



Annual Review 2016



Kisharon 

Education - Opportunity - Support
Jewish answers for learning disabilities



The year 2016 has proved to be momentous for Kisharon as we continue to make changes that will have an enormously beneficial effect on the future of the organisation.

High on the list is our planning permission to develop a state-of-the-art building to house Kisharon School. This will enable us to double our pupil intake and provide specialised facilities including an autistic centre, therapy classes and a hydrotherapy pool. All our service areas have continued to grow both in prominence and size which is a credit to the teams responsible for ensuring children and adults with complex learning disabilities are provided with a first-class offering.

Supporting our endeavours was the external recognition achieved by our services which included Ofsted's 'Outstanding' in all categories for Tuffkid Nursery; 'Highly Commended' in The Times Educational Supplement Further Education Awards for our Further Education College, run in association with Hackney, and an Atul Pathak Community Award for our social enterprise initiatives.

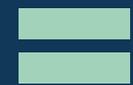
Another highlight this year was the opening of Equal in Temple Fortune and this was a further commitment to our social enterprise programme to encourage training and employment for those with learning disabilities. Equal is a gift and home accessory store run primarily with the help of our incredible volunteer team.

As I reflect on the year I realise none of the great work that is done daily would be possible had we not celebrated our 40th anniversary. This milestone allowed us to reflect on the vision and inspiration of Chava Lehman when she first opened Kisharon School in 1976.

It has been a year full of activity with many significant and exciting strides forward which will create countless new opportunities for those we support to flourish and lead positive, fulfilling lives.

Dr Beverley Jacobson
Chief Executive





Highly
commended
TES FURTHER
EDUCATION AWARDS



Kisharon



It has been a busy year.



We won planning permission for a new school.



The new Kisharon School will have many more pupils.



Kisharon won three awards.



The Equal shop opened.



Kisharon had its 40th anniversary.



Tuffkid @ Kisharon =

Tuffkid Nursery goes from strength to strength as the local authority in Barnet recognises its achievements by accrediting the nursery as a key training centre for other nurseries within the Barnet area and beyond.

Key to this are the exceptional results achieved by all children aged two and above with a curriculum that centres on the educational values learned from playing. Tuffkid Nursery encourages all children to play and learn together.

Tuffkid welcomes both mainstream children and those with a wide range of special needs and requirements.

All teachers are skilled at communication both in play and when teaching. Teachers encourage pupils to play together and make friends in a nurturing environment which encourages everyone to help each other.

Everyone achieves their own special milestones at a key developmental age. Tuffkid provides a variety of personalised support including speech therapy, physiotherapy, occupational therapy and dance movement therapy.



What we said we would do

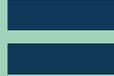
- Completely refurbish and reconfigure the playground space and equipment.
- Develop a consistent moderating structure for staff making judgements within the Early Years Foundation Stage Curriculum.
- Develop shared dialogue with parents through the Tapestry learning programme.

What we did

- Commissioned a landscape architect, had plans drawn up and applied for grants.
- Trained our whole team using standardised guidelines in line with all the therapists at Tuffkid.
- Used the Tapestry online learning journal every day to communicate with parents.

What we plan to do

- Develop information technology in the nursery.
- Develop teaching tools for other schools and parents.
- Implement our plans for the playground.



TUFFKID NURSERY RATED Outstanding BY OFSTED IN APRIL 2016



Tuffkid Nursery



Tuffkid is an excellent nursery.



Teachers from other nurseries train at Tuffkid.



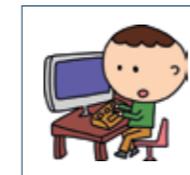
All children play and learn together at Tuffkid.



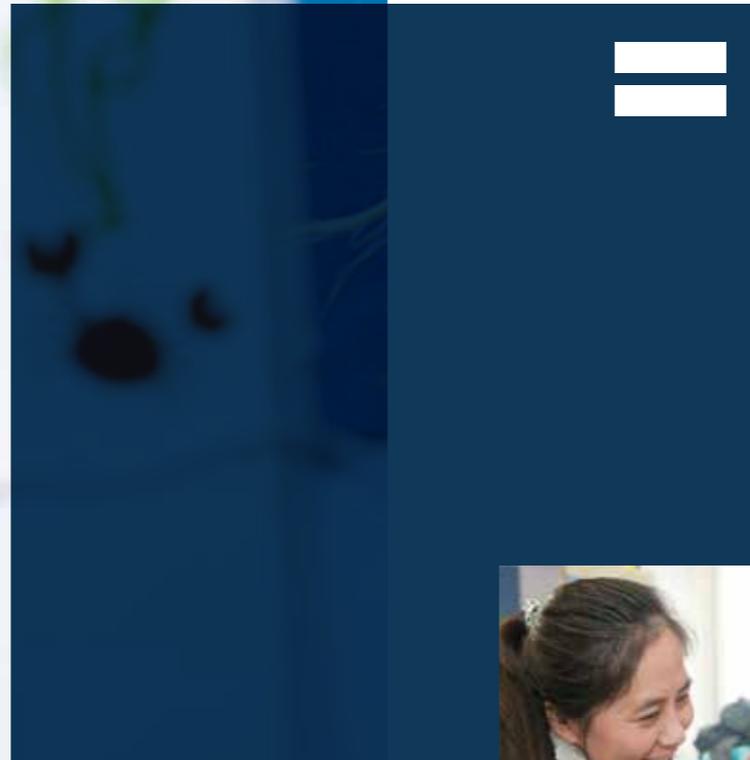
We are in touch with parents every day.



We want a new playground.



We want to teach the children about computers.



KS Kisharon School

We continue to focus on ensuring every pupil has equal opportunities to maximise their potential. This is being achieved through the use of personalised learning within a supportive school environment.

High staff ratios allow us to work with pupils individually and in small groups to ensure they are supported and challenged to learn and achieve more. Our therapists also work closely with the teaching staff to ensure that therapy programmes are included across the school day.

Our Jewish ethos permeates the school day and adds relevance to our broad and balanced curriculum.

A new and exciting Kodesh curriculum is in place which is being used effectively by our enthusiastic Limudei Kodesh teachers and this has been shared with parents.

Two new assistant heads are supporting class teachers during performance and training programmes.

A teacher has been appointed to develop programmes for pupils with autism.

We are continuing to develop the school curriculum with the focus on English, Mathematics and Personal, Social and Health Education (PSHE), including British values.



What we said we would do

- Establish a robust senior leadership team.
- Prepare for opening as a Free School.
- Develop our specialisation in autism.
- Develop the Kodesh curriculum and provision.

What we did

- We employed one part-time and one full-time assistant head who have driven the development of the school curriculum in secular and Jewish Studies.
- We continue to work with the Department for Education to prepare the school for its conversion to a Free School. We are very excited about the planning permission for a new build school on the Parson Street site.
- We are now registered with the National Autistic Society and we are working towards our accreditation with them.

What we plan to do

- Develop our governing body through the allocation of specific responsibilities and training, with a cycle of review over the academic year.
- Introduce SCERTS, a new assessment system for pupils with autism.
- Develop plans for the new school to ensure it meets the needs of our pupil cohort and is an exciting environment in which to work and learn.



PLANNING PERMISSION WAS Granted FOR A NEW SCHOOL

Kisharon School



We teach pupils in small groups so they learn more.



We want everyone to do their best.



We are excited about becoming a Free School.



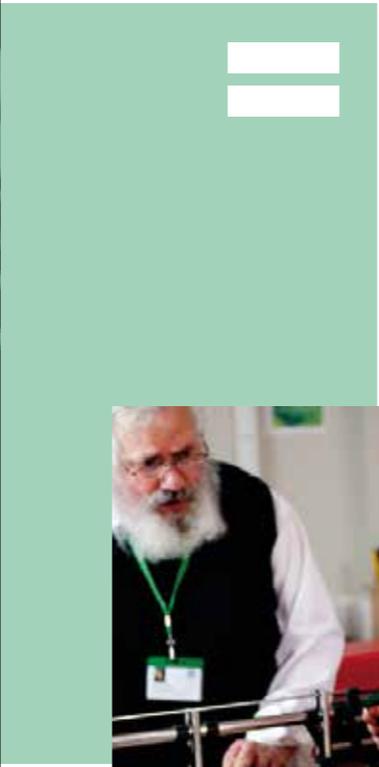
We have a new learning programme for Jewish Studies.



We have two new assistant head teachers.



We welcome children with autism.



HCC@Kisharon=

HCC@Kisharon continues to provide a bespoke, specialist high-needs further education programme for young adults aged 16 - 24 within an Orthodox Jewish cultural setting.

The two-year programme has been extended to offer a third year for students who will benefit from having more time to achieve their goals.

The curriculum is designed to develop independent life skills and includes literacy, numeracy, IT, preparation for work and citizenship.

Students participate in employment programmes, community trips, home management training and Kodesh studies.

The new third year offers a more work-focused curriculum with work experience.

A core group of specialist professionals work together to ensure that students aspire to exceed expectations and reach their full potential.



What we said we would do

- Further develop transition plans for each HCC@Kisharon student.
- Further develop employment partnerships so that more students can access real, relevant work opportunities in line with their mainstream peers.
- Share students' experiences with the Kisharon community and wider local communities.
- Expand to meet the needs of more young people.

What we did

- Negotiated with the Government's Education Funding Agency for an increase in funded placements and with local authorities to support a third year.
- Negotiated to provide work experience within the community for third year students.
- Supported families in consultations with local authorities over Education, Health and Care Plans.

What we plan to do

- Continue to develop the work-focused curriculum and increase the variety of work placements.
- Develop more work opportunities through a bespoke supported internship arrangement.
- Develop further a college-to-home communication process so students can continue to learn independent living skills in their own homes.



25% increase
IN ENROLMENT AT
HCC@KISHARON

HCC@Kisharon



Students learn to live independently at HCC@Kisharon.



Some students can stay for three years.



Students learn about computers.



Students have work experience.



Students learn Kodesh.



We want more people to come to college.



Employment @Kisharon=

In the last 12 months, we have seen the benefit of collaborative partnerships which have been beneficial to people we support.

We have achieved an increase in both training opportunities and paid employment. This active programme developed when the importance and value of our employment programme was showcased at Kisharon's Business Breakfast.

Real-life stories demonstrate the two-way value achieved when employers provide work training or paid employment for those with learning disabilities.

At the centre of these partnerships is the training Kisharon provides to support both its clients and employers. In the coming year, we need more employment opportunities as we know real jobs ultimately provide structure for everyone's day.

Kisharon believes in encouraging its social enterprise projects to reach out offering school leavers and adults with learning disabilities the opportunity to train and work together - as a team.

The doors to the Equal gift shop, Equal Creative and Bus Stop Bikes are also open and ready for business for the wider community.

What we said we would do

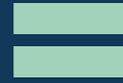
- Create better relationships with donors to explore, create and manage job opportunities.
- Develop additional outsourcing opportunities for our clients with companies that require packaging and distribution.
- Expand our social enterprise service by working with organisations and synagogues needing an ongoing silversmith service which our clients can deliver.

What we did

- Highlighted the importance of employment at the 40th anniversary dinner. This led to seven new jobs.
- A collaboration with a company selling batteries has provided 20 jobs and we have packed 200,000 batteries into boxes.
- Launched bagmytreats@kisharon - favour bags, packed by our clients for simchas, personal use or synagogues.

What we plan to do

- Build further partnerships within the community and beyond for our social enterprise employment programme. In turn we will recruit additional people with learning disabilities for the roles.
- Set up of Training For Work courses as part of our employment programme to cover packaging, customer service and office duties.
- Identify companies where packaging and warehouse work is a major part of their business so people we support can be offered paid employment.



33% increase
IN JOB PLACEMENTS
SECURED OVER THE
PAST YEAR



Employment



We have more jobs for people.



There are more opportunities for work experience.



School leavers and adults supported by Kisharon can train and work together at the Equal shop and Bike shop.



We ask Kisharon's supporters to find jobs.



Employers benefit when they take on someone with learning disabilities.



Having a job is important for everyone.



Ohel Rachel @ Kisharon =

Kisharon Adult Day Centres in Hendon and Stamford Hill offer people we support a person-centred service, increasing independent living skills and fulfilling their potential.

Our aim is to provide clients with appropriate tools for employment opportunities and to improve independent living skills leading to community inclusion within a supported framework.

A range of courses is offered including life skills, art, music, therapies, exercise and Jewish practice and learning.



What we said we would do

- Provide management training for site managers.
- Ensure all people we support have targets for further independence based on their person-centred review.
- Ensure all people we support take part in healthy living programmes.

What we did

- All managers have completed management training and hold qualifications for their positions.
- All the people we support have objectives and targets for each session with documented measurable outcomes.
- People we support are taking part in healthy living programmes enjoying more exercise and learning healthy living skills.

What we plan to do

- To increase work experience and employment opportunities for all the people we support at every level of ability.
- To increase social enterprise sessions to allow a greater number of work-based opportunities for all.
- To increase collaborative working with supported living and internal social enterprises to create a streamlined service.



WE WANT TO
increase
TRAINING & EMPLOYMENT
OPPORTUNITIES AT EVERY
LEVEL OF ABILITY

Ohel Rachel



Adult Day Centres teach the skills people need to work.



Adults learn how to live independently.



Staff teach music, art, exercise and Jewish learning.



Targets are set for everyone.



People learn about healthy living.



The service is person-centred. This means that staff think about individual needs first.



Supported Living @ Kisharon

The supported living service gives Jewish adults with learning difficulties the opportunity to live independently in their own home and work with confidence knowing Kisharon's ongoing support is behind them.

Our team of support workers creates a plan for each individual based on their needs and the number of support hours that are available each week to meet their needs.

Kisharon provides support to people living in their own property. This property can be rented or owned and in most cases, housing benefit will cover the rent. Kisharon owns a number of properties with accommodation in Golders Green, Hendon and Hackney.

The local authority pays for a support worker to come and help but this will vary depending on need. The local authority reviews everyone's needs annually.

Living expenses such as groceries and utility bills will be paid for by the individual from their salary or benefits, as well as the cost of their leisure activities. Our support workers will help with this.

The people we support are funded by the local authorities in Barnet, Hackney, Haringey, Redbridge and Hertfordshire.



What we said we would do

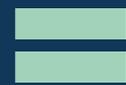
- Increase the number of people we support.
- Help people to maximise their income by helping with benefit changes.
- Open a new, state-of-the-art block of flats in Golders Green.

What we did

- Increased the number of supported living services, in which Kisharon provides support and accommodation, to nine.
- Increased total capacity to 26 beds, or units, of accommodation.
- All individuals in supported living have had their income maximised with support from staff.

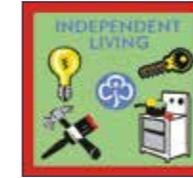
What we plan to do

- Continue to develop and expand the supported living service across Golders Green, Hendon, Hackney and other appropriate locations.
- Ensure that the referral, admission, care and support planning process and reviews are person centred.
- Develop a publication/welcome pack for the supported living service.



adults live
independently
KNOWING KISHARON'S
ONGOING SUPPORT IS
BEHIND THEM

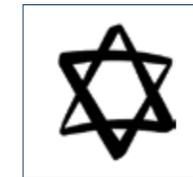
Supported living



Supported living lets people live independently in their own home.



People have a support worker to help.



Everyone can lead a Jewish life.



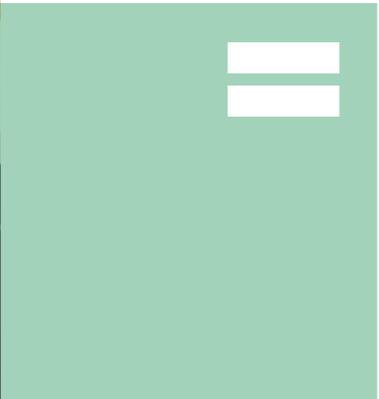
Support workers can help with money management.



Kisharon has nine supported living services.



There will be more supported living homes in the future.



FUNDRAISING @ Kisharon =

Kisharon raised more funds for people we support than in any previous year - raising over £2m, and breaking the £1m barrier at the 40th anniversary dinner.

Special events included Kisharon's inaugural business breakfast. This raised more than £35k and Kisharon's Purim challenge attracted over 300 collectors.

New challenge events including the Royal Parks Half Marathon, the Three Peaks Challenge and the Vitality London 10,000 raised more than £50k, and our fundraising films won two prestigious national awards.



What we said we would do

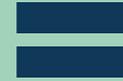
- Implement a donor relationship strategy to impact on donor renewals.
- Develop web-based and direct marketing supporter engagement.
- Build the brand through more awards and develop Kisharon as a point of reference.
- Secure capital match funding commitments enabling the release of funding from the Government's Education Funding Agency for Kisharon School.

What we did

- Donor relationship strategy implemented - donor renewals increased 20% year on year.
- Web and direct marketing supporter engagement developed. Volume of online web donations increased six-fold with value increasing by over £33k - and by 43% in direct marketing.
- Kisharon films won two awards including the Clarion Grand Prix Award 2016.
- Capital funding cornerstone commitments have been secured for Kisharon School.

What we plan to do

- Continue to build on the 20% annual growth of donor renewals with further increases in the volume, value and frequency of donations.
- Launch committed giving programmes, new events and challenges.
- Create further recognition and awards for Kisharon.
- Make further headway on capital fundraising for Kisharon School.



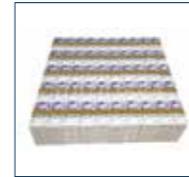
WE RAISED A
RECORD BREAKING
£1,000,000
AT OUR 40TH
ANNIVERSARY
DINNER



Fundraising



It was the best year for fundraising.



The 40th anniversary dinner raised £1million.



We need money to build the new Kisharon School.



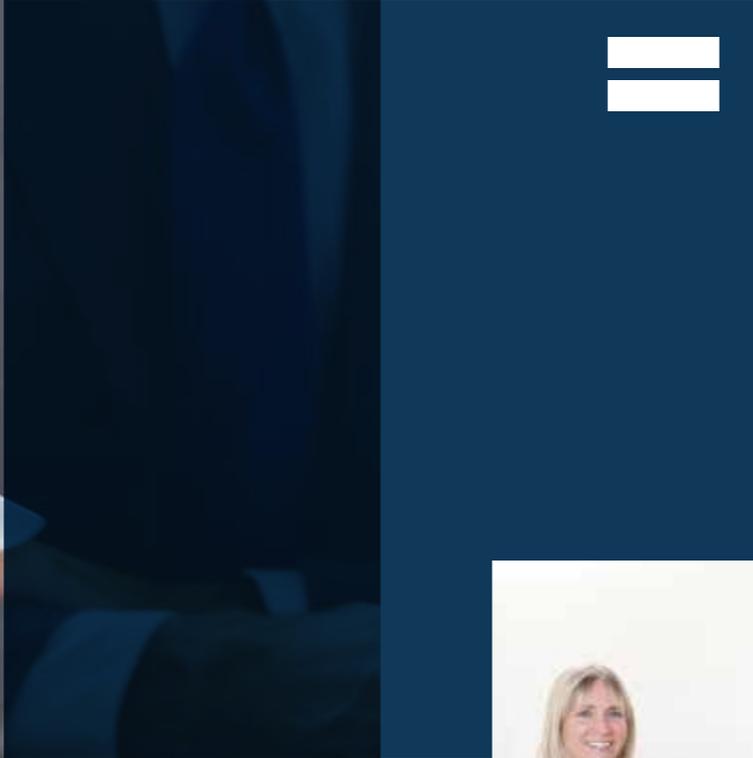
Sports challenges like runs and bike rides raise money for Kisharon.



More sports challenges will take place soon.



People who give us money like to know what's happening at Kisharon.



Corporate Services @Kisharon=

Over recent years, the level of administrative regulation has increased significantly across all areas of activity.

At the same time, local government funding, which is the source of 66% of our income, has come under great pressure. In this testing scenario it is essential that the administrative team provides an efficient and professional service to those in the front line.



What we said we would do

- Develop a range of internal training programmes for staff covering key topics.
- Improve the processes required to manage risk and change across the organisation.
- Improve the quality of management reporting provided, including financial and HR information.

What we did

- Comprehensive training plans were put in place for staff and internal courses form an important part of those programmes.
- Contingency plans were developed for the key operational areas for consolidation into a charity-wide plan.
- An improved package of financial and HR information was distributed to all operational areas on a monthly basis.

What we plan to do

- Develop a comprehensive updated set of policies and procedures covering data protection and cyber security.
- Improve our invoicing processes and working relationships with local authorities in order to manage the impact of funding cuts and maximise the opportunities available to those we support.
- Develop appropriate support and reporting processes for our expanding social enterprises.



LOCAL GOVERNMENT
FUNDING HAS
COME UNDER
great
pressure

Corporate services



We run services that Kisharon needs.



These services include health and safety, finance and human resources.



The department looks after important information that people give to Kisharon.



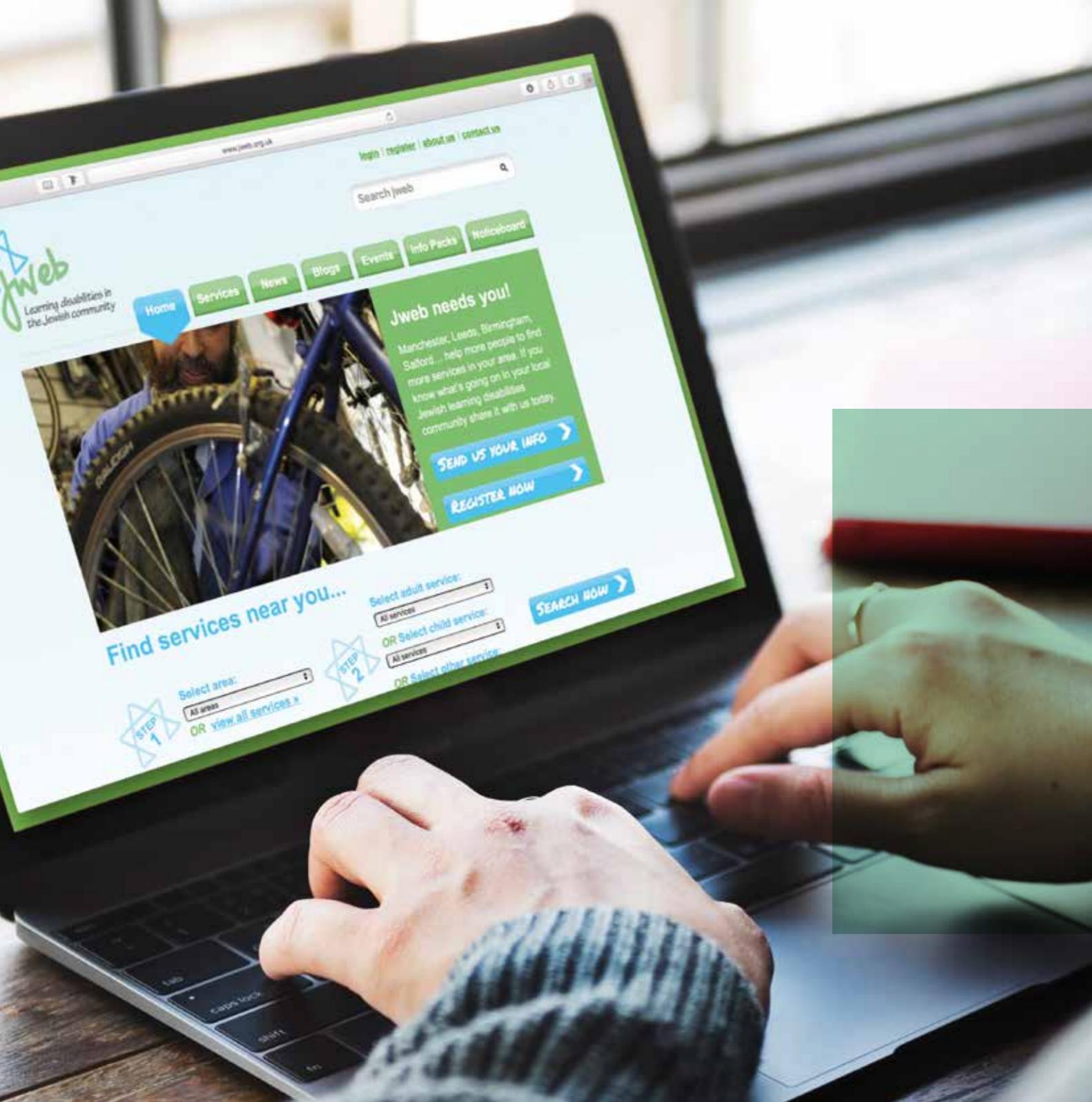
This information might include people's names and addresses.



The department ran training courses for staff.



It also helps Kisharon's new social enterprises like the Equal shop.



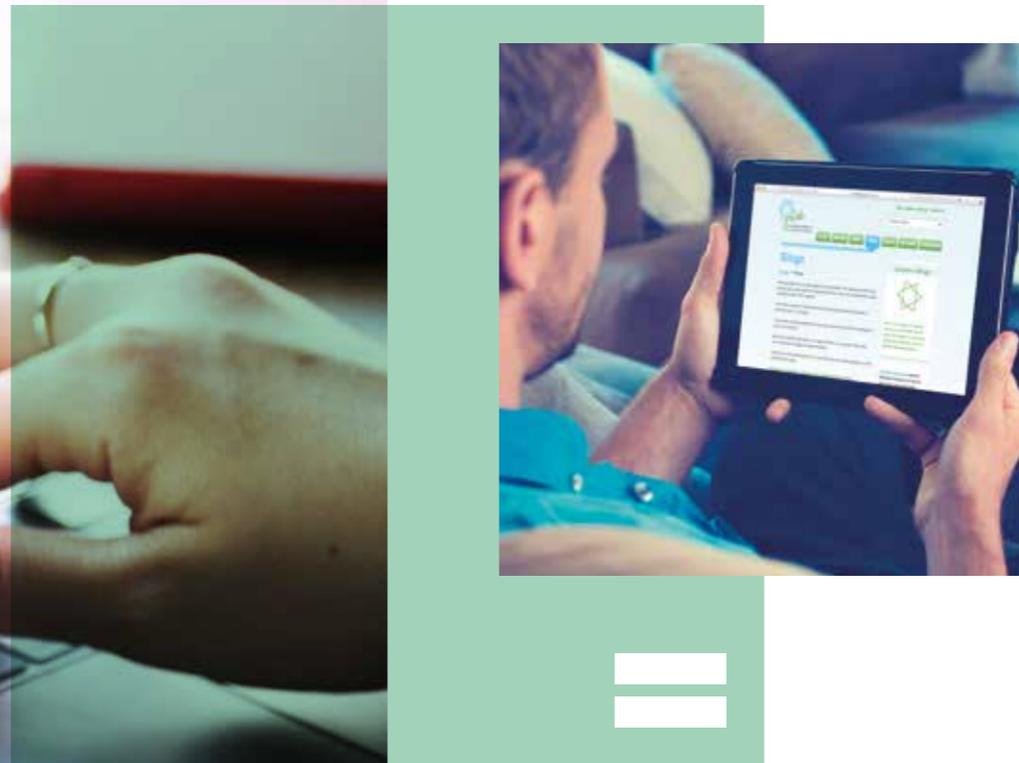
Launched in 2011, www.jweb.org.uk provides valuable and effective 24-hour signposting and information for families and friends of those who live with severe learning disabilities.

Over the last 12 months, the jweb website and helpline have helped over 13,500 individuals with learning disabilities, their families, professionals and carers.

The jweb website has blogs, listings, noticeboards and a comprehensive countrywide directory of Jewish learning disability services. It is free to use, to share and to find information.

www.jweb.org.uk is all about pooling information from organisations, parents, carers, teachers and therapists - in fact anyone with first-hand experience of learning disability in our community. It's a place for finding out what is on offer in your area, what events are coming up and even selling items no longer used.

The website is cross-communal and works with organisations and professionals throughout the UK.



What we said we would do

- Engage with more of our community through synagogues.
- Introduce an Ask the Expert page on the website so that site users can interact with a professional for free support and advice.
- Increase our events listing for the UK.

What we did

- Promoted inclusive services at synagogues.
- Launched a blog for learning disability experts in a wide range of professions. Blogs include 'how to cope with hospitalisation' and 'independent travel'.
- We increased our contacts in the North East and North West of England to share our work with Jewish learning disability communities across the UK.

What we plan to do

- Launch our film of an inclusive Shabbat service and produce a tool-kit for synagogues to develop learning disability friendly resources. We are working on an easy-read siddur.
- Reach out to isolated Jewish communities across the UK through social media and local networks. www.jweb.org.uk thrives on information from people 'in the know' and we want to share this information with everyone in the Jewish learning disability world.



13,500
PEOPLE TURNED TO
US FOR ADVICE IN
THE PAST 12 MONTHS

Jweb



Jweb gives information and advice about learning disabilities.



It is for families, friends, teachers, carers and organisations.



People all over the UK use jweb.



Jweb and the helpline have been used by more than 13,500 people this year.



Jweb wants people with learning disabilities to feel included at synagogue.



An easy-read siddur is coming out soon.



VOLUNTEERS @ Kisharon =

Our wonderful volunteers inspire, create change and make differences throughout our services every day.

We like to keep in touch with our volunteers and have regular dialogue with around 87%. We are always looking for ways of improving our communication and have put together an evaluation questionnaire in partnership with the Jewish Volunteer Network.

In order to ensure volunteers are familiar with all the services we provide, two tours of Kisharon were run. These were well attended by our volunteers.



What we said we would do

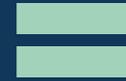
- Scale up the buddy programme.
- Hold a thank you event for all volunteers.
- Meet or talk to each volunteer during the year.

What we did

- The number of buddies increased by 80%. This creates invaluable interaction between our clients and the young people who become their buddies.
- We took the opportunity to thank our volunteers on a training day. The agenda was based on volunteers' feedback and covered bipolar disorder, person-centred planning, travel training and disability awareness.

What we plan to do

- Retain and support volunteers by holding three group forums a year.
- Continue to develop a robust learning programme by offering volunteers appropriate training to support their development.
- Recruit new volunteers in line with requests from people we support and Kisharon's departments and services.



33% increase
IN VOLUNTEERS
TAKING THE TOTAL
TO 110



Volunteers



Thank you to all our volunteers.



We like to talk to them regularly.



We took them to see all of Kisharon's services.



We ran a training day for our volunteers.



We want volunteers to get together three times a year.



More of the people we support have buddies now. We are pleased about this.



This has been an exceptional year for Kisharon across all our services and this was confirmed by our Chief Executive, Beverley Jacobson, being named Charity Times Principal of the Year for progress made during 2015/16 - the first such award for the CEO of a Jewish charity.

Our services are working ever closer towards our vision, and improvements are evident across the board. Planning permission was secured to redevelop Kisharon School, with education being a source of excellence throughout Kisharon's schools and colleges. Tuffkid Nursery remains a preferred choice for parents and our achievements were again recognised by Ofsted who awarded the nursery 'Outstanding' in all categories in 2016. Our partnership with Hackney Community College has flourished, with our collaboration 'Highly Commended' in the Times Educational Supplement (TES) Further Education Awards in 2016.

The emphasis placed on education reflects Kisharon's values and beliefs that everyone with a learning disability is entitled to learn the skills needed to live within the wider community. Our internationally recognised employment programme is crucial for the people we support, and its impact is so significant - not least for offering the structure and friendship afforded in a working environment - which is so often taken for granted in our day-to-day lives.

Kisharon has in the last 12 months demonstrated what it takes to deliver 'best in class' service - and this is only made possible by amazing staff, volunteers, management - and crucially - by our supporters, who together push boundaries enabling people with learning disabilities to change and challenge perceptions. It is only by working collaboratively that such progress has been possible this year.

As we look forward, Kisharon's next chapter will be driven by our infrastructure requirements to develop our education and social enterprise programmes and by the need for further supported living facilities to ensure everyone with a learning disability enjoys the dignity that comes with the key to their own home.

These continue to be exciting times for Kisharon, and credit is principally due to my incredible fellow trustees, who have been so supportive through every step of Kisharon's journey.


Philip Goldberg
Chairman

Income

	2016		2015	
	£M	%	£M	%
FEES AND GRANTS	3.5	60	3.0	59
DONATIONS AND LEGACIES	2.1	37	1.9	37
SOCIAL ENTERPRISE	0.2	3	0.2	4
TOTAL	5.8		5.1	

Expenditure

	2016		2015	
	£M	%	£M	%
EDUCATION	2.1	38	1.9	38
DAY SERVICES	1.4	25	1.3	26
RESIDENTIAL AND SUPPORTED LIVING	1.2	21	1.0	20
FUNDRAISING AND MARKETING	0.7	13	0.6	12
SOCIAL ENTERPRISE	0.2	3	0.2	4
TOTAL	5.6		5.0	

Staff

	2016	2015
FULL TIME	72	77
PART TIME	83	80

Kisharon



This has been a brilliant year for Kisharon.



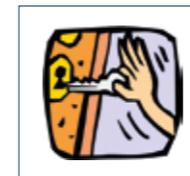
Beverley Jacobson won an award from Charity Times magazine.



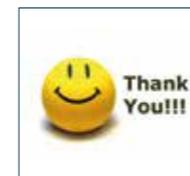
Kisharon's services are improving all the time.



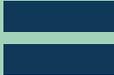
Kisharon won planning permission for a new school.



Kisharon wants everyone to have their own home.



I want to thank all Kisharon's trustees for their help.



Trustees & Advisory Board



Philip Goldberg
Chairman



Emma Castleton



Joe Coogan



Joanne
Greenaway



Daniel Klein



Jeremy Kon



Yitzy Lerner



Richard Levy



Andrew Loftus



Leo Noé



David Rasouly

Benefactors

The Aaronson Family
 Peggy & Paul Brett
 Gillian & Irving Carter and Family
 Sir Mick & Lady Barbara Davis
 The Goldberg Family
 Sharon & Daniel Green
 Hassans International Law Firm
 The Ian Karten Charitable Trust
 The K C Shasha Charitable Foundation
 Kirsh Foundation
 The Loftus Family
 The Lord's Taverners
 The Pears Foundation
 Ilyce & Neil Phillips
 The Rachel Charitable Trust
 The Rokach Family Charitable Trust
 Linda & Harvey Rosenblatt
 Nicola & Jeffrey Rubinoff
 Ruderman Family Foundation
 Emma & Marc Samuels
 The Charles Wolfson Charitable Trust
 The Wolfson Family Charitable Trust
 Anonymous Benefactors

Remembered with Blessing

The Estate of Albert Freedman
 The Estate of Leon Greenman
 The Lincoln Abraham Foundation
 In memory of Martha Hofbauer z"l
 In memory of Sheila Hofbauer z"l
 In loving memory of Raie & Joe Miller z"l
 The Estate of Jacques Reiss
 The Estate of Michael Schussheim
 Doris Sherman z"l
 Anonymous Legators

Patrons

Mandy & Bradley Abkin
 All Aboard Shops Limited
 Elaine & Stuart Appleman
 Dana & Kevin Arenson
 Beneficentia Stiftung
 Jacqueline & Jeremy Benjamin
 The Bluston Charitable Foundation
 Karen & Anthony Bodenstein
 Yael & Emmanuel Bodenstein
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