with a talented Senior Management Team, has enabled Kisharon to achieve new heights, with landmarks in educational and support programmes recognised by local and national statutory bodies. Undeterred by the impact of government efficiency savings, the team has focussed on enterprise and donor support to ensure our organisation is secure for people we support moving forward.

Kisharon is now at a pivotal time in its development - I pay tribute to our trustees, our staff, our volunteers and most importantly, to each and everyone of our supporters.

Together we are a great team. Together we can make all the difference.

Philip Goldberg
Chairman

Trustees & Advisory Board



Philip Goldberg
Chairman



Rabbi Harvey
Belovski



Emma Castleton



Daniel Klein



Jeremy Kon



Yitzzy Lerner



Richard Levy



Andrew Loftus



Leo Noé



David Rasouly

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- Gillian & Irving Carter and Family
- Barbara & Mick Davis
- The Goldberg Family
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- The Ian Karten Charitable Trust
- The K C Shasha Charitable Foundation
- The Loftus Family
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- Lauren & Anthony Moshal
- Pears Foundation
- The Rachel Charitable Trust
- The Tree of Life Foundation
- The Charles Wolfson Charitable Trust
- Anonymous Benefactors

Remembered with Blessing

- The Estate of Albert Freedman z"l
- The Estate of Jacques Reiss z"l
- The Estate of Martha Hofbauer z"l

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- Anonymous Patrons

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 - Simon Bitton
 - Anneka Gershon
 - Gemma Kaplan
 - Laura Kaplan
 - Eve Noé
 - Fella Salama

- Dinner Committee**
- Judi & Yossi Bauernfreund - Co-chairs
 - Michael Aaronson
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 - Philip Goldberg
 - Yossi Goldberg
 - Daniel Green
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 - Yitzzy Lerner
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 - Nahva Rose

- Ladies Committee**
- Lisa Goldberg
 - Claire Zulman





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