THE LANGDON FOUNDATION

England & Wales · Charity number 1142742

Details

Status	Registered
Legal form	Charitable company
Company number	07621714
Registered	2011-07-06
Register	View on the Charity Commission register

Contact

Address	KisharonLangdon 333 Edgware Road London NW9 6TD
Phone	02087312188
Email	info@kisharonlangdon.org.uk
Website	https://kisharonlangdon.org.uk/

Activities

Objects: THE OBJECTS OF THE CHARITY ARE THE ADVANCEMENT OF EDUCATION AND THE RELIEF OF INDIVIDUALS WITH SPECIAL EDUCATIONAL NEEDS OR MENTAL ILLNESS AND OTHER ASSOCIATED DIFFICULTIES INCLUDING THROUGH THE PROVISION OF SUPPORT TO THEIR FAMILIES AND (SAVE FOR PURPOSES INCIDENTAL AND ANCILLARY TO THOSE OBJECTS), NO OTHER PURPOSES. THE CHARITY SHALL BE ESTABLISHED IN ACCORDANCE WITH THE TENETS OF THE JEWISH RELIGION.

Activities: Langdon empowers Jewish adults with learning disabilities with the skills and opportunities to live independently in their community within a Jewish ethos.

Classification

- **How:** Makes Grants To Organisations, Provides Buildings/facilities/open Space, Provides Services
- **What:** Education/training, The Advancement Of Health Or Saving Of Lives, Disability, Accommodation/housing
- **Who:** Children/young People, People With Disabilities, People Of A Particular Ethnic Or Racial Origin, Other Charities Or Voluntary Bodies

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Geography

- Barnet
- Bury
- Harrow
- Hertfordshire
- Salford City

Finances

Period end	Income	Expenditure	Assets	Employees
2024-08-31	£299,346	£1,066,072	-	-
2023-12-31	£8,997,023	£10,655,450	£5,787,586	215
2022-12-31	£8,838,463	£9,258,160	£7,665,208	218
2021-12-31	£8,786,196	£8,801,511	£7,400,061	214
2020-12-31	£8,442,893	£8,255,191	£7,242,208	206

Trustees

Name	Role	Appointed
Nicholas Ian Doffman	Chair	2018-07-11
ANDREW DAVID LOFTUS		2023-08-01
Claire Lemer		2023-08-01
Emma Nathalie Castleton		2023-08-01
IRVING MARC LERNER		2023-08-01
Philip Goldberg		2023-08-01
Richard Joseph Levy		2023-08-01
Robert Meyer		2024-12-04

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THE LANGDON FOUNDATION

England & Wales - Charity number 1142742

Accounts

Charity Registration No. 1142742

Company Registration No. 07621714 (England and Wales)

THE LANGDON FOUNDATION

(A Company Limited by Guarantee)

TRUSTEES' ANNUAL REPORT AND ACCOUNTS FOR THE EIGHT MONTH PERIOD 1 JANUARY 2024 TO 31 AUGUST 2024

THE LANGDON FOUNDATION
(A COMPANY LIMITED BY GUARANTEE)
LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	Mr N Doffman (*Chairman)* Mr P Goldberg (Vice-Chairman) Mrs E Castleton Mrs S Cooper (resigned 28 March 2025) Mr N Henry Mr P Joseph (resigned 5 July 2024) Ms C Kaye Mr D Klein (resigned 28 March 2025) Ms C Lemer Mr I Lerner Mr R Levy (Treasurer) Mr A Loftus Mr R Meyer (appointed 4 December 2024) Mr B Miller (resigned 5 July 2024) Mrs K Phillips MBE (resigned 28 March 2025)
Chief Executive	Mr R Franklin
Company Secretary	Mr P Darnell (appointed 12 February 2024) Mr B Shine (resigned 12 February 2024)
Charity number:	1142742 (England and Wales)
Company number	07621714 (England and Wales)
Principal address	333 Edgware Road Floor 3 London NW9 6TD
Registered Office	333 Edgware Road Floor 3 London NW9 6TD
Auditor	Cohen Arnold New Burlington House 1075 Finchley Road London NW11 0PU
Bankers	Lloyds 7th Floor 40 Spring Gardens Manchester M2 1EN

THE LANGDON FOUNDATION
(A COMPANY LIMITED BY GUARANTEE)
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THE LANGDON FOUNDATION
(A COMPANY LIMITED BY GUARANTEE)
TRUSTEES' ANNUAL REPORT
FOR THE PERIOD ENDED 31 AUGUST 2024

Charity information

The Trustees present their annual report and the financial statements for the period ended 31 August 2024.

The accounts have been prepared in accordance with the accounting policies set out in note 1 to the accounts and comply with The Langdon Foundation's Memorandum and Articles of Association, the Charities Act 2011, the Companies Act 2006 and the Charities SORP (FRS102).

Reference and administrative details

The Langdon Foundation is a registered charity (No. 1142742) and a company limited by guarantee and not having share capital (No. 07621714). The registered office is as shown on the legal and administrative information page.

The Trustees who served during the year: -

Mr N Doffman (*Chairman)*
Mr P Goldberg (*Vice-Chairman*)
Ms E Castleton
Mr N Henry
Ms C Kaye
Ms C Lemer
Mr I Lerner
Mr R Levy
Mr A Loftus
Mrs S Cooper (resigned 28 March 2025)
Mr P Joseph (resigned 5 July 2024)
Mr D Klein (resigned 28 March 2025)
Mr B Miller (resigned 5 July 2024)
Mrs K Phillips MBE (resigned 28 March 2025)

The current Trustees have the power to remove and appoint trustees.

The Chief Executive controls the day-to-day management of the charity together with the senior managers and employees. The Chief Executive works closely with the Senior Leadership Team as listed below.

The Senior Leadership Team of the Charity is:

Mr R Franklin	Chief Executive
Mr A Overlander-Kaye	Director of Fundraising
Mrs H Sowa	Director of Operations
Mrs J Flacks-Leigh	Director of Marketing and Communications
Mrs M Janes	Chief Operating Officer
Mr P Darnell	Director of Corporate Services

Structure, governance and management

The Langdon Foundation was incorporated and established by Memorandum and Articles of Association on 4 May 2011 as amended on 6 July 2015.

The Langdon Group comprises the Langdon Foundation (charity number 1142742, company number 07621714), Langdon College (charity number 1088936, company number 4104466), Langdon Community (charity number 1086393, company number 4055338) and Langdon Housing (charity number 1142743, company number 7623246).

On 1 August 2023 Langdon Foundation merged with Kisharon to form the KisharonLangdon Group.

The external advisors of The Langdon Foundation are as set out on the legal and administrative page.

Current Developments

On 31 August 2024 Langdon Foundation transferred its staff, assets and liabilities through TUPE to KisharonLangdon with the exception of:

- Freehold and long leasehold property (note 15)
- The loan from Unity Bank (note 17)

Corporate governance

Processes are in place to ensure that performance is monitored, and that appropriate management information is prepared and reviewed regularly by both the Chairperson and the Board.

Systems of internal control are designed to provide reasonable assurance against material misstatement or loss.

They include:
• an annual budget approved by the Trustees;
• regular consideration by the Trustees and the Finance, Audit and Risk Committee of general budget performance;
• delegation of day-to-day management and regulatory compliance authority; and
• identification and management of risks

Objectives, activities, achievements and performance

The objects of the Charity and its subsidiaries are the advancement of education and the relief of individuals with special educational needs or mental illness and other associated difficulties including through the provision of support to their families and (save for purposes incidental and ancillary to those objectives) no other purposes. The Charity is established in accordance with the tenets of the Jewish religion.

Our vision is to ensure that people with learning disabilities have the same opportunities as everyone else, so they can live independently in their local community. Our aim is that people with learning disabilities live in an inclusive world where they are valued equally.

Our aspiration is to create a community in which Jewish young people and adults with learning disabilities or with autistic spectrum disorders thrive and have equal opportunities to live the lives they choose.

We have been guided by the following strategic aims over the past year:

1. Diversify the range of life opportunities for members and their families
2. Develop and equip our workforce to be able to respond to the increasing levels of complex needs and expectations of quality of service
3. Build organisational capacity to provide long-term sustainable housing/life options.
4. Improve our engagement with the community and build the trust of our stakeholders so as to maximise levels of support for the organisation
5. Identify mutually beneficial partnerships and/or collaborations that deliver costs effective services and value for money

On 1 August 2023, Langdon Foundation merged with Kisharon to form the KisharonLangdon Group.

Public benefit

The Trustees have complied with their duties set out in section 17 of the Charities Act 2011 to have due regard to the guidance published by the Charity Commission. The benefit to the public is manifestly demonstrated by the achievements contained in this report, all of which seeks to extend and improve the care of young people whose life chances, aspirations and contributions to society will be enhanced, as a result.

Support from Foundation consists of grants to College, Housing and Community for specific projects, and the provision of rented residential accommodation for these charities, which is purchased for their on-going requirements.

This support also enables the advancement of education for the College and gives financial assistance towards the support of young people and adults with special educational needs.

The support that is given by College, Housing and Community is unrelated to any individual's ability to pay for services as Langdon Foundation enables housing to be available for those individuals who do not have the financial means to contribute towards their own home and is within the remit of the Foundation's areas of operation. Members who live in Langdon houses have the benefit of living in homes that give a good standard of accommodation, which might not have otherwise been possible.

Risk management

Kisharon Langdon's approach to risk management includes the identification of risks on both 'top down' and 'bottom up' bases, and the rating of identified risks according to the likelihood and impact of the risk occurring. We overlay on this a review of the risks to delivery of the business plan for the current and subsequent years. Mitigating controls are identified and, where further action is required, deadlines and responsibilities assigned. Those activities with higher risk ratings are prioritised.

In addition to review by the Senior Leadership Team, the risk register is reviewed regularly by the Finance Audit and Risk Committee on behalf of the Board of Trustees.

The key risk areas have been identified as:

- Care and Safeguarding including infection and security risks.
- Reputation including impact of serious incidents, data breaches.
- Fundraising risk including the impact of the economy on fundraising.
- Loan finance interest rate and the linked factor of property secured by the loan.
- Financial risk including dependency upon current government funding arrangements for the people we support.
- Facility risks including health and safety, unsuitability of accommodation, sustained loss of IT.
- People risks including recruitment challenges, staff shortages and wage inflation.

Financial Review, Management Policies and Results for the Year

The Statement of Financial Activities (SoFA), set out on page 9, shows that the Foundation received donations and income of £299,346 (2023: £919,297) of which £1,066,072 (2023: £1,899,186) was paid out on expenses, leaving a deficit of £766,726 (2023 deficit: £979,890) before revaluation of properties and Langdon merger costs.

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

Reserves

The reserves of the Langdon Foundation are almost fully invested in fixed assets for the use of students and service users.

Connected charities and Going Concern

The Langdon Foundation is part of the KisharonLangdon Group. Having reviewed the operations, assets and cashflow of the Group it is the opinion of the trustees that it is appropriate that the accounts of the company are prepared on a going concern basis.

Disclosure of information to auditors

Each of the Trustees has confirmed that there is no information of which they are each aware which is relevant to the audit, but of which the auditor is unaware. They have each further confirmed that they have each taken appropriate steps to identify such relevant information and to establish that the auditors are aware of such information.

Statement of trustees' responsibilities in relation to the financial statement

The Charity's trustees (who are also the directors of The Langdon Foundation for the purposes of company law) are responsible for preparing a trustees' annual report and financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland".

Company law requires the Charity trustees to prepare financial statements for each year which give a true and fair view of the state of affairs of the charitable company and the group and of the incoming resources and application of resources, including the income and expenditure, of the charitable group for that period. In preparing the financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently.
- observe the methods and principles in the Charities SORP (Statement of Recommended Practice);
- make judgements and estimates that are reasonable and prudent.
- state whether applicable UK accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements.
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Charity will continue in business.

The trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the Charity and the group and to enable them to ensure that the financial statements comply with the Companies Act 2006 and the Charity's constitution. They are also responsible for safeguarding the assets of the Charity and the group and hence taking reasonable steps for the prevention and detection of fraud and other irregularities.

The Trustees' Annual Report including the Strategic Report was approved on behalf of the Board of Trustees

……..
Mr N Doffman
Chairman of Trustees

Independent Auditor's Report to the Members of Langdon Foundation

Opinion

We have audited the financial statements of Langdon Foundation ('the charitable company') and its subsidiaries ('the group') for the year ended 31 August 2024 which comprise the Consolidated Statement of Financial Activities, Group and Charity Balance Sheets, Consolidated Cash Flow Statement and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the group's and the charitable company's affairs as at 31 August 2024 and of the group's income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the group in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustee's use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's or the group's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion based on the work undertaken in the course of our audit

- the information given in the trustees' report, which includes the directors' report prepared for the purposes of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the trustees' report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In light of the knowledge and understanding of the group and the charitable company and their environment obtained in the course of the audit, we have not identified material misstatements in the trustees' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate and proper accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the trustees annual report and from the requirement to prepare a strategic report.

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement set out on page 4, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Extent to which the audit was considered capable of detecting irregularities, including fraud

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We identified and assessed the risks of material misstatement of the financial statements from irregularities, whether due to fraud or error, and discussed these between our audit team members. We then designed and performed audit procedures responsive to those risks, including obtaining audit evidence sufficient and appropriate to provide a basis for our opinion.

We obtained an understanding of the legal and regulatory frameworks within which the charitable company and group operates, focusing on those laws and regulations that have a direct effect on the determination of material amounts and disclosures in the financial statements. The laws and regulations we considered in this context were the Companies Act 2006, the Charities Act 2011 together with the Charities SORP (FRS 102). We assessed the required compliance with these laws and regulations as part of our audit procedures on the related financial statement items.

In addition, we considered provisions of other laws and regulations that do not have a direct effect on the financial statements but compliance with which might be fundamental to the charitable company's and the group's ability to operate or to avoid a material penalty. We also considered the opportunities and incentives that may exist within the charitable company and the group for fraud. The laws and regulations we considered in this context for the UK operations were General Data Protection Regulation (GDPR), health and safety legislation, employment legislation, tax legislation, Education Act and CQC Regulations for service providers and managers.

Auditing standards limit the required audit procedures to identify non-compliance with these laws and regulations to enquiry of the Trustees and other management and inspection of regulatory and legal correspondence, if any.

- We communicated these identified frameworks amongst our audit team and remained alert to any indications of non-compliance throughout the audit. We ensured that the engagement team had sufficient competence and capability to identify or recognise non-compliance with laws and regulations.
- We discussed with the directors and senior management the policies and procedures regarding compliance with these legal and regulatory frameworks.
- We assessed the susceptibility of the group's financial statements to material misstatement, including how fraud might occur, by reviewing the group's identified risks and enquiry with the directors and senior management during the planning and finalisation phases of our audit. The susceptibility to such material misstatement was determined to be low.
- Based on this understanding we designed our audit procedures to identify non-compliance with the identified legal and regulatory frameworks, which were part of our procedures on the related financial statement items. Our procedures included reviewing the group's internal controls policies and procedures, reviewing the minutes of board meetings and correspondence with regulatory bodies including HMRC, testing transactions outside the normal course of the business and journal entries, and discussions with the directors and senior management. We identified the greatest risk of material impact on the financial statements from irregularities, including fraud, to be within income recognition, and the override of controls by management. Our audit procedures to respond to these risks included enquiries of management about their own identification and assessment of the risks of irregularities, sample testing on the posting of journals, reviewing accounting estimates for biases, reviewing regulatory correspondence with the Charity Commission, and reading minutes of meetings of those charged with governance.

Owing to the inherent limitations of an audit, there is an unavoidable risk that we may not have detected some material misstatements in the financial statements, even though we have properly planned and performed our audit in accordance with auditing standards. For example, the further removed non-compliance with laws and regulations (irregularities) is from the events and transactions reflected in the financial statements, the less likely the inherently limited procedures required by auditing standards would identify it. In addition, as with any audit, there remained a higher risk of non-detection of irregularities, as these may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal controls. We are not responsible for preventing non-compliance and cannot be expected to detect non-compliance with all laws and regulations.

As part of an audit in accordance with ISAs (UK), we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the trustees.
- Conclude on the appropriateness of the trustees' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the charity's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the charity to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

- Obtain sufficient appropriate audit evidence regarding the financial information of the entities or business activities within the group to express an opinion on the consolidated financial statements. We are responsible for the direction, supervision and performance of the group audit. We remain solely responsible for our audit opinion.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

David Goldberg
Senior Statutory Auditor
For and on behalf of
Cohen Arnold
Statutory Auditor

New Burlington House
1075 Finchley Road
London NW11 0PU

THE LANGDON FOUNDATION
(A COMPANY LIMITED BY GUARANTEE)
STATEMENT OF FINANCIAL ACTIVITIES
FOR THE PERIOD ENDED 31 AUGUST 2024

	Note	Unrestricted Funds	Restricted funds	Total funds 2024	Total funds 2023
		£	£	£	£
Income from:					
Donations	**3**	**56,930**	**-**	**56,930**	532,937
Charitable activities	**4**	**242,397**	**-**	**242,397**	386,242
Interest income	**5**	**20**	**-**	**20**	118
Total income		**299,346**	**-**	**299,346**	919,297
Expenditure on:					
Raising Funds:					
Costs of generating donations and event income		**200,344**	**-**	**200,344**	426,315
Charitable activities:	**6**				
Education and student recreation		**-**	**-**	**-**	-
Supported living arrangements		**865,728**	**-**	**865,728**	1,472,871
Total expenditure		**1,066,072**	**-**	**1,066,072**	1,899,186
Net expenditure		**(766,726)**	**-**	**(766,726)**	(979,890)
Kisharon merger costs	**8**	**-**	**-**	**-**	(254,151)
Loss on revaluation of fixed assets		**(723,272)**	**-**	**(723,272)**	(219,194)
Transfers between funds		**168,097**	**(168,097)**	**-**	-
Net Movement in Funds		**(1,321,901)**	**(168,097)**	**(1,489,998)**	(1,453,235)
Reconciliation of funds:					
Total funds brought forward		**4,097,359**	**168,097**	**4,265,456**	5,718,691
Total funds carried forward		**2,775,458**	**-**	**2,775,458**	4,265,456

The statement of financial activities includes all gains and losses recognised in the year. All income and expenditure derives from continuing activities.

The statement of financial activities also complies with the requirements for the consolidated income and expenditure account under the Companies Act 2006.

THE LANGDON FOUNDATION
(A COMPANY LIMITED BY GUARANTEE)

Company registration number: 07621714

BALANCE SHEET AS AT 31 AUGUST 2024

		2024	2023
		£	£
Fixed Assets			
Tangible Assets	**15**	**9,466,452**	10,138,731
Current assets:			
Debtors	**16**	**126,321**	275,089
Cash at bank and in hand		**51,071**	99,308
Total Current assets		**177,392**	374,397
Liabilities:			
Creditors: Amounts falling due within one year	**17**	**(3,065,957)**	(2,377,749)
Net current liabilities		**(2,888,565)**	(2,003,352)
Total assets less current liabilities		**6,577,887**	8,135,379
Amounts falling due over one year	**17**	**(3,802,429)**	(3,869,922)
Total net assets		**2,775,458**	4,265,457
The funds of the Charity:			
Restricted funds	**18**	**-**	168,097
Revaluation Reserves		**3,068,196**	4,116,362
Unrestricted funds		**(292,738)**	(19,002)
Total funds	**19**	**2,775,458**	4,265,457

The notes at pages 12 to 27 form part of these accounts.

Mr N Doffman
Chairman of Trustees

Approved and authorised for issue by the trustees

THE LANGDON FOUNDATION
(A COMPANY LIMITED BY GUARANTEE)
STATEMENT OF CASH FLOWS
FOR THE PERIOD ENDED 31 AUGUST 2024

	Note	2024 £	2023 £
Cash flows from operating activities:			
Net cash (used by)/provided by operating activities	**21**	**10,981**	(428,256)
Cash flows from investing activities:			
Purchase of tangible fixed assets		**(59,238)**	(292,087)
Proceeds from sale of tangible fixed assets		**-**	779,921
Net cash provided by/(used in) investing activities		**(59,238)**	460,195
Cash flows from financing activities:			
Interest received		**20**	118
Repayments of borrowing		**-**	-
Cash inflows from new borrowing		**-**	-
Net cash provided by financing activities		**20**	118
Change in cash and cash equivalents in the reporting period		**(48,237)**	59,694
Cash and cash equivalents at the beginning of the reporting period		**99,308**	39,614
Cash and cash equivalents at the end of the reporting period		**51,071**	99,308

1 Accounting Policies

The principal accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

1.1 Basis of preparation

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006. The Charity meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

1.2 Preparation of the accounts on a going concern basis

On 31 August 2024, Langdon Foundation transferred its staff, assets and liabilities (with the exception of its property and bank loan) and substantially all of its operating activities to KisharonLangdon. In considering the adoption of the going concern basis for preparing the financial statements the trustees have considered the financial reserves available and the risks facing the Foundation including those connected to the impact of inflation on the Group's cost base, Government policy and its impact on income levels, fundraising risk and the affordability of support available from members' families, interest rate risk and the potential impact on the Group's ability to meet loan covenants and to manage cash flow. The trustees recognise that all of the unrestricted funds are used to finance tangible fixed assets which KisharonLangdon uses to provide its services. Although these assets could be sold to release cash (subject to receiving approvals from the Group's loan providers), this would take time. KisharonLangdon Group will provide support to the group, if necessary. However, taking into account the current level of reserves, expectations for fundraising during 2024 and 2025, and the Foundation's ability to sell properties (subject to bank approval should this be needed) together with those factors set out on pages 3 and 4 of the trustees' report the trustees have concluded that the financial statements should be prepared on the basis that the Foundation is a going concern.

1.3 Basis of consolidation

The financial statements do not need to consolidate the results of the charity.

1.4 Income

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the item(s) of income have been met, it is probable that the income will be received, and the amount can be measured reliably.

Donations are recognised when received. Income from government or other grants, whether "capital" grants or "revenue" grants is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received, and the amount can be measured reliably and is not deferred.

Income receivable for the provision of education, housing or supported living services are recorded in the Statement of Financial Activities in the year in which these services are provided. Investment income is accounted for when receivable.

1.5 Expenditure

Expenditure is recognised on an accruals basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered and is reported as part of the expenditure to which it relates.

Costs of raising funds comprise those costs associated with attracting voluntary income and the costs for fundraising purposes from charity events. Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

Governance costs include those costs associated with meeting the constitutional and statutory requirements of the charity and include the audit fees and costs linked to the strategic management of the charity.

All costs are allocated between the expenditure categories of the SoFA on a basis designed to reflect the use of the resource. Costs relating to a particular activity are allocated directly.

1.6 Tangible fixed assets and depreciation

Freehold land and building are recorded at valuation. Other tangible fixed assets are stated at cost less depreciation. Depreciation is provided at rates calculated to write off the value less estimated residual value of each asset over its expected useful life as follows:

Freehold land and buildings are not depreciated	
Computer equipment	33% straight line
Fixtures, fittings & equipment	25% straight line
Motor vehicles	25% straight line

All single items with a value less than £1,000 have not been capitalised.

The policy with respect to impairment reviews of fixed assets is that these assets are inspected regularly for any impairment and any defect remedied so as to maintain current value.

1.7 Investments

The Charity holds no investments.

1.8 Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered and provision for bad and doubtful debts. Prepayments are valued at the amount prepaid net of any discounts due.

1.9 Cash at bank and in hand

Cash at bank and cash in hand includes cash and short-term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

1.10 Creditors and provisions

Creditors and provisions are recognised where the Charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any discounts due.

1.11 Financial instruments

The Charity has financial assets and liabilities that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

1.12 Critical accounting judgements and key sources of estimation uncertainty

In the application of the group's accounting policies described above, the Trustees are required to make judgments, estimates and assumptions about the carrying amounts of assets and liabilities that are not readily apparent from other sources. These estimates, judgements and assumptions are made based on a combination of past experience, professional expert advice and other evidence that is relevant to the particular circumstance. In the trustees' opinion, the estimate with the greatest impact on the financial statements relates to the revaluation of properties. Properties are revalued to market value after taking professional advice and taking account of current market conditions.

1.13 Pensions

The Group operates several different pension schemes.

The Langdon Foundation, Langdon Community and Langdon Housing all operate defined contribution schemes, Langdon College also operates a defined benefit scheme.

For defined-contribution schemes, the amount charged to the SoFA in respect of pension costs and other post-retirement benefits is the contribution payable in the year. Any difference between the charge to the SoFA and the contributions payable to the scheme is shown as an asset or a liability in the Balance Sheet. The defined benefit schemes are multi-employer schemes and it is not possible to identify the Charity's share of the underlying assets and liabilities of the multi-employer scheme. Participation in such schemes is accounted for as if they were defined contribution schemes.

1.14 Operating leases

Rentals payable under operating leases are charged against income on a straight-line basis over the lease period.

1.15 Fund accounting

The Langdon Foundation maintains various types of funds as follows, and transfers are made where necessary as permitted by the nature of the funds:

- Unrestricted funds are available for use at the discretion of the Trustees in furtherance of the general objectives of the charity.
- Restricted funds represent income received which is allocated by the donor to a specific project. The restrictions are binding on the Trustees of the charity.
- Designated funds represent funds which are unrestricted, but the Trustees have designated them for a specific purpose to further the objectives of the charity. There are currently no designated funds.

2 Legal status of the Charity

The Charity is constituted as a Company limited by guarantee and has no share capital. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £10 per member of the charity.

3 Donations

	Unrestricted funds	**Restricted funds**	**Total funds**	Total funds
	2024	**2024**	**2024**	2023
	£	**£**	**£**	£
Donations	**56,930**	**-**	**56,930**	532,937

4 Charitable activities

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total funds 2024 £	Total funds 2023 £
Provision of housing, education and supported living arrangements	**242,397**	**-**	**242,397**	386,242

5 Investment income

	2024 £	2023 £
Interest receivable	**20**	118

6 Analysis of expenditure

	Cost of raising funds £	Education and student recreation £	Supported living arrangements £	Total 2024 £	Total 2023 £
Staff costs	**184,452**	**-**	**427,492**	**612,444**	1,006,920
Direct fundraising costs	**4,487**	**-**	**-**	**4,487**	28,335
Other direct costs	**11,405**	**-**	**399,692**	**411,097**	805,939
Governance costs (note 7)	**-**	**-**	**38,044**	**38,044**	57,991
	200,344	**-**	**865,728**	**1,066,072**	1,899,186

7 Analysis of governance costs

	2024 £	2023 £
Governance costs comprises:		
Legal and professional fees	**1,200**	11,921
Audit fees	**28,800**	36,860
Bank charges and interest	**8,044**	2,665
	38,044	51,446

8 Costs of Langdon merger

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total funds 2024 £	Total funds 2023 £
Kisharon merger costs	-	-	-	254,151

9 Net income / (expenditure) for the year

This is stated after charging:

	2024 £	2023 £
Depreciation	**8,245**	39,408
Auditor's remuneration	**28,800**	36,860
Interest payable	**201,526**	307,438
Operating lease costs	**47,488**	84,303

10 Analysis of staff costs, trustee remuneration and expenses, and the cost of key management personnel

	2024 £	2023 £
Wages and salaries	**535,646**	977,717
Social security costs	**53,942**	16,185
Pension costs	**22,856**	13,019
	612,444	1,006,920

The number of employees having benefits in excess of £60,000 or more were:

	2024 Number	2023 Number
£60,000 to £70,000	-	2
£70,000 to £80,000	1	2
£80,000 to £90,000	-	-
£100,000 to £110,000	-	1
£120,000 to £130,000	-	-

11 Staff Numbers

The average monthly head count of employees during the year was as follows:

	2024 Number	2023 Number
Charitable activities		
Fundraising	**2**	8
Governance	**1**	2
Administration	**16**	31
	19	41

12 Pension and other post-retirement benefit commitments

The Langdon Foundation operates defined-contribution schemes. Defined-benefit schemes, which are classified as multi-employer schemes, where the participating employer is unable to identify their share of the assets or liabilities, may be accounted for as if they were defined-contribution schemes. As a result, the company's contributions payable in the accounting period are the amounts charged in the financial statements.

13 Related party transactions

At the year end, Langdon Housing had a debtor of £254,670 due to (2023: creditor of £105,274 due from) The Langdon Foundation. During the year, Langdon Housing was charged rent of £212,631 (2023: £359,212) by The Langdon Foundation and the year-end balance relates to these rentals.

At the year end, Langdon College had a creditor of £17,505 (2023: £21,957) to The Langdon Foundation. During the year, The Langdon Foundation charged Langdon College rent of £6,560 (2023: £9,840) and recharges of £2,108 (2023: £11,617) for shared costs.

At the year end, The Langdon Foundation had a creditor of £1,924,761 (2023: £1,360,126) due to the Langdon Community. During the year, Langdon Community was charged £3,800 (2023: £5,700) as rent by The Langdon Foundation.

Trustees were reimbursed £nil for expenses (2023 £nil) during the period.

14 Corporation tax

As a charity, Langdon Foundation is exempt from UK tax on income and gains to the extent that these are applied to its charitable objects. No UK tax charges have arisen in the Charity, during the year or the previous year.

15 Tangible fixed assets

Charity	Land and Buildings	Computer Equipment	Fixtures & Fittings	Total
	£	£	£	£
Cost:				
As at 1 January	10,121,592	154,715	184,476	10,460,783
Additions	56,680	2,558		59,238
Revaluation	(723,272)			(723,272)
As at 31 August 2024	**9,455,000**	**157,273**	**184,476**	**9,796,749**
Depreciation:				
As at 1 January	-	142,062	179,990	322,052
Charge for year	-	5,875	2,370	8,245
Revaluation adjustment				
As at 31 August 2024	**-**	**147,937**	**182,360**	**330,297**
Net book value				
As at 31 August 2024	**9,455,000**	**9,336**	**2,116**	**9,466,452**
As at 31 December 2023	10,121,592	12,653	4,486	10,138,731

All assets are used for charitable purposes.

Properties have been valued by the trustees as at 11 June 2025, based on valuations undertaken by JLL in early 2022 and February 2025. The value of £9,455,000 (historical cost £7,492,715) consists of Freehold Properties £6,755,000 (historical cost £5,275,264) and Long Leasehold Properties £2,700,000 (historical cost £2,217,451).

16 Debtors

	2024	2023
	£	£
Trade debtors	-	-
Amounts owed by group undertakings	-	105,274
Other debtors	**116,729**	116,550
Prepayments and accrued income	**9,592**	53,265
	126,321	275,089

17 Creditors:

Amounts falling due within one year

	2024	2023
	£	£
Trade creditors	**58,501**	97,788
Taxes and social security costs	**82,880**	128,929
Other creditors	**492,778**	481,495
Accruals	**9,600**	49,897
Deferred income	**129,261**	141,557
Amounts owed to group undertakings	**2,196,937**	1,382,083
Bank loans	**96,000**	96,000
	3,065,957	2,377,749

Deferred income represents parental contributions received towards the cost of housing provision of our members and two trust grants.

	£
Balance as at 1 January 2024	**147,557**
Amount received in the year	
Amount released to income from charitable activities	**(12,296)**
Balance as at 31 August 2024	**129,261**

Amounts falling after more than one year

	2024	2023
	£	£
Bank loans	**3,802,429**	3,869,922
	3,802,429	3,869,922

The bank loan is secured on Foundation's properties. Interest is at the bank rate +2.5%. The loan is repayable in 2032.

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18 Analysis of charitable funds

Analysis of movements in restricted funds

	Balance as at 1 January 2024	Income	Expenditure	Transfer between funds	Funds as at 31 August 2024
	£	£	£	£	£
Langdon Foundation					
Property Development Fund	**168,097**			(168,097)	**-**
Staff Celebration	**-**				**-**
Volunteer manager	**-**				**-**
	168,097	-	-	(168,097)	**-**

Analysis of movements in restricted funds – previous year

	Balance as at 1 January 2023	Income	Expenditure	Transfer between funds	Funds as at 31 December 2023
	£	£	£	£	£
Langdon Foundation					
Property Development Fund	**451,501**			(283,404)	**168,097**
Staff Celebration	**-**				**-**
Volunteer manager	**-**				**-**
	451,501	-	-	(283,404)	**168,097**

19 Analysis of net assets between funds

	Unrestricted funds £	Restricted funds £	Total £
Fund balances at 31 August 2024 are represented by:			
Tangible fixed assets	9,466,453	-	**9,466,453**
Current assets	177,395	-	**177,395**
Creditors – less than one year	(3,065,957)	-	**(3,065,957)**
Creditors – more than one year	(3,802,429)	-	**(3,802,429)**
	2,775,462	**-**	**2,775,462**

Analysis of net assets between funds – previous year

	Unrestricted funds £	Restricted funds £	Total £
Fund balances at 31 December 2023 are represented by:			
Tangible fixed assets	10,138,728	-	**10,138,728**
Current assets	206,303	168,097	**374,400**
Creditors – less than one year	(2,377,749)	-	**(2,377,749)**
Creditors – more than one year	(3,869,922)	-	**(3,869,922)**
	4,097,360	**168,097**	**4,265,457**

20 Commitments under operating leases

	Land and Buildings	
	2024	2023
	£	£
Total of future minimum lease payments under non-cancellable operating leases are:		
Expiry date:		
No later than one year	**-**	88,819
Later than one year and not later than five years	**-**	37,008

21 Reconciliation of net movement in funds to net cash flow from operating activities

	2024	2023
	£	£
Net movement in funds	**(1,489,999)**	(1,453,176)
Loss on revaluation of property	**723,272**	219,194
Add back depreciation charge	**8,245**	39,408
Deduct interest income shown in investing activities	**(20)**	(118)
Fixed Asset disposals	**-**	-
Decrease in debtors	**148,768**	75,055
Increase in creditors	**620,715**	691,380
Net cash provided by/(used in) operating activities	**10,981**	(428,256)

22 Post Balance Sheet events

On 31 August 2024, Langdon Foundation transferred its staff, assets and liabilities (with the exception of its property and bank loan) to KisharonLangdon, another charity in the KisharonLangdon Group. The parent company of The Langdon Foundation is KisharonLangdon Group.

THE LANGDON FOUNDATION

England & Wales - Charity number 1142742

Accounts

Docusign Envelope ID: EC5A4BC4-E1FF-43A1-B489-5B5971BDBCD3

Charity Registration No. 1142742

Company Registration No. 07621714 (England and Wales)

Langdon

Empowering independence

THE LANGDON FOUNDATION

(A Company Limited by Guarantee)

TRUSTEES' ANNUAL REPORT and CONSOLIDATED ACCOUNTS
For the Year ended 31 December 2023

Docusign Envelope ID: EC5A4BC4-E1FF-43A1-B489-5B5971BDBCD3

THE LANGDON FOUNDATION
(A COMPANY LIMITED BY GUARANTEE)
LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	Mr N Doffman *(Chairman)* Mr P Goldberg (Vice-Chairman) (appointed 1 August 2023) Mr M Blane (Resigned 1 August 2023) Ms E Castleton (appointed 1 August 2023) Mrs S Cooper Ms S Frais (resigned 1 August 2023) Mr N Henry Mr P Joseph (resigned 5 July 2024) Ms C Kaye (appointed 1 August 2023) Mr D Klein (appointed 1 August 2023) Ms C Lemer (appointed 1 August 2023) Mr I Lerner (appointed 1 August 2023) Mr R Levy (Treasurer) (appointed 1 August 2023) Mr A Loftus (appointed 1 August 2023) Mr B Miller (resigned 5 July 2024) Mrs K Phillips MBE Mr S Salomon (resigned 28 June 2023) Mrs S Shieff (resigned 1 August 2023) Mr R Tenzer (Treasurer until resignation on 1 August 2023)
Chief Executive	Mr R Franklin (appointed 1 August 2023) Mr N Taylor (resigned 1 August 2023)
Company Secretary	Mr P Darnell (appointed 12 February 2024) Mr B Shine (resigned 12 February 2024)
Charity number:	1142742 (England and Wales)
Company number	07621714 (England and Wales)
Principal address	333 Edgware Road Floor 3 London NW9 6TD
Registered Office	333 Edgware Road Floor 3 London NW9 6TD
Auditor	Cohen Arnold New Burlington House 1075 Finchley Road London NW11 0PU
Bankers	Lloyds 7th Floor 40 Spring Gardens Manchester M2 1EN

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THE LANGDON FOUNDATION
(A COMPANY LIMITED BY GUARANTEE)
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THE LANGDON FOUNDATION
(A COMPANY LIMITED BY GUARANTEE)
TRUSTEES' ANNUAL REPORT
FOR THE YEAR ENDED 31 DECEMBER 2023

Charity information

The Trustees present their annual report and the financial statements for the period ended 31 December 2023.

The accounts have been prepared in accordance with the accounting policies set out in note 1 to the accounts and comply with The Langdon Foundation's Memorandum and Articles of Association, the Charities Act 2011, the Companies Act 2006 and the Charities SORP (FRS102).

Reference and administrative details

The Langdon Foundation is a registered charity (No. 1142742) and a company limited by guarantee and not having share capital (No. 07621714). The registered office is as shown on the legal and administrative information page.

The Trustees on the date of this report, all of whom served throughout the financial period unless otherwise indicated are as follows: -

Mr N Doffman (*Chairman*)
Mr P Goldberg (*Vice-Chairman*) (appointed 1 August 2023)
Ms E Castleton (appointed 1 August 2023)
Mrs S Cooper
Mr N Henry
Ms C Kaye (appointed 1 August 2023)
Mr D Klein (appointed 1 August 2023)
Ms C Lemer (appointed 1 August 2023)
Mr I Lerner (appointed 1 August 2023)
Mr R Levy (appointed 1 August 2023)
Mr A Loftus (appointed 1 August 2023)
Mrs K Phillips MBE

The current Trustees have the power to remove and appoint trustees. There are a maximum number of 14 trustees and not less than 8 who may be appointed to the Board.

The Chief Executive controls the day-to-day management of the charity together with the senior managers and employees. The Chief Executive works closely with the Senior Leadership Team as listed below.

The Senior Leadership Team of the Charity is:

Mr R Franklin	Chief Executive
Mrs H Sowa	Director of Operations
Mr A Overlander-Kaye	Director of Fundraising
Mr P Darnell	Director of Corporate Services
Mrs M Janes	Chief Transformation Officer

Structure, governance and management

The Langdon Foundation was incorporated and established by Memorandum and Articles of Association on 4 May 2011 as amended on 6 July 2015.

The Langdon Group comprises the Langdon Foundation (charity number 1142742, company number 07621714), Langdon College (charity number 1088936, company number 4104466), Langdon Community (charity number 1086393, company number 4055338) and Langdon Housing (charity number 1142743, company number 7623246).

On 1 August 2023 Langdon Foundation merged with Kisharon to form the KisharonLangdon Group.

The external advisors of The Langdon Foundation are as set out on the legal and administrative page.

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Current Developments

On 31 August 2024 Langdon Foundation transferred its staff, assets and liabilities through TUPE to KisharonLangdon with the exception of:

- Freehold and long leasehold property (note 15)
- The loan from Unity Bank (note 17)

Corporate governance

Processes are in place to ensure that performance is monitored, and that appropriate management information is prepared and reviewed regularly by both the Chairperson and the Board.

Systems of internal control are designed to provide reasonable assurance against material misstatement or loss.

They include:
- an annual budget approved by the Trustees;
- regular consideration by the Trustees and the Finance, Audit and Risk Committee of general budget performance;
- delegation of day-to-day management and regulatory compliance authority; and
- identification and management of risks

Objectives, activities, achievements and performance

The objects of the Charity are the advancement of education and the relief of individuals with special educational needs or mental illness and other associated difficulties including through the provision of support to their families and (save for purposes incidental and ancillary to those objectives) no other purposes. The Charity is established in accordance with the tenets of the Jewish religion.

Langdon is a leading charity that empowers some 120 Jewish adults with learning disabilities and autistic spectrum disorders with the skills and opportunities to live independently in their communities, within a Jewish ethos. Langdon operates in the Manchester area, North-West London and nearby areas and deals with more than 15 Local Authorities.

Our vision is to ensure that people with learning disabilities have the same opportunities as everyone else, so they can live independently in their local community. Our aim is that people with learning disabilities live in an inclusive world where they are valued equally.

Our aspiration is to create a community in which Jewish young people and adults with learning disabilities or with autistic spectrum disorders thrive and have equal opportunities to live the lives they choose.

We have been guided by the following strategic aims over the past year:

1. Diversify the range of life opportunities for members and their families
2. Develop and equip our workforce to be able to respond to the increasing levels of complex needs and expectations of quality of service
3. Build organisational capacity to provide long-term sustainable housing/life options.
4. Improve our engagement with the community and build the trust of our stakeholders so as to maximise levels of support for the organisation
5. Identify mutually beneficial partnerships and/or collaborations that deliver costs effective services and value for money

On 1 August 2023, Langdon Foundation merged with Kisharon to form the KisharonLangdon Group.

Docusign Envelope ID: EC5A4BC4-E1FF-43A1-B489-5B5971BDBCD3

Public benefit

The Trustees have complied with their duties set out in section 17 of the Charities Act 2011 to have due regard to the guidance published by the Charity Commission. The benefit to the public is manifestly demonstrated by the achievements contained in this report, all of which seeks to extend and improve the care of young people whose life chances, aspirations and contributions to society will be enhanced, as a result.

Support from Foundation consists of grants to College, Housing and Community for specific projects, and the provision of rented residential accommodation for these charities, which is purchased for their on-going requirements.

This support also enables the advancement of education for the College and gives financial assistance towards the support of young people and adults with special educational needs.

The support that is given by College, Housing and Community is unrelated to any individual's ability to pay for services as Langdon Foundation enables housing to be available for those individuals who do not have the financial means to contribute towards their own home and is within the remit of the Foundation's areas of operation. Members who live in Langdon houses have the benefit of living in homes that give a good standard of accommodation, which might not have otherwise been possible.

Risk management

Langdon's approach to risk management includes the identification of risks on both 'top down' and 'bottom up' bases, and the rating of identified risks according to the likelihood and impact of the risk occurring. We overlay on this a review of the risks to delivery of the business plan for the current and subsequent years. Mitigating controls are identified and, where further action is required, deadlines and responsibilities assigned. Those activities with higher risk ratings are prioritised.

In addition to review by the Senior Leadership Team, the risk register is reviewed regularly by the Finance Audit and Risk Committee on behalf of the Board of Trustees and is systematically reviewed five times a year for each Board meeting.

Failure in successfully concluding the merger discussions with Kisharon was identified as a critical risk in addition to the continued inflationary environment that is affecting the United Kingdom. The impact of both risks was being monitored closely by the Trustees and Senior Leadership Team.

The other key risk areas have been identified as:

- Care and Safeguarding including infection and security risks.
- Reputation including impact of serious incidents, data breaches.
- Fundraising risk including the impact of the economy on fundraising.
- Loan finance interest rate and the linked factor of property secured by the loan.
- Financial risk including dependency upon current government funding arrangements for the people we support.
- Facility risks including health and safety, unsuitability of accommodation, sustained loss of IT.
- People risks including recruitment challenges, staff shortages and wage inflation.

Financial Review, Management Policies and Results for the Year

The Statement of Financial Activities (SoFA), set out on page 8, shows that the Foundation received donations and income of £8,997,023 (2022: £8,838,628) of which £10,401,299 (2022: £9,258,160) was paid out on expenses, leaving a deficit of £1,404,276 (2022 deficit: £419,532) before revaluation of properties and Langdon merger costs.

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

Docusign Envelope ID: EC5A4BC4-E1FF-43A1-B489-5B5971BDBCD3

Reserves

The reserves of the Langdon Foundation are almost fully invested in fixed assets for the use of students and residents. At 31 December 2023, the charity holds reserves in the following entities: Foundation £4,265k, Community £1,111k, College £313k and Housing £98k. Group total reserves are £5,787,586, out of which £343,175 is restricted. £10,196,310 relates to tangible fixed assets (2022: £10,943,895), leaving unrestricted reserves at a negative (£4,751,899) i.e. there are no free reserves. Our consolidated balance sheet remains strong with freehold and leasehold properties totalling £10,196,310.

Connected charities and Going Concern

The Langdon Foundation is part of the KisharonLangdon Group. Having reviewed the operations, assets and cashflow of the Group it is the opinion of the trustees that it is appropriate that the accounts of the company are prepared on a going concern basis.

Disclosure of information to auditors

Each of the Trustees has confirmed that there is no information of which they are each aware which is relevant to the audit, but of which the auditor is unaware. They have each further confirmed that they have each taken appropriate steps to identify such relevant information and to establish that the auditors are aware of such information.

Statement of trustees' responsibilities in relation to the financial statement

The Charity's trustees (who are also the directors of The Langdon Foundation for the purposes of company law) are responsible for preparing a trustees' annual report and financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland".

Company law requires the Charity trustees to prepare financial statements for each year which give a true and fair view of the state of affairs of the charitable company and the group and of the incoming resources and application of resources, including the income and expenditure, of the charitable group for that period. In preparing the financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently.
- observe the methods and principles in the Charities SORP (Statement of Recommended Practice);
- make judgements and estimates that are reasonable and prudent.
- state whether applicable UK accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements.
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Charity will continue in business.

The trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the Charity and the group and to enable them to ensure that the financial statements comply with the Companies Act 2006 and the Charity's constitution. They are also responsible for safeguarding the assets of the Charity and the group and hence taking reasonable steps for the prevention and detection of fraud and other irregularities.

The Trustees' Annual Report including the Strategic Report was approved on behalf of the Board of Trustees

Signed by:
Mr N Doffman
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Mr N Doffman
Chairman of Trustees
30 October 2024

Docusign Envelope ID: EC5A4BC4-E1FF-43A1-B489-5B5971BDBCD3

Independent Auditor's Report to the Members of Langdon Foundation

Opinion

We have audited the financial statements of Langdon Foundation ('the charitable company') and its subsidiaries ('the group') for the year ended 31 December 2023 which comprise the Consolidated Statement of Financial Activities, Group and Charity Balance Sheets, Consolidated Cash Flow Statement and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the group's and the charitable company's affairs as at 31 December 2023 and of the group's income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the group in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustee's use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's or the group's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion based on the work undertaken in the course of our audit

- the information given in the trustees' report, which includes the directors' report prepared for the purposes of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the trustees' report has been prepared in accordance with applicable legal requirements.

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Matters on which we are required to report by exception

In light of the knowledge and understanding of the group and the charitable company and their environment obtained in the course of the audit, we have not identified material misstatements in the trustees' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate and proper accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the trustees annual report and from the requirement to prepare a strategic report.

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement set out on page 4, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Extent to which the audit was considered capable of detecting irregularities, including fraud

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We identified and assessed the risks of material misstatement of the financial statements from irregularities, whether due to fraud or error, and discussed these between our audit team members. We then designed and performed audit procedures responsive to those risks, including obtaining audit evidence sufficient and appropriate to provide a basis for our opinion.

We obtained an understanding of the legal and regulatory frameworks within which the charitable company and group operates, focusing on those laws and regulations that have a direct effect on the determination of material amounts and disclosures in the financial statements. The laws and regulations we considered in this context were the Companies Act 2006, the Charities Act 2011 together with the Charities SORP (FRS 102). We assessed the required compliance with these laws and regulations as part of our audit procedures on the related financial statement items.

In addition, we considered provisions of other laws and regulations that do not have a direct effect on the financial statements but compliance with which might be fundamental to the charitable company's and the group's ability to operate or to avoid a material penalty. We also considered the opportunities and incentives that may exist within the charitable company and the group for fraud. The laws and regulations we considered in this context for the UK operations were General Data Protection Regulation (GDPR), health and safety legislation, employment legislation, tax legislation, Education Act and CQC Regulations for service providers and managers.

Auditing standards limit the required audit procedures to identify non-compliance with these laws and regulations to enquiry of the Trustees and other management and inspection of regulatory and legal correspondence, if any.

- We communicated these identified frameworks amongst our audit team and remained alert to any indications of non-compliance throughout the audit. We ensured that the engagement team had sufficient competence and capability to identify or recognise non-compliance with laws and regulations.
- We discussed with the directors and senior management the policies and procedures regarding compliance with these legal and regulatory frameworks.
- We assessed the susceptibility of the group's financial statements to material misstatement, including how fraud might occur, by reviewing the group's identified risks and enquiry with the directors and senior management during the planning and finalisation phases of our audit. The susceptibility to such material misstatement was determined to be low.
- Based on this understanding we designed our audit procedures to identify non-compliance with the identified legal and regulatory frameworks, which were part of our procedures on the related financial statement items. Our procedures included reviewing the group's internal controls policies and procedures, reviewing the minutes of board meetings and correspondence with regulatory bodies including HMRC, testing transactions outside the normal course of the business and journal entries, and discussions with the directors and senior management. We identified the greatest risk of material impact on the financial statements from irregularities, including fraud, to be within income recognition, and the override of controls by management. Our audit procedures to respond to these risks included enquiries of management about their own identification and assessment of the risks of irregularities, sample testing on the posting of journals, reviewing accounting estimates for biases, reviewing regulatory correspondence with the Charity Commission, and reading minutes of meetings of those charged with governance.

Owing to the inherent limitations of an audit, there is an unavoidable risk that we may not have detected some material misstatements in the financial statements, even though we have properly planned and performed our audit in accordance with auditing standards. For example, the further removed non-compliance with laws and regulations (irregularities) is from the events and transactions reflected in the financial statements, the less likely the inherently limited procedures required by auditing standards would identify it. In addition, as with any audit, there remained a higher risk of non-detection of irregularities, as these may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal controls. We are not responsible for preventing non-compliance and cannot be expected to detect non-compliance with all laws and regulations.

As part of an audit in accordance with ISAs (UK), we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the trustees.
- Conclude on the appropriateness of the trustees' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the charity's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the charity to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

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- Obtain sufficient appropriate audit evidence regarding the financial information of the entities or business activities within the group to express an opinion on the consolidated financial statements. We are responsible for the direction, supervision and performance of the group audit. We remain solely responsible for our audit opinion.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

DocuSigned by:
David Goldberg
BC6977A458CD499...

David Goldberg
Senior Statutory Auditor
For and on behalf of
Cohen Arnold
Statutory Auditor

New Burlington House
1075 Finchely Road
London NW11 0PU

30 October 2024

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THE LANGDON FOUNDATION
(A COMPANY LIMITED BY GUARANTEE)
CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 DECEMBER 2023

	Note	Unrestricted Funds	Restricted funds	Total funds 2023	Total funds 2022
		£	£	£	£
Income from:					
Donations	3	**543,020**	**229,906**	**772,926**	1,371,840
Charitable activities	4	**8,099,165**	**124,814**	**8,223,979**	7,466,608
Interest income	5	**118**		**118**	180
Total income		**8,642,303**	**354,720**	**8,997,023**	8,838,628
Expenditure on:					
Raising Funds:					
Costs of generating donations and event income		**426,315**	-	**426,315**	451,289
Charitable activities:	6				
Education and student recreation		**1,768,245**	**120,794**	**1,889,039**	1,431,076
Supported living arrangements		**7,937,496**	**148,449**	**8,085,945**	7,375,795
Total expenditure		**10,132,056**	**269,243**	**10,401,299**	9,258,160
Net Income/(expenditure)		**(1,489,753)**	**85,477**	**(1,404,276)**	(419,532)
Kisharon merger costs	8	**(254,151)**	-	**(254,151)**	-
(Loss)/Gain on revaluation of fixed assets		**(219,194)**	-	**(219,194)**	684,679
Transfers between funds		**289,176**	**(289,176)**	-	-
Net Movement in Funds		**(1,673,922)**	**(203,699)**	**(1,877,621)**	265,147
Reconciliation of funds:					
Total funds brought forward		**7,118,333**	**546,874**	**7,665,208**	7,400,060
Total funds carried forward		**5,444,411**	**343,175**	**5,787,586**	7,665,208

The statement of financial activities includes all gains and losses recognised in the year. All income and expenditure derives from continuing activities.

The statement of financial activities also complies with the requirements for the consolidated income and expenditure account under the Companies Act 2006.

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THE LANGDON FOUNDATION

Company registration number: 07621714

(A COMPANY LIMITED BY GUARANTEE)

CONSOLIDATED AND CHARITY BALANCE SHEETS
AS AT 31 DECEMBER 2023

		Group		Charity	
		2023	2022	2023	2022
		£	£	£	£
Fixed Assets					
Tangible Assets	15	**10,196,310**	10,943,895	**10,138,728**	10,885,220
Current assets:					
Debtors	16	**1,283,594**	1,143,011	**275,092**	350,147
Cash at bank and in hand		**377,852**	588,846	**99,308**	39,615
Total Current assets		**1,661,446**	1,731,857	**374,400**	389,762
Liabilities:					
Creditors: Amounts falling due within one year	17	**(2,200,248)**	(5,010,544)	**(2,377,749)**	(5,556,290)
Net current liabilities		**(538,802)**	(3,278,687)	**(2,003,349)**	(5,166,528)
Total assets less current liabilities		**9,657,508**	7,665,208	**8,135,379**	5,718,692
Amounts falling due over one year	17	**(3,869,922)**	-	**(3,869,922)**	-
Total net assets		**5,787,586**	7,665,208	**4,265,457**	5,718,692
The funds of the Charity:					
Restricted funds	18	**343,175**	546,874	**168,097**	451,501
Revaluation Reserves		**3,677,914**	4,677,168	**4,116,362**	4,677,108
Unrestricted funds		**1,766,497**	2,441,166	**(19,002)**	590,023
Total funds	19	**5,787,586**	7,665,208	**4,265,457**	5,718,692

Net deficit for the Charity only was £1,453,235 (2022: surplus of £281,418).

The notes at pages 12 to 27 form part of these accounts.

Signed by:
Mr N Doffman
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Mr N Doffman
Chairman of Trustees

Approved and authorised for issue by the trustees on 30 October 2024.

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THE LANGDON FOUNDATION
(A COMPANY LIMITED BY GUARANTEE)
CONSOLIDATED STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 DECEMBER 2023

	Note	2023	2022
		£	£
Cash flows from operating activities:			
Net cash (used by)/provided by operating activities	21	**(671,307)**	149,921
Cash flows from investing activities:			
Purchase of tangible fixed assets		**(319,726)**	(283,119)
Proceeds from sale of tangible fixed assets		**779,921**	-
Net cash provided by/(used in) investing activities		**460,195**	(283,119)
Cash flows from financing activities:			
Interest received		**118**	180
Repayments of borrowing		**-**	(4,000,000)
Cash inflows from new borrowing		**-**	4,000,000
Net cash provided by financing activities		**118**	180
Change in cash and cash equivalents in the reporting period		**(210,995)**	(133,019)
Cash and cash equivalents at the beginning of the reporting period		**588,846**	721,865
Cash and cash equivalents at the end of the reporting period		**377,852**	588,846

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THE LANGDON FOUNDATION
(A COMPANY LIMITED BY GUARANTEE)
NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 DECEMBER 2023

1 Accounting Policies

The principal accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

1.1 Basis of preparation

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006. The Charity meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

1.2 Preparation of the accounts on a going concern basis

On 31 August 2024, Langdon Foundation transferred its staff, assets and liabilities (with the exception of its property and bank loan) and substantially all of its operating activities to KisharonLangdon. In considering the adoption of the going concern basis for preparing the financial statements the trustees have considered the financial reserves available and the risks facing the Foundation including those connected to the impact of inflation on the Group's cost base, Government policy and its impact on income levels, fundraising risk and the affordability of support available from members' families, interest rate risk and the potential impact on the Group's ability to meet loan covenants and to manage cash flow. The trustees recognise that all of the unrestricted funds are used to finance tangible fixed assets which KisharonLangdon uses to provide its services. Although these assets could be sold to release cash (subject to receiving approvals from the Group's loan providers), this would take time. KisharonLangdon Group will provide support to the group, if necessary. However, taking into account the current level of reserves, expectations for fundraising during 2024 and 2025, and the Foundation's ability to sell properties (subject to bank approval should this be needed) together with those factors set out on pages 3 and 4 of the trustees' report the trustees have concluded that the financial statements should be prepared on the basis that the Foundation is a going concern.

1.3 Basis of consolidation

The financial statements consolidate the results of the charity, The Langdon Foundation "Foundation" and its subsidiary undertakings Langdon College "College", Langdon Community "Community" and Langdon Housing "Housing". These are all also incorporated charities. Subsidiaries have been consolidated on a line-by-line basis. A separate Statement of Financial Activities and Income and Expenditure Account for the Charity has not been presented because the Charity has taken advantage of the exemption afforded by section 408 of the Companies Act 2006.

These companies are limited by guarantee and The Foundation has the power to appoint and remove Trustees and is the sole member of the entities. The registered address of The Langdon Foundation and all its subsidiaries is 333 Edgware Road, Floor 3, London NW9 6TD.

Controlled company	Country of registration	Status
Langdon College	England and Wales (04104466)	Registered charity (1088936)
Langdon Community	England and Wales (04055338)	Registered charity (1086393)
Langdon Housing	England and Wales (07623246)	Registered charity (1142743)
Langdon Trustee Company	England and Wales (08342169)	Company limited by guarantee

THE LANGDON FOUNDATION
(A COMPANY LIMITED BY GUARANTEE)
NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 DECEMBER 2023

The principal activity and the results of these controlled companies for the last relevant financial period were as follows:

	Principal activity	Income 2023 £	Expenditure 2023 £	Net movement in funds 2023 £
Langdon College	College education and residential services	1,851,512	(1,897,223)	(45,710)
Langdon Community	Supported Living	4,797,775	(5,028,123)	(230,348)
Langdon Housing	Housing services	1,784,798	(1,933,126)	(148,328)
Langdon Trustee Company	Trustee services	-	(118)	(118)

	Total Assets 2023 £	Total Liabilities 2023 £	Reserves as at 31 December 2023 £
Langdon College	444,591	(131,588)	313,004
Langdon Community	2,063,665	(952,595)	1,111,070
Langdon Housing	374,348	(276,292)	98,056
Langdon Trustee Company	898	-	898
Langdon Foundation	10,513,128	(6,247,671)	4,265,457

1.4 Income

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the item(s) of income have been met, it is probable that the income will be received, and the amount can be measured reliably.

Donations are recognised when received. Income from government or other grants, whether "capital" grants or "revenue" grants is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received, and the amount can be measured reliably and is not deferred.

Income receivable for the provision of education, housing or supported living services are recorded in the Statement of Financial Activities in the year in which these services are provided. Investment income is accounted for when receivable.

1.5 Expenditure

Expenditure is recognised on an accruals basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered and is reported as part of the expenditure to which it relates.

Costs of raising funds comprise those costs associated with attracting voluntary income and the costs for fundraising purposes from charity events. Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

Governance costs include those costs associated with meeting the constitutional and statutory requirements of the charity and include the audit fees and costs linked to the strategic management of the charity.

All costs are allocated between the expenditure categories of the SoFA on a basis designed to reflect the use of the resource. Costs relating to a particular activity are allocated directly.

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1.6 Tangible fixed assets and depreciation

Freehold land and building are recorded at valuation. Other tangible fixed assets are stated at cost less depreciation. Depreciation is provided at rates calculated to write off the value less estimated residual value of each asset over its expected useful life as follows:

Freehold land and buildings are not depreciated	
Computer equipment	33% straight line
Fixtures, fittings & equipment	25% straight line
Motor vehicles	25% straight line

All single items with a value less than £1,000 have not been capitalised.

The policy with respect to impairment reviews of fixed assets is that these assets are inspected regularly for any impairment and any defect remedied so as to maintain current value.

1.7 Investments

The Charity holds no investments.

1.8 Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered and provision for bad and doubtful debts. Prepayments are valued at the amount prepaid net of any discounts due.

1.9 Cash at bank and in hand

Cash at bank and cash in hand includes cash and short-term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

1.10 Creditors and provisions

Creditors and provisions are recognised where the Charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any discounts due.

1.11 Financial instruments

The Charity has financial assets and liabilities that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

1.12 Critical accounting judgements and key sources of estimation uncertainty

In the application of the group's accounting policies described above, the Trustees are required to make judgments, estimates and assumptions about the carrying amounts of assets and liabilities that are not readily apparent from other sources. These estimates, judgements and assumptions are made based on a combination of past experience, professional expert advice and other evidence that is relevant to the particular circumstance. In the trustees' opinion, the estimate with the greatest impact on the financial statements relates to the revaluation of properties. Properties are revalued to market value after taking professional advice and taking account of current market conditions.

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1.13 Pensions

The Group operates several different pension schemes.

The Langdon Foundation, Langdon Community and Langdon Housing all operate defined contribution schemes, Langdon College also operates a defined benefit scheme.

For defined-contribution schemes, the amount charged to the SoFA in respect of pension costs and other post-retirement benefits is the contribution payable in the year. Any difference between the charge to the SoFA and the contributions payable to the scheme is shown as an asset or a liability in the Balance Sheet. The defined benefit schemes are multi-employer schemes and it is not possible to identify the Charity's share of the underlying assets and liabilities of the multi-employer scheme. Participation in such schemes is accounted for as if they were defined contribution schemes.

1.14 Operating leases

Rentals payable under operating leases are charged against income on a straight-line basis over the lease period.

1.15 Fund accounting

The Langdon Foundation maintains various types of funds as follows, and transfers are made where necessary as permitted by the nature of the funds:

- Unrestricted funds are available for use at the discretion of the Trustees in furtherance of the general objectives of the charity.
- Restricted funds represent income received which is allocated by the donor to a specific project. The restrictions are binding on the Trustees of the charity.
- Designated funds represent funds which are unrestricted, but the Trustees have designated them for a specific purpose to further the objectives of the charity. There are currently no designated funds.

2 Legal status of the Charity

The Charity is constituted as a Company limited by guarantee and has no share capital. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £10 per member of the charity.

3 Donations

	Unrestricted funds	**Restricted funds**	**Total funds**	Total funds
	2023	**2023**	**2023**	2022
	£	**£**	**£**	£
Donations	**543,020**	**229,906**	**772,926**	1,371,840

Donations relating to unrestricted funds in the prior period were £1,095,706 and restricted funds £276,134.

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4 Charitable activities

	Unrestricted funds 2023 £	Restricted funds 2023 £	Total funds 2023 £	Total funds 2022 £
Provision of housing, education and supported living arrangements	**8,099,165**	**124,814**	**8,223,979**	7,466,608

Prior period income from charitable activities relating to unrestricted funds was £7,349,515 and restricted funds £117,093.

5 Investment income

	2023 £	2022 £
Interest receivable	**118**	180

6 Analysis of expenditure

	Cost of raising funds £	Education and student recreation £	Supported living arrangements £	Total 2023 £	Total 2022 £
Staff costs	**305,397**	**1,235,775**	**5,057,971**	**6,599,144**	5,901,610
Direct fundraising costs	**28,335**	**-**	**-**	**28,335**	59,152
Other direct costs	**92,582**	**645,196**	**2,938,296**	**3,676,074**	3,254,937
Governance costs (note 7)	**-**	**8,068**	**89,678**	**97,746**	42,460
	426,315	**1,889,039**	**8,085,945**	**10,401,299**	9,258,160

Prior period expenditure was £9,258,160 of which £8,657,743 was unrestricted and £600,417 was restricted.

7 Analysis of governance costs

	2023 £	2022 £
Governance costs comprises:		
Legal and professional fees	**18,466**	8,234
Audit fees	**70,779**	26,864
Bank charges and interest	**8,501**	7,362
	97,746	42,460

Governance costs include payments to the auditors in respect of audit fees amounting to: Group - £70,779 (2022: £26,864) including Charity £36,860 (2022: £10,060).

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8 Costs of Langdon merger

	Unrestricted funds 2023 £	Restricted funds 2023 £	Total funds 2023 £	Total funds 2022 £
Kisharon merger costs	**254,151**	-	**254,151**	-

9 Net income / (expenditure) for the year

This is stated after charging:

	2023 £	2022 £
Depreciation	**68,141**	204,507
Auditor's remuneration	**70,779**	26,864
Interest payable	**307,438**	154,804
Operating lease costs	**1,120,007**	961,971

10 Analysis of staff costs, trustee remuneration and expenses, and the cost of key management personnel

	2023 £	2022 £
Wages and salaries	**5,899,842**	5,216,232
Social security costs	**489,378**	480,938
Pension costs	**209,924**	204,440
	6,599,144	5,901,610

The number of employees having benefits in excess of £60,000 or more were:

	2023 Number	2022 Number
£60,000 to £70,000	**2**	2
£70,000 to £80,000	**1**	2
£80,000 to £90,000	**1**	-
£100,000 to £110,000	**-**	1
£120,000 to £130,000	**-**	-

The key management personnel of the Charity comprise the Chief Executive and the Finance Director. The total amounts of employee benefits received £122,030 (2022: £200,894).

None of the Trustees of The Langdon Foundation (or any persons connected with them) received any remuneration during the period or in 2022. Trustees were reimbursed £nil for expenses (2022: £nil) during the year.

Docusign Envelope ID: EC5A4BC4-E1FF-43A1-B489-5B5971BDBCD3

11 Staff Numbers

The average monthly head count of employees during the year was as follows:

	2023 Number	2022 Number
Charitable activities	**187**	181
Fundraising	**6**	8
Governance	**1**	2
Administration	**21**	31
	215	222

12 Pension and other post-retirement benefit commitments

The Group operates a number of different pension schemes. The Langdon Foundation, Langdon Community and Langdon Housing operate defined-contribution schemes. Langdon College operates both a defined-contribution and a defined-benefit scheme. Defined-benefit schemes, which are classified as multi-employer schemes, where the participating employer is unable to identify their share of the assets or liabilities, may be accounted for as if they were defined-contribution schemes. As a result, the company's contributions payable in the accounting period are the amounts charged in the financial statements.

Teachers' Pension

The College participates in the Teachers' Pension Scheme ("the TPS") for its teaching staff. The pension charge for the year includes contributions payable to the TPS of £89,275 (2022: £81,851) and at the year-end £11,789 (2022 - £10,858) was accrued in respect of contributions to this scheme.

The Teachers' Pension Scheme (TPS) is a statutory, contributory, defined benefit scheme, governed by the Teachers' Pension Scheme Regulations 2014. Membership is automatic for teachers in academy trusts. All teachers have the option to opt-out of the TPS following enrolment. 61 The TPS is an unfunded scheme to which both the member and employer makes contributions, as a percentage of salary - these contributions are credited to the Exchequer. Retirement and other pension benefits are paid by public funds provided by Parliament.

The Government Actuary, using normal actuarial principles, conducts a formal actuarial review of the TPS in accordance with the Public Service Pensions (Valuations and Employer Cost Cap) Directions 2014 published by HM Treasury every 4 years. The aim of the review is to ensure scheme costs are recognised and managed appropriately and the review specifies the level of future contributions.

Actuarial scheme valuations are dependent on assumptions about the value of future costs, design of benefits and many other factors. The latest actuarial valuation of the TPS was carried out as at 31 March 2020. The valuation report was published by the Department for Education on 27 October 2023, with the SCAPE rate, set by HMT, applying a notional investment return based on 1.7% above the rate of CPI. The key elements of the valuation outcome are:

- Employer contribution rates set at 28.68% of pensionable pay (including a 0.08% administration levy). This is an increase of 5% in employer contributions and the cost control result is such that no change in member benefits is needed.
- Total scheme liabilities (pensions currently in payment and the estimated cost of future benefits) for service to the effective date of £262,000 million and notional assets (estimated future contributions together with the notional investments held at the valuation date) of £222,200 million, giving a notional past service deficit of £39,800 million The result of this valuation will be implemented from 1 April 2024.

A copy of the valuation report and supporting documentation is on the Teachers' Pensions website.

Docusign Envelope ID: EC5A4BC4-E1FF-43A1-B489-5B5971BDBCD3

Under the definitions set out in FRS 102, the TPS is an unfunded multi-employer pension scheme. The academy trust is unable to identify its share of the underlying assets and liabilities of the plan. Accordingly, the academy trust has taken advantage of the exemption in FRS 102 and has accounted for its contributions to the scheme as if it were a defined contribution scheme. The academy trust has set out above, the information available on the scheme.

Until the 2020 valuation is completed it is not possible to conclude on any financial impact or future changes to the contribution rates of the TPS. Accordingly, no provision for any additional past benefit pension costs is included in these financial statements.

Defined - contribution scheme

The Group contributes towards the Langdon Group Schemes run by Nest and Aegon which are defined contribution schemes. The assets of the schemes are held separately from those of the Group in independently administered funds. The pension cost charge represents contributions payable by the charity to the funds. Contributions payable during the year were £120,759 (2022: £122,589.)

13 Related party transactions

At the year end, Langdon Housing had a creditor of £105,274 (2022: £56,835) due to The Langdon Foundation. During the year, Langdon Housing was charged rent of £359,212 (2022: £339,686) by The Langdon Foundation and the year-end balance relates to these rentals.

At the year end, Langdon College had a creditor of £29,157 (2022: £22,798) to The Langdon Foundation. During the year, The Langdon Foundation charged Langdon College rent of £9,840 (2022: £12,804) and recharges of £11,617 (2022: £16,486) for shared costs. Langdon College also received donations that were initially received by Langdon Foundation.

At the year end, The Langdon Foundation had a creditor of £1,372,126 (2022: £1,250,656) due to the Langdon Community. During the year, Langdon Community was charged £5,700 (2022: £5,700) as rent by The Langdon Foundation.

At the year end, Langdon Community was due £46,869 from (2022: £31,167 owed to) Langdon Housing.

At the year end, Langdon College had a creditor of £3,749 due to Langdon Housing (2022: £150 debtor).

Trustees were reimbursed £nil for expenses (2022 £nil) during the year.

14 Corporation tax

As a charity, Langdon Foundation is exempt from UK tax on income and gains to the extent that these are applied to its charitable objects. No UK tax charges have arisen in the Charity, during the year or the previous year.

Docusign Envelope ID: EC5A4BC4-E1FF-43A1-B489-5B5971BDBCD3

THE LANGDON FOUNDATION
(A COMPANY LIMITED BY GUARANTEE)
NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 DECEMBER 2023

15 Tangible fixed assets

Group	Land and Buildings £	Leasehold improvements £	Computer Equipment £	Fixtures & Fittings £	Motor Vehicles £	Total £
Cost:						
As at 1 January	10,837,382	60,001	250,569	314,492	108,082	11,570,526
Additions	283,404		16,865	19,484		319,752
Disposals	(780,000)					(780,000)
Revaluation	(219,194)					(219,194)
As at 31 December 2023	**10,121,592**	**60,001**	**267,434**	**333,975**	**108,082**	**10,891,084**
Depreciation:						
As at 1 January	-	60,001	200,255	279,343	87,034	626,633
Charge for year			32,057	25,233	10,851	68,141
Revaluation adjustment						
As at 31 December 2023	**-**	**60,001**	**232,312**	**304,576**	**97,885**	**694,774**
Net book value As at 31 December 2023	**10,121,592**	**-**	**35,123**	**29,399**	**10,197**	**10,196,310**
As at 31 December 2022	10,837,382	-	50,314	35,150	21,048	10,943,894

Charity	Land and Buildings £	Computer Equipment £	Fixtures & Fittings £	Total £
Cost:				
As at 1 January	10,837,382	146,005	184,476	11,167,863
Additions	283,404	8,710		292,114
Disposals	(780,000)			(780,000)
Revaluation	(219,194)			(219,194)
As at 31 December 2023	**10,121,592**	**154,715**	**184,476**	**10,460,782**
Depreciation:				
As at 1 January	-	121,358	161,285	282,643
Charge for year	-	20,704	18,704	39,408
Revaluation adjustment				
As at 31 December 2023	**-**	**142,061**	**179,990**	**322,051**
Net book value As at 31 December 2023	**10,121,592**	**12,654**	**4,486**	**10,138,731**
As at 31 December 2022	10,837,382	24,647	23,191	10,885,220

All assets are used for charitable purposes.
Properties have been valued by the trustees as at 31 December 2022 and 31 December 2023, based on a loan valuation undertaken by JLL in early 2022. The value of £10,121,592 (historical cost £7,436,036) consists of Freehold Properties £7,482,923 (historical cost £5,220,985) and Long Leasehold Properties £2,638,669 (historical cost £2,215,051).

Docusign Envelope ID: EC5A4BC4-E1FF-43A1-B489-5B5971BDBCD3

16 Debtors

	Group		Charity	
	2023	2022	**2023**	2022
	£	£	**£**	£
Trade debtors	**612,221**	444,514	**-**	1,600
Amounts owed by group undertakings	**-**	-	**105,274**	79,482
Other debtors	**205,468**	195,223	**116,553**	125,558
Prepayments and accrued income	**465,905**	503,274	**53,265**	143,507
	1,283,594	1,143,011	**275,092**	350,147

17 Creditors:
Amounts falling due within one year

	Group		Charity	
	2023	2022	**2023**	2022
	£	£	**£**	£
Trade creditors	**338,794**	254,382	**97,788**	72,431
Taxes and social security costs	**587,916**	396,822	**128,929**	27,143
Other creditors	**780,778**	55,060	**481,495**	7,554
Accruals	**239,803**	144,279	**49,897**	24,746
Deferred income	**156,956**	160,001	**141,557**	160,001
Amounts owed to group undertakings	**-**	-	**1,382,083**	1,264,416
Bank loans	**96,000**	4,000,000	**96,000**	4,000,000
	2,200,248	5,010,544	**2,377,749**	5,556,290

Deferred income represents parental contributions received towards the cost of housing provision of our members and two trust grants.

	Group	Charity
	£	**£**
Balance as at 1 January 2023	**160,001**	**160,001**
Amount received in the year		
Amount released to income from charitable activities	**(18,444)**	**(18,444)**
Balance as at 31 December 2023	**141,557**	**141,557**

Amounts falling after more than one year

	Group		Charity	
	2023	2022	**2023**	2022
	£	£	**£**	£
Bank loans	**3,869,922**	-	**3,869,922**	-
	3,869,922	-	**3,869,922**	-

The bank loan is secured on the majority of the Foundation's properties. Interest is at the bank rate +2.5%.

Docusign Envelope ID: EC5A4BC4-E1FF-43A1-B489-5B5971BDBCD3

18 Analysis of charitable funds

Analysis of movements in restricted funds

	Balance as at 1 January 2023	Income	Expenditure	Transfer between funds	Funds as at 31 December 2023
	£	£	£	£	£
Langdon Foundation					
Property Development Fund	**451,501**			(283,404)	**168,097**
Staff Celebration	-				-
Volunteer manager	-				-
	451,501	-	-	(283,404)	**168,097**
Langdon Community					
Brady Club	**239,334**	42,083	(22,684)	(171,055)	**87,678**
Employment/Social Enterprise	**(203,658)**	147,060	(114,457)	171,055	-
Ambassadors Manchester	**765**		(765)		-
Activities	-	35,564	(10,544)	-	**25,020**
Mini Bus	**5,772**			(5,772)	-
Infection Control Funds	-				
	42,213	224,707	(148,449)	(5,772)	**112,699**
Langdon College					
Brotherton Real Estate	**1,370**		(1,370)		-
Karten	-	-	-		
ESFA Bursary	-	1,881	(1,881)		-
ESFA Covid Funds	-	-	-		
ESFA Pension Grant	-	29,944	(29,944)		-
EFA Capital Programme	**51,790**	30,351	(20,992)		**61,149**
Security Grant	-	54,595	(54,595)		-
Charity Aid Foundation	-	5,199	(3,969)		**1,230**
ESFA Tuition Fund	-	8,043	(8,043)		-
	53,160	130,013	(120,794)	-	**62,379**
Group	**546,874**	354,720	(269,243)	(289,176)	**343,175**

Docusign Envelope ID: EC5A4BC4-E1FF-43A1-B489-5B5971BDBCD3

THE LANGDON FOUNDATION
(A COMPANY LIMITED BY GUARANTEE)
NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 DECEMBER 2023

Analysis of movements in restricted funds – previous year

	Balance as at 1 January 2022	Income	Expenditure	Transfer between funds	Funds as at 31 December 2022
	£	£	£	£	£
Langdon Foundation					
Property Development Fund	685,905	-	-	(234,404)	451,501
Staff Celebration	785	-	(785)	-	-
Volunteer manager	6,250	-	(6,250)	-	-
	692,940	-	(7,035)	(234,404)	451,501
Langdon Community					
Brady Club	80,280	46,700	(91,304)	-	35,676
Employment/Social Enterprise	-	197,939	(330,496)	132,557	-
Ambassadors Manchester	1,834	-	(1,069)	-	765
Activities	-	7,000	(30,833)	23,833	-
Mini Bus	5,772	-	-	-	5,772
Infection Control Funds	35,055	39,459	(74,514)	-	-
	122,941	291,098	(528,216)	156,390	42,213
Langdon College					
Brotherton Real Estate	1,370	-	-	-	1,370
Karten	-	24,495	(27,210)	2,715	-
ESFA Bursary	-	1,388	(1,388)	-	-
ESFA Covid Funds	-	2,113	(2,113)	-	-
ESFA Pension Grant	-	26,670	(26,670)	-	-
EFA Capital Programme	38,687	39,678	-	(26,575)	51,790
ESFA Tuition Fund	-	7,785	(7,785)	-	-
	40,057	102,129	(65,166)	(23,860)	53,160
Group	855,938	393,227	(600,417)	(101,874)	546,874

Docusign Envelope ID: EC5A4BC4-E1FF-43A1-B489-5B5971BDBCD3

The Langdon Foundation

- Property Development Fund is to refurbish Langdon-owned properties to modern standards.
- Volunteer manager are funds from the National Lottery and an individual donor to support the recruitment of a volunteer manager.
- Wohl funds supported a research project carried out for Langdon Foundation and two other charities.

Langdon Community

- Brady Club offers social activities to younger people with learning difficulties in Edgware.
- Employment & Social Enterprise aids and trains people with learning difficulties to find employment. This includes New Chapters which offers a safe working environment to gain work experience.
- Ambassadors Manchester was created to service the fundraising activities of the parental group and is earmarked for specific purposes.
- Supported Living Manchester is our main operation in Manchester and helps bridge the gap left by shortfalls in Government funding.
- Mini Bus funds were raised to purchase and support a new Mini Bus – the minibus was purchased in 2020
- Activities are additional members activities, often arranged in the evenings and weekends.
- Occupational Therapist is to fund the employment of an occupational therapist to support our members.
- Staff training – a donation was received to support training of care staff.
- Infection Control – funds were received from Local Authorities to support additional costs incurred in relation to the Covid-19 pandemic.

Langdon College

- EFSA items are for specific purposes as noted.
- Brotherton Real Estate is towards the cost of creating a music room for students.
- City Bridge Trust funds are towards the cost of therapy for students during the Covid-19 pandemic.
- Norman Laski Memorial CT funds the garden project.

Transfers are made from general funds to restricted funds to make up the shortfall between expenditure incurred on and donations received for those activities.

Restricted funds created by donations received by the Foundation for activities undertaken by other group entities have been shown under the group member that ultimately applies the expenditure in accordance with the restriction.

Docusign Envelope ID: EC5A4BC4-E1FF-43A1-B489-5B5971BDBCD3

THE LANGDON FOUNDATION
(A COMPANY LIMITED BY GUARANTEE)
NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 DECEMBER 2023

Analysis of movements in unrestricted funds

Group

	Balance as at 1 January 2023	Income	Expenditure	Transfer between funds	Funds as at 31 December 2023
Unrestricted funds					
General fund	**2,441,167**	8,642,303	(10,386,207)	1,069,176	**1,766,497**
Property revaluation fund	**4,677,167**	-	(219,194)	(780,000)	**3,677,914**
Total unrestricted funds	**7,118,334**	8,642,303	(10,605,401)	289,176	**5,444,411**

Analysis of movements in unrestricted and designated funds – previous year

Group

	Balance as at 1 January 2022	Income	Expenditure	Transfer between funds	Funds as at 31 December 2022
Unrestricted funds					
General fund	2,551,635	8,445,401	(8,657,743)	101,874	2,441,167
Property revaluation fund	3,992,488	684,679	-	-	4,677,167
Total unrestricted funds	6,544,123	9,130,080	(8,657,743)	101,874	7,118,334

Docusign Envelope ID: EC5A4BC4-E1FF-43A1-B489-5B5971BDBCD3

19 Analysis of net assets between funds

Group

	Unrestricted funds £	Restricted funds £	Total £
Fund balances at 31 December 2023 are represented by:			
Tangible fixed assets	10,196,310	-	**10,196,310**
Current assets	1,318,271	343,175	**1,661,446**
Creditors – less than one year	(2,200,248)	-	**(2,200,248)**
Creditors – more than one year	(3,869,922)	-	**(3,869,922)**
	5,444,411	**343,175**	**5,787,586**

Charity

	Unrestricted funds £	Restricted funds £	Total £
Fund balances at 31 December 2023 are represented by:			
Tangible fixed assets	10,138,728	-	**10,138,728**
Current assets	206,303	168,097	**374,400**
Creditors – less than one year	(2,377,749)	-	**(2,377,749)**
Creditors – more than one year	(3,869,922)	-	**(3,869,922)**
	4,097,360	**168,097**	**4,265,457**

Analysis of net assets between funds – previous year

Group

	Unrestricted funds £	Restricted funds £	Total £
Fund balances at 31 December 2022 are represented by:			
Tangible fixed assets	10,943,895	-	10,943,895
Current assets	1,184,983	546,874	1,731,857
Creditors – less than one year	(5,010,544)	-	(5,010,544)
	7,118,335	546,874	7,665,209

Charity

	Unrestricted funds £	Restricted funds £	Total £
Fund balances at 31 December 2022 are represented by:			
Tangible fixed assets	10,885,220	-	10,885,220
Current assets	(61,739)	451,501	389,762
Creditors – less than one year	(5,556,290)	-	(5,556,290)
	5,267,190	451,501	5,718,692

Docusign Envelope ID: EC5A4BC4-E1FF-43A1-B489-5B5971BDBCD3

20 Commitments under operating leases

Group

	Land and Buildings	
	2023	2022
	£	£
Total of future minimum lease payments under non-cancellable operating leases are:		
Expiry date:		
No later than one year	**482,151**	531,914
Later than one year and not later than five years	**544,578**	277,304
Later than five years	**-**	-

Charity

	Land and Buildings	
	2023	2022
	£	£
Total of future minimum lease payments under non-cancellable operating leases are:		
Expiry date:		
No later than one year	**37,008**	88,819
Later than one year and not later than five years	**-**	37,008
Later than five years	**-**	-

21 Reconciliation of net movement in funds to net cash flow from operating activities

	2023	2022
	£	£
Net movement in funds	**(1,877,562)**	265,147
Loss/(Gain) on revaluation of property	**219,194**	(684,679)
Add back depreciation charge	**68,140**	204,506
Deduct interest income shown in investing activities	**(118)**	(180)
Fixed Asset disposals	**-**	-
Decrease/(Increase) in debtors	**(140,583)**	121,972
(Decrease)/Increase in creditors	**1,059,624**	243,155
Net cash (used in)/ provided by operating activities	**(671,307)**	149,921

22 Post Balance Sheet events

On 31 August 2024, Langdon Foundation transferred its staff, assets and liabilities (with the exception of its property and bank loan) and substantially all of its operating activities to KisharonLangdon.

THE LANGDON FOUNDATION

England & Wales - Charity number 1142742

Accounts

Charity Registration No. 1142742

Company Registration No. 07621714 (England and Wales)

Langdon

Empowering independence

THE LANGDON FOUNDATION

(A Company Limited by Guarantee)

TRUSTEES' ANNUAL REPORT and CONSOLIDATED ACCOUNTS
For the Year ended 31 December 2022

2022 Highlights

- Income £8.8 million – included a second successful "crowdfunder" event
- We continued to support the people in our care through the pandemic and continued to adapt and innovate our ways of working
- 117 people have a home in Langdon accommodation or are part of our supported living programme (up from 114 in 2021)
- Over 40,000 books are listed on our Amazon trading platform managed by our members at New Chapters – our social enterprise which provides opportunities for our members and others to develop work-based skills
- New Chapters Book sales c £100,000 per year
- The Pears House care team were nominated and won the Third Sector Frontline Team of the Year Award
- We were awarded Agenda Consulting's Employee Engagement Award for the highest level of staff engagement

THE LANGDON FOUNDATION
(A COMPANY LIMITED BY GUARANTEE)
LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	Mr N Henry (Chairman) Mr B Miller (Vice-Chairman) Mr M Blane Mrs S Cooper Mr N Doffman Ms S Frais Mr P Joseph Mrs K Phillips MBE Mr S Salomon (resigned 29 June 2023) Mrs S Shieff Mr R Tenzer (Treasurer)
Chief Executive	Neil Taylor
Company Secretary	Barry Shine
Charity number:	1142742 (England and Wales)
Company number	07621714 (England and Wales)
Principal address	Unit 506, Centennial Park, Centennial Avenue, Elstree, Borehamwood WD6 3FG
Registered Office	Unit 506, Centennial Park, Centennial Avenue, Elstree, Borehamwood WD6 3FG
Auditor	Crowe U.K. LLP 55 Ludgate Hill London EC4M 7JW
Bankers	Lloyds 7th Floor 40 Spring Gardens Manchester M2 1EN

THE LANGDON FOUNDATION
(A COMPANY LIMITED BY GUARANTEE)
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THE LANGDON FOUNDATION
(A COMPANY LIMITED BY GUARANTEE)
TRUSTEES' ANNUAL REPORT
FOR THE YEAR ENDED 31 DECEMBER 2022

Charity information

The Trustees present their annual report and the financial statements for the period ended 31 December 2022.

The accounts have been prepared in accordance with the accounting policies set out in note 1 to the accounts and comply with The Langdon Foundation's Memorandum and Articles of Association, the Charities Act 2011, the Companies Act 2006 and the Charities SORP (FRS102).

Reference and administrative details

The Langdon Foundation is a registered charity (No. 1142742) and a company limited by guarantee and not having share capital (No. 07621714). The registered office is as shown on the legal and administrative information page.

The Trustees on the date of this report, all of whom served throughout the financial period unless otherwise indicated are as follows: -

Mr N Henry	Chair
Mr B Miller	Vice-Chair
Mr R Tenzer	Treasurer
Mr M Blane	
Mrs S Cooper	
Mr N Doffman	
Ms S Frais	
Mr P Joseph	
Mrs K Phillips MBE	
Mrs S Shieff	

The current Trustees have the power to remove and appoint trustees. There are a maximum number of 14 trustees and not less than 8 who may be appointed to the Board. The previous terms of office of Mr Henry, Mr Miller and Mr Blane expired in July 2022. A call for nominations was held and with no other nominations being received they have all been re-elected for a further 3 year term commencing July 2022. Mr Henry has also been re-elected as Chairman for a further period following his re-election.

The Chief Executive controls the day to day management of the charity together with the senior managers and employees. The Chief Executive works closely with the Senior Leadership Team as listed below.

The Senior Leadership Team of the Charity is:

Mr N Taylor	Chief Executive
Mrs J Baker	College Principal
Mrs H Sowa	Director of Operations
Mrs S Pollins	Director of Fundraising and Marketing
Mrs E Russell	Head of HR
Mr B Shine	Finance Director/Company Secretary
Ms P Toubkin	Head of Manchester

Structure, governance and management

The Langdon Foundation was incorporated and established by Memorandum and Articles of Association on 4 May 2011 as amended on 6 July 2015.

The Langdon Group comprises the Langdon Foundation (charity number 1142742, company number 07621714), Langdon College (charity number 1088936, company number 4104466), Langdon Community (charity number 1086393, company number 4055338) and Langdon Housing (charity number 1142743, company number 7623246).

The Langdon Foundation charitable company is the sole member of Langdon College, Langdon Community and Langdon Housing and has the power to appoint or remove Trustees from the subsidiary charities. All three subsidiaries are registered charities. In 2012, The Langdon Foundation set up a company limited by guarantee, named the Langdon Trustee Company Limited (company number 08342169), which exists to protect residents' financial interests upon funds being bequeathed to them.

On the 3rd July 2023, following a thorough process involving both organisations, the Board of Langdon Foundation resolved that the Langdon Group intend to enter into a merger with the Kisharon group of charities later in July.

The Foundation owns properties, raises funds and gives donations to Langdon College, Langdon Community and Langdon Housing.

The Board of Trustees is responsible for the overall governance of The Langdon Foundation as a charity. Trustees are co-opted by the existing Board of Trustees. Individual Trustees serve for a period of three years and may serve for up to nine consecutive years. There are no individual subscriptions or other sums payable by Members. All Trustees of the Charity and the subsidiary charities are expected to adhere to Langdon's Code of Conduct which embraces the Nolan Committee's "Seven Principles of Public Life".

The management of the charity and regulatory compliance is delegated to the Chief Executive and an effective partnership exists with the Chairperson of the Board. The Chief Executive reports to trustees at Board Meetings. The Langdon Foundation introduced a more organised induction programme which includes a dedicated portal containing information about the history of Langdon, guides on Trustee responsibilities, current strategy, governance documents and Board reports. The Board as a group receive presentations on compliance and latest practice at least annually.

The external advisors of The Langdon Foundation are as set out on the legal and administrative page.

The trustees review management remuneration annually. The Langdon Foundation ensures its salaries remain competitive in the labour market, through conducting an annual pay review, paying individuals in line with normal industry practice and standards, and benchmarking salaries against other employers. Langdon determines the pay range for a vacancy prior to advertising it, following the creation and/or amendment of a job description and specification. On appointment, the starting salary is determined within that range to be offered to the successful candidate, based on relevant qualifications, experience and any recruitment and retention needs. Senior Leadership salaries are based on the same economic factors specified above, such as, qualifications, experience and other factors like supply and demand, but a spot salary is used on appointment and thereafter the cost of living increase is applied as appropriate.

Langdon Foundation raises funds for the subsidiary charities. Funds are raised and made available by the Langdon Foundation to the subsidiary charities for areas that are not funded from statutory sources such as Employment, the activities programme, Brady clubs and certain College activities. Funds are also raised for the purchase and maintenance of properties to be used by Langdon tenants in supported living and Langdon students at Langdon College. There are leases between Langdon Housing and individual tenants in supported living.

The Langdon Foundation benefits from voluntary help. During the year we had many volunteers who assisted with events and administrative tasks. These volunteers gave significant amounts of time to Langdon and we are so very grateful to all our volunteers for their loyal support, help and enthusiasm.

Corporate governance

Processes are in place to ensure that performance is monitored, and that appropriate management information is prepared and reviewed regularly by both the Chairperson and the Board.

The Trustees undertook a Governance review during 2019 and as a result, additional subcommittees were created (Clinical Governance, Community Services and Nominations and Remuneration Committees), The terms and conditions of all other committees were reviewed and updated. In March 2021 Board Elections stood place; a number of Trustees resigned at that time and 4 new Trustees as listed above joined the Board. As mentioned earlier in this report, three Trustees' terms of office expired in July 2022 and following a nominations process were re-elected for a further term.

Systems of internal control are designed to provide reasonable assurance against material misstatement or loss.

They include:
- an annual budget approved by the Trustees;
- regular consideration by the Trustees and the Finance, Audit and Risk Committee of general budget performance;
- delegation of day-to-day management and regulatory compliance authority; and
- identification and management of risks.

Fundraising

Members of Langdon's fundraising department organise fundraising events and co-ordinate the activities of our supporters in the wider community on behalf of the Langdon charities. Langdon does not use professional fundraisers or involve commercial participators. There have been no complaints about fundraising activity this year.

We are registered with the Fundraising Regulator. The fundraising department has signed up to the Fundraising Regulator's Code of Fundraising Practice. Our fundraising staff have been appraised as to how the Code affects Langdon. As a result, our fundraising guidance and working practices are compliant. Volunteer fundraisers are given a briefing before they raise funds for Langdon and are also given regular updates/ reminders.

All direct marketing is undertaken by the fundraising department to ensure that it is not unreasonably intrusive or persistent. Contact is made through direct marketing – including activity updates - a maximum of six times a year and most recipients will receive communications less frequently. All marketing material contains clear instructions as to how a person can be removed from mailing lists. In 2018 we also contacted all those then on our database as part of our compliance activity for the GDPR (General Data Protection Regulation) which came into force in May 2018. We continue to offer donors and others the opportunity to be removed from our database.

Strategic Report

Objectives, activities, achievements and performance

The objects of the Charity are the advancement of education and the relief of individuals with special educational needs or mental illness and other associated difficulties including through the provision of support to their families and (save for purposes incidental and ancillary to those objectives) no other purposes. The Charity is established in accordance with the tenets of the Jewish religion.

Langdon is a leading charity that empowers some 120 Jewish adults with learning disabilities and autistic spectrum disorders with the skills and opportunities to live independently in their communities, within a Jewish ethos. Langdon operates in the Manchester area, North-West London and nearby areas and deals with more than 15 Local Authorities.

Our vision is to ensure that people with learning disabilities have the same opportunities as everyone else, so they can live independently in their local community. Our aim is that people with learning disabilities live in an inclusive world where they are valued equally.

Our aspiration is to create a community in which Jewish young people and adults with learning disabilities or with autistic spectrum disorders thrive and have equal opportunities to live the lives they choose.

We have been guided by the following strategic aims over the past year:

1. **Diversify the range of life opportunities for members and their families**

We would have contributed to improving the quality of life of our members and their families, by enhancing the range of employment, educational, recreational and social opportunities and offering meaningful support and advice that enables families to live independent lives.

2. **Develop and equip our workforce to be able to respond to the increasing levels of complex needs and expectations of quality of service**

In three years we would have significantly improved the level of staff engagement and we will have a workforce that has the capability, capacity and commitment to respond to the individual needs of our members.

3. **Build organisational capacity to provide long-term sustainable housing/life options.**

In three years we would have significantly increased the number of members who are living in a fit for purpose 'home for life' in their community.

4. **Improve our engagement with the community and build the trust of our stakeholders so as to maximise levels of support for the organisation**

In three years we would have significantly improved the level of support for the organisation by measurably increasing the level of donations from the community and the number of volunteers involved in the delivery of services and the governance of the organisation.

5. **Identify mutually beneficial partnerships and/or collaborations that deliver costs effective services and value for money**

In three years we would have developed with other Jewish learning disability organisations a joint vision and strategy to meet the identified future needs of the community in order to avoid overlap, create efficiencies, cost savings and provide clarity to funders.

In 2022 our annual objectives aligned with the four key themes of our new 3 year strategy; **optimising opportunities; making a difference to members and families; team learning and development** and **reaching out and partnerships** and these are set out below with details as to what was achieved:

	Objective	Outcomes
Optimising Opportunity	Recognising our core business and capability, we will respond to the predicted growth in people with mild to moderate learning disabilities and autism in the Jewish community.	• Develop an annually updated growth plan. • Undertake a review of IT and digital technology to ensure future proofing through investment in innovation, technology, systems and workflow to support leaner processes and new models of care.
	We will ensure our members live in quality accommodation.	• Expand housing strategy growth and focus from new developments – both for new members and moving from rentals. • Evaluate development opportunities that arise through our work and work with partners. • Expand housing strategy to clarify scale of growth and areas of focus for new developments (both for new members and for moving away from rentals). • Evaluate development opportunities that arise through our work & with partners.

	Objective	Outcomes
Optimising Opportunity	Where no alternate quality provision is available, we will explore the extent to which we can and begin to more actively respond to the plurality of Jewish faith and the changing demographics in the UK Jewish community.	• Enhance the Jewish character of Langdon service provision and continue to improve our existing Jewish programming reassuring all that they will take part at the level they wish to. • Undertake a feasibility study exploring the costs and benefits of separate houses for orthodox members in Manchester and the feasibility of doing the same in London.

	Objective	Outcomes
Making a difference to members	We will work with members and their support network to develop every member supporting them to understand, map, and capture their own development ensuring this supports Langdon measure long term impact.	• Develop an individual learning development plan for each member. • Develop a model of 'Team around the Member' to support choice, control and self-determination. • Each member to have a personalised decision-making agreement. • Improve the ability to describe member's journey and success through reach and impact measures. • Involving members in decisions about their own care, shaping and influencing, breaking down barriers between members and professionals.
	In order to provide better support to our members, we will give more focus to ensuring families are supported by us and each other.	In order to provide better support to our members, we will give more focus to ensuring families are supported by us and each other.
	We will seek to expand early intervention with young people that supports transition and improves life chances.	Review and evaluate models of transition into Langdon Services.

	Objective	Outcomes
Team learning and Development	We will significantly improve our levels of staff and volunteer engagement, skills and capabilities in order that they feel valued and equipped to respond to increasingly complex needs (mental health, autism, ageing etc.).	Develop an overarching culture that celebrates diversity and encompasses diversity and inclusion.

	Objective	Outcomes
Reaching out and Partnerships	Working with Kisharon and Norwood, we will seek to identify beneficial partnerships to deliver opportunities for our members and better services meeting the inevitable increase in demand for LD service.	A single point of access where LD enquiries are managed and directed.

The Langdon Foundation raised £1,372k from donations and fund generating activities before expenses; £920k after fundraising expenses. Our fundraising income comes from a variety of events, activities and other sources. We replaced many of these again with a second successful "crowdfunder" that raised £818k in 2022; other income included income from Trusts (£218k), our "Velo" (Bike Ride) (£59k) and Golf days (£45k).

Langdon entities work closely together and in 2022 key achievements and developments were as follows:

Optimising Opportunities

- We have completed 8 small to medium property refurbishments, with a combined gross expenditure of £177K net within the last 12 months including refurbishment of bathrooms in Manchester properties and installation of hoists.
- 8 new people moved in to supported living provision and a further existing 15 members moved to more suitable accommodation to meet their needs.

Making a difference to Members and their families

- Pilot scheme to adopt I-Roc, as a digital care planning tool was completed, and decision taken to identify alternative digital platforms for care planning such as I-Planit.
- Transitioned away from task-oriented delivery based on commissioned support hours to focus on outcomes.
- Reviews are now held annually evidencing impact and member/stakeholder engagement.
- Successful bids to Barnet for care and support framework agreements.
- Significant increase in the level and range of programming based on members wishes, utilising experts in their field focusing on their health and wellbeing.
- Inception of Wohl Employability Hub.
- further improved the guides for our members by providing, both in standard and easy read versions, fire safety guides, tips on reducing energy consumption, housing quality and commitment standards, and frequently asked questions (FAQ).
- implementation of Maintain X has enabled us to track our reactive and preventative maintenance, preventive maintenance, and control the daily facility operations.
- With the recruitment of a full-time Maintenance Assistant (MA) for London, we are planning a training programme where members can be employed as labourers and carry out low-risk unskilled work.
- Reconfiguration of Langdon Brady provision to meet specific needs and interests and creation of a a new satellite club in Elstree.
- Recent successful Barnet framework bid will allow Langdon to develop a support model of transition for 16–17-year-olds from April 2022.

Reaching out and Partnerships

- Identified opportunities of the Cordis Bright report are being progressed with current discussions with Kisharon.
- Significant progress made in progressing merger discussions with Kisharon.
- Impactful partnership working with Referral agencies such as Paperweight, ORT and Maccabi.
- Variety of new events held as part of our stewardship programme of our major donors.
- A new Members page created on the website which allows members to book events and provides links to useful resources for the members.
- Significant increase in social media reach.

Team Learning and Development

- The Pears House care team were nominated and won the Third Sector's Frontline Team of the Year Award.
- 8 managers participated in the second phase of our bespoke monthly management development programme to upskill their leadership and management skills.
- The two registered managers successfully completed their QCF level 7 awards. Five service managers commenced their QCF Level 5 awards and 12 commenced their QCF level 3 awards. Bespoke management workshops have been delivered over the previous 10 months.
- In April we conducted an independent staff survey through Agenda Consulting and were awarded the Employee Engagement Award for the highest level of staff engagement.
- The Management team participated in Jewish Women's Aid Sexual Harassment in the Workplace programme.
- In addition to participation in the mandatory training meeting compliance levels of 85%, a structured training programme was delivered on a quarterly basis to all staff focusing on professional boundaries, positive interactions, challenging behaviours, food and nutrition and dementia awareness.
- An Employee recognition scheme was launched at the first 'Langdon Stars' staff awards event, that celebrated the best examples of staff demonstrating our organisational values.
- Sickness and staff turnover levels significantly decreased during the year.
- Training on house compliance for Service Managers and Team Leads now equipped as fire marshals and to undertake compliance checks such as emergency lighting, legionella testing and fire drills regularly.

Langdon College

The College continued to develop the curriculum to ensure students develop their skills to enter the world of work and become as independent as possible. Our focus remains on our key strategic aims:

1. To achieve high **quality** outcomes for our students by prioritising teaching and learning.
2. To continue to improve levels of **efficiency** and to achieve outstanding financial health.
3. To maximise opportunities for **growth**.

Post Covid students have returned to accessing work experience with a wide range of providers. The college achieved100% passed for those students who undertook qualifications in Maths, English and Employability. The college received an OFSTED monitoring which found that the college had made reasonable progress and noted the work that had been undertaken leaders and managers to ensure improvement.

Public benefit

The Trustees have complied with their duties set out in section 17 of the Charities Act 2011 to have due regard to the guidance published by the Charity Commission. The benefit to the public is manifestly demonstrated by the achievements contained in this report, all of which seeks to extend and improve the care of young people whose life chances, aspirations and contributions to society will be enhanced, as a result.

Support from Foundation consists of grants to College, Housing and Community for specific projects, and the provision of rented residential accommodation for these charities, which is purchased for their on-going requirements.

This support also enables the advancement of education for the College and gives financial assistance towards the support of young people and adults with special educational needs.

The support that is given by College, Housing and Community is unrelated to any individual's ability to pay for services as Langdon Foundation enables housing to be available for those individuals who do not have the financial means to contribute towards their own home and is within the remit of the Foundation's areas of operation. Members who live in Langdon houses have the benefit of living in homes that give a good standard of accommodation, which might not have otherwise been possible.

Risk management

Langdon believes that it has appropriate procedures and controls to adequately mitigate against risks to which it is exposed. Systems include:

- An annual plan and annual budget which are approved by the Trustees.
- regular consideration by the senior leadership team and Trustees of financial results, variance from budgets and non-financial performance indicators.
- in depth review of financial performance by the Finance, Risk and Audit Committee.
- In depth review of care and support practice by the Clinical Governance Committee.
- continuing development of a performance measurement framework to ensure we further improve our understanding of our work and its impact.
- scaled authority levels and segregation of duties.
- identification and management of risks.

Langdon's approach to risk management includes the identification of risks on both 'top down' and 'bottom up' bases, and the rating of identified risks according to the likelihood and impact of the risk occurring. We overlay on this a review of the risks to delivery of the business plan for the current and subsequent years. Mitigating controls are identified and, where further action is required, deadlines and responsibilities assigned. Those activities with higher risk ratings are prioritised.

In addition to review by the Senior Leadership Team, the risk register is reviewed regularly by the Finance Audit and Risk Committee on behalf of the Board of Trustees and is systematically reviewed five times a year for each Board meeting.

Failure in successfully concluding the merger discussions with Kisharon was identified as a critical risk in addition to the continued inflationary environment that is affecting the United Kingdom. The impact of both risks was being monitored closely by the Trustees and Senior Leadership Team.

The other key risk areas have been identified as:

- Care and Safeguarding including infection and security risks.
- Reputation including impact of serious incidents, data breaches.
- Fundraising risk including the impact of the economy on fundraising.
- Loan finance interest rate and the linked factor of property secured by the loan.
- Financial risk including dependency upon current government funding arrangements for the people we support.
- Facility risks including health and safety, unsuitability of accommodation, sustained loss of IT.
- People risks including recruitment challenges, staff shortages and wage inflation.

Each of these areas have been reviewed in appropriate detail and have mitigation plans and controls in place and a risk owner. Our mitigation plans include the following:

- Care and Safeguarding – mandatory training and auditing of services with oversight from our Clinical Services Committee, continuous review of policies and procedures, complaints and safeguarding registers.
- Fundraising – a successful crowd funder event was held in 2022 following on from a similar event in 2021.
- Financial risk – regular management accounts and cash flow projections. Regular contact with Local Authority Commissioners takes place at a senior level.
- Housing risks – portfolio regularly reviewed, implementation of British Safety Council audit, new Health and Safety arrangements have been implemented.
- Data – regular reports on data breaches and implementation of GDPR audit actions.

Financial Review, Management Policies and Results for the Year

The Statement of Financial Activities (SoFA), set out on page 16, shows that the Foundation received donations and income of £8,838,628 (2021: £8,786,196) of which £9,258,160 (2021: £8,801,511) was paid out on expenses, leaving a deficit of £419,532 (2021 deficit: £15,315) before revaluation of properties. Much of the deficit arose in restricted funds and included utilising funds donated in previous years for property refurbishments.

Our income and expenditure are finely balanced and the continuing impact of changes to minimum wage rates without comparable increases in statutory funding continues that situation. The Management team continue to review the cost base of the charity and our income generating capability with the aim of giving the charity financial long-term stability.

As set out in Note 16 to the accounts, in 2022 the Foundation's borrowing with Lloyds Bank was replaced with financing from Unity bank. After a 1 year interest-only period, this is a capital repayment loan repayable over a further 19 years.

The financial environment in which the College operates remains finely balanced and is expected to continue to be so for the foreseeable future. The Education and Skills Funding Agency is the primary source of the educational fee funds, Elements 1 and 2. The Local Authorities are the commissioning agents and primary contributors of funds for the care and therapy services received by students, classed as Element 3. Income has altered proportionally to the changes in student numbers, their level of dependency and need and, the change from residential to day placement. Additional income for student travel and extra-curricular and social activities has also been received.

Reserves

The reserves of the Langdon Foundation are almost fully invested in fixed assets for the use of students and residents. The charity holds reserves in the following entities: Foundation £5,718k, Community £1,342k, College £359k and Housing £246k. Group total reserves are £7,665,208, out of which £546,874 is restricted. £10,943,895 relates to tangible fixed assets (2021: £10,180,603), leaving unrestricted reserves at a negative (£3,825,561) i.e. there are no free reserves. Our consolidated balance sheet remains strong with freehold and leasehold properties totalling £10,943,895.

Much of the activity of the Langdon Group takes place through subsidiary charities and companies, as referred to earlier in this report. The financial performance of each subsidiary undertaking was as expected, and summary financial results, net assets and liabilities of the subsidiaries are set out in note 1.3. Approximately 80% of our operating income comes from the government, mostly through contracts for care services with Local Authorities as well as Housing Benefit. If these care contracts were terminated, and the income stopped, we would also stop providing the care services thereby reducing costs. The trustees consider that Langdon does not need to hold substantial financial reserves against the risk that these contracts might cease and has deemed six months' income as appropriate. Most of the remaining 20% of Langdon's income comes from voluntary donations and a reduction in this income would directly affect our ability to provide our services. The trustees of Langdon Foundation consider that financial reserves need to be held to allow sufficient time to reduce expenditure and identify alternative funding. The trustees have therefore set a reserves policy which recognises this risk and they seek to hold reserves which would cover a 25% reduction in net voluntary income of the Foundation for the next year. Based on the budget for the year ending 31 December 2023 this would amount to £350,000. To incorporate subsidiaries' reserve policies, total group reserves would amount to £2,314,000. In considering the risk of a reduction in voluntary income, the trustees consider each major source and the likelihood that this might rise, fall or remain stable. In general, the Trustees are of the view that voluntary income is likely to remain challenging but stable in the foreseeable future after recovering from a dip in income in 2021 caused by circumstances around Covid.

In considering the financial reserves available, the trustees recognise that most of the unrestricted funds are used to finance tangible fixed assets which Langdon uses to provide its services. Although these assets could be sold to release cash, this would take time and authority from the loan provider. The purchase of real estate assets is funded by combination of donations, operational surplus and bank loans. The trustees have therefore excluded the tangible fixed assets and bank loan from the calculations of available financial reserves. The trustees have used unrestricted net current assets excluding the loan as the basis for considering the financial reserves available. At balance sheet date this amount is £626,000 which is 27% of the desired level at Group level and a negative £1,166,500 for the Foundation. Further fundraising is continuing in 2023, and the intention is to increase our cash reserves.
Taking these factors together, the financial statements have therefore been prepared on the basis that the Foundation is a going concern.

Staff training and career development

The Foundation is committed to the training, career development and welfare of its employees. An individual's career development is assessed through annual appraisal and supervision. Training programmes are provided to meet ongoing needs, with the aim of developing employees for both their current and their future roles. Full and fair consideration of applications is made for employment of disabled people and we are a member of the disability confident scheme.

Staff Health & Wellbeing

We continued to ensure that all staff were fully aware of our Employee Assistance Programme as part of our wellbeing efforts in 2022 and into 2023 and we ran quarterly well being check ins with staff across the organisation. We have signed up to Protect, an independent whistleblowing service that provides staff with the opportunity to whistle blow to an independent body in a confidential manner. We continue to offer hybrid working for those staff who are eligible.

Future plans

In 2021, Trustees developed a strategic framework to guide the organisation over the next 3 years. Langdon's strategic aims are set out in details earlier in this report. Specific objectives and planned outcomes for 2023 are shown below.

	Objective	Outcomes
Optimising Opportunity	Recognising our core business and capability, we will respond to the predicted growth in people with mild to moderate learning disabilities and autism in the Jewish community.	Establish appetite and capability to serve new communities in different geographies
	We will ensure our members live in quality accommodation.	Identify and build relationships with funders that support capital projects
	We will develop our capacity to continue to support members as they age as long as we can still meet their needs safely.	Work with benevolent social housing providers to ensure we can secure quality and suitably equipped properties

	Objective	Outcomes
Making a difference to members	We will work with members and their support network to develop every member supporting them to understand, map, and capture their own development	• Develop an individual learning development plan for each member. • Develop a model of 'Team around the Member' to support choice, control and self-determination. • Each member to have a personalised decision-making agreement. • Improve the ability to describe member's journey and success through reach and impact measures. • Involving members in decisions about their own care, shaping and influencing, breaking down barriers between members and professionals.
	In order to provide better support to our members, we will give more focus to ensuring families are supported by us and each other.	Develop a families' forum and explore the potential of mutual support for families.
	We will seek to expand early intervention with young people that supports transition and improves life chances.	Review and evaluate models of transition into Langdon Services.
Team learning and Development	We will significantly improve our levels of staff and volunteer engagement, skills and capabilities in order that they feel valued and equipped to respond to increasingly complex needs (mental health, autism, ageing etc.).	Develop an overarching culture that celebrates diversity and encompasses diversity and inclusion.
Reaching out and Partnerships	Working with Kisharon and Norwood, we will seek to identify beneficial partnerships to deliver opportunities for our members and better services meeting the inevitable increase in demand for LD services.	A single point of access where LD enquiries are managed and directed.

Connected charities

The Langdon Foundation is connected to three charities which are Langdon Housing, Langdon Community and Langdon College, which are all registered with the Charity Commission. The Langdon Foundation raises funds and gives donations to Langdon College, Langdon Community and Langdon Housing. The Langdon Foundation has the right to appoint and remove trustees of Langdon College, Langdon Housing and Langdon Community.

Disclosure of information to auditors

Each of the Trustees has confirmed that there is no information of which they are each aware which is relevant to the audit, but of which the auditor is unaware. They have each further confirmed that they have each taken appropriate steps to identify such relevant information and to establish that the auditors are aware of such information.

Statement of trustees' responsibilities in relation to the financial statement

The Charity's trustees (who are also the directors of The Langdon Foundation for the purposes of company law) are responsible for preparing a trustees' annual report and financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland".

Company law requires the Charity trustees to prepare financial statements for each year which give a true and fair view of the state of affairs of the charitable company and the group and of the incoming resources and application of resources, including the income and expenditure, of the charitable group for that period. In preparing the financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently.
- observe the methods and principles in the Charities SORP (Statement of Recommended Practice);
- make judgements and estimates that are reasonable and prudent.
- state whether applicable UK accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements.
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Charity will continue in business.

The trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the Charity and the group and to enable them to ensure that the financial statements comply with the Companies Act 2006 and the Charity's constitution. They are also responsible for safeguarding the assets of the Charity and the group and hence taking reasonable steps for the prevention and detection of fraud and other irregularities.

The Trustees' Annual Report including the Strategic Report was approved on behalf of the Board of Trustees

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Mr N Henry
Chairman of Trustees
24 July 2023

Independent Auditor's Report to the Members of Langdon Foundation

Opinion

We have audited the financial statements of Langdon Foundation ('the charitable company') and its subsidiaries ('the group') for the year ended 31 December 2022 which comprise the Consolidated Statement of Financial Activities, Group and Charity Balance Sheets, Consolidated Cash Flow Statement and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the group's and the charitable company's affairs as at 31 December 2022 and of the group's income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the group in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustee's use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's or the group's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The trustees are responsible for the other information contained within the annual report. The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion based on the work undertaken in the course of our audit

- the information given in the trustees' report, which includes the directors' report and the strategic report prepared for the purposes of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the strategic report and the directors' report included within the trustees' report have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In light of the knowledge and understanding of the group and the charitable company and their environment obtained in the course of the audit, we have not identified material misstatements in the strategic report or the directors' report included within the trustees' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate and proper accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement set out on page 12 the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Details of the extent to which the audit was considered capable of detecting irregularities, including fraud and non-compliance with laws and regulations are set out below.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Extent to which the audit was considered capable of detecting irregularities, including fraud

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We identified and assessed the risks of material misstatement of the financial statements from irregularities, whether due to fraud or error, and discussed these between our audit team members. We then designed and performed audit procedures responsive to those risks, including obtaining audit evidence sufficient and appropriate to provide a basis for our opinion.

We obtained an understanding of the legal and regulatory frameworks within which the charitable company and group operates, focusing on those laws and regulations that have a direct effect on the determination of material amounts and disclosures in the financial statements. The laws and regulations we considered in this context were the Companies Act 2006, the Charities Act 2011 together with the Charities SORP (FRS 102). We assessed the required compliance with these laws and regulations as part of our audit procedures on the related financial statement items.

In addition, we considered provisions of other laws and regulations that do not have a direct effect on the financial statements but compliance with which might be fundamental to the charitable company's and the group's ability to operate or to avoid a material penalty. We also considered the opportunities and incentives that may exist within the charitable company and the group for fraud. The laws and regulations we considered in this context for the UK operations were General Data Protection Regulation (GDPR), health and safety legislation, employment legislation, tax legislation, and CQC Regulations for service providers and managers.

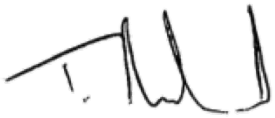
Auditing standards limit the required audit procedures to identify non-compliance with these laws and regulations to enquiry of the Trustees and other management and inspection of regulatory and legal correspondence, if any.

We identified the greatest risk of material impact on the financial statements from irregularities, including fraud, to be within income recognition, and the override of controls by management. Our audit procedures to respond to these risks included enquiries of management about their own identification and assessment of the risks of irregularities, sample testing on the posting of journals, reviewing accounting estimates for biases, reviewing regulatory correspondence with the Charity Commission, and reading minutes of meetings of those charged with governance.

Owing to the inherent limitations of an audit, there is an unavoidable risk that we may not have detected some material misstatements in the financial statements, even though we have properly planned and performed our audit in accordance with auditing standards. For example, the further removed non-compliance with laws and regulations (irregularities) is from the events and transactions reflected in the financial statements, the less likely the inherently limited procedures required by auditing standards would identify it. In addition, as with any audit, there remained a higher risk of non-detection of irregularities, as these may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal controls. We are not responsible for preventing non-compliance and cannot be expected to detect non-compliance with all laws and regulations.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.



Tim Redwood
Senior Statutory Auditor
For and on behalf of
Crowe U.K. LLP
Statutory Auditor

London

27 July 2023

THE LANGDON FOUNDATION
(A COMPANY LIMITED BY GUARANTEE)
CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 DECEMBER 2022

	Note	Unrestricted Funds	Restricted funds	Total funds 2022	Total funds 2021
		£	£	£	£
Income from:					
Donations	3	**1,095,706**	**276,134**	**1,371,840**	1,589,436
Charitable activities	4	**7,349,515**	**117,093**	**7,466,608**	7,196,745
Interest income	5	**180**	**-**	**180**	15
Total income		**8,445,401**	**393,227**	**8,838,628**	8,786,196
Expenditure on:					
Raising Funds:					
Costs of generating donations and event income		**451,289**	**-**	**451,289**	421,211
Charitable activities:	6				
Education and student recreation		**1,365,910**	**65,166**	**1,431,076**	1,254,700
Supported living arrangements		**6,840,544**	**535,251**	**7,375,795**	7,125,600
Total expenditure		**8,657,743**	**600,417**	**9,258,160**	8,801,511
Net Income/(expenditure)		**(212,342)**	**(207,190)**	**(419,532)**	(15,315)
Profit on sale of Fixed Assets		**-**	**-**	**-**	6,983
Gain on revaluation of fixed assets		**684,679**	**-**	**684,679**	166,185
Transfers between funds		**101,874**	**(101,874)**	**-**	-
Net Movement in Funds		**574,211**	**(309,064)**	**265,147**	157,853
Reconciliation of funds:					
Total funds brought forward		**6,544,123**	**855,938**	**7,400,061**	7,242,208
Total funds carried forward		**7,118,334**	**546,874**	**7,665,208**	7,400,061

The statement of financial activities includes all gains and losses recognised in the year. All income and expenditure derives from continuing activities.

The statement of financial activities also complies with the requirements for the consolidated income and expenditure account under the Companies Act 2006.

THE LANGDON FOUNDATION
(A COMPANY LIMITED BY GUARANTEE)

Company registration number: 07621714

CONSOLIDATED AND CHARITY BALANCE SHEETS
AS AT 31 DECEMBER 2022

		Group		Charity	
		2022	2021	**2022**	2021
		£	£	**£**	£
Fixed Assets					
Tangible Assets	**14**	**10,943,895**	10,180,603	**10,885,220**	10,114,945
Current assets:					
Debtors	**15**	**1,143,011**	1,272,125	**350,147**	309,660
Cash at bank and in hand		**588,846**	721,865	**39,615**	284,977
Total Current assets		**1,731,857**	1,993,990	**389,762**	594,637
Liabilities:					
Creditors: Amounts falling due within one year	**16**	**(5,010,544)**	(4,774,532)	**(5,556,290)**	(5,272,309)
Net current assets/(liabilities)		**(3,278,687)**	(2,780,542)	**(5,166,528)**	(4,677,672)
Total assets less current liabilities		**7,665,208**	7,400,061	**5,718,692**	5,437,273
Total net assets		**7,665,208**	7,400,061	**5,718,692**	5,437,273
The funds of the Charity:					
Restricted funds	**17**	**546,874**	855,938	**451,501**	692,940
Revaluation Reserves		**4,677,168**	3,992,488	**4,677,108**	3,992,488
Unrestricted funds		**2,441,166**	2,551,635	**590,023**	751,845
Total funds	**18**	**7,665,208**	7,400,061	**5,718,692**	5,437,273

Net income for the Charity only was a surplus of £281,418 (2021: deficit of £52,487).

The notes at pages 19 to 34 form part of these accounts.

Mr N Henry
Trustee

Approved and authorised for issue by the trustees on 24 July 2023.

THE LANGDON FOUNDATION
(A COMPANY LIMITED BY GUARANTEE)
CONSOLIDATED STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 DECEMBER 2022

	Note	2022 £	2021 £
Cash flows from operating activities:			
Net cash (used by)/provided by operating activities	**20**	**149,921**	(168,354)
Cash flows from investing activities:			
Purchase of tangible fixed assets		**(283,119)**	(62,809)
Proceeds from sale of tangible fixed assets		**-**	96,233
Net cash provided by/(used in) investing activities		**(283,119)**	33,424
Cash flows from financing activities:			
Interest received		**180**	15
Repayments of borrowing		**(4,000,000)**	-
Cash inflows from new borrowing		**4,000,000**	-
Net cash provided by financing activities		**180**	15
Change in cash and cash equivalents in the reporting period		**(133,019)**	(134,915)
Cash and cash equivalents at the beginning of the reporting period		**721,865**	856,780
Cash and cash equivalents at the end of the reporting period		**588,846**	721,865

Analysis of cash and cash equivalents	**2022 £**	2021 £
Cash at bank and in hand	**588,846**	721,865
Notice deposits (less than 3 months' notice)	**-**	-
Total cash and cash equivalents	**588,846**	721,865

1 Accounting Policies

The principal accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

1.1 Basis of preparation

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006. The Charity meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

1.2 Preparation of the accounts on a going concern basis

In considering the adoption of the going concern basis for preparing the financial statements the trustees have considered the financial reserves available and the risks facing the Foundation including those connected to the impact of inflation on the Group's cost base, Government policy and its impact on income levels, fundraising risk and the affordability of support available from members' families, interest rate risk and the potential impact on the Group's ability to meet loan covenants and to manage cash flow. The trustees recognise that all of the unrestricted funds are used to finance tangible fixed assets which Langdon uses to provide its services. Although these assets could be sold to release cash (subject to receiving approvals from the Group's loan providers), this would take time. However, taking into account the current level of reserves, expectations for fundraising during 2023, and the Foundation's ability to sell properties (subject to bank approval should this be needed) together with those factors set out on pages 8 and 9 of the trustees' report the trustees have concluded that the financial statements should be prepared on the basis that the Foundation is a going concern.

1.3 Basis of consolidation

The financial statements consolidate the results of the charity, The Langdon Foundation "Foundation" and its subsidiary undertakings Langdon College "College", Langdon Community "Community" and Langdon Housing "Housing". These are all also incorporated charities. Subsidiaries have been consolidated on a line by line basis. A separate Statement of Financial Activities and Income and Expenditure Account for the Charity has not been presented because the Charity has taken advantage of the exemption afforded by section 408 of the Companies Act 2006.

These companies are limited by guarantee and The Foundation has the power to appoint and remove Trustees and is the sole member of the entities. The registered address of The Langdon Foundation and all its subsidiaries is Unit 506, Centennial Park, Centennial Avenue, Elstree, Borehamwood, WD6 3FG.

Controlled company	Country of registration	Status
Langdon College	England and Wales (04104466)	Registered charity (1088936)
Langdon Community	England and Wales (04055338)	Registered charity (1086393)
Langdon Housing	England and Wales (07623246)	Registered charity (1142743)
Langdon Trustee Company	England and Wales (08342169)	Company limited by guarantee

The principal activity and the results of these controlled companies for the last relevant financial period were as follows:

	Principal activity	Income 2022 £	Expenditure 2022 £	Net movement in funds 2022 £
Langdon College	College education and residential services	1,565,054	(1,445,362)	119,692
Langdon Community	Supported Living	4,405,417	(4,555,941)	(150,524)
Langdon Housing	Housing services	1,761,212	1,746,651	14,651
Langdon Trustee Company	Trustee services	-	(180)	(180)

	Total Assets 2022 £	Total Liabilities 2022 £	Reserves as at 31 December 2022 £
Langdon College	478,708	(119,994)	358,714
Langdon Community	1,911,009	(569,591)	1,341,418
Langdon Housing	379,125	(132,740)	246,384
Langdon Trustee Company	1,016	-	1,016
Langdon Foundation	11,274,981	(5,556,290)	5,718,692

1.4 Income

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the item(s) of income have been met, it is probable that the income will be received, and the amount can be measured reliably.

Donations are recognised when received. Income from government or other grants, whether "capital" grants or "revenue" grants is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received, and the amount can be measured reliably and is not deferred.

Income receivable for the provision of education, housing or supported living services are recorded in the Statement of Financial Activities in the year in which these services are provided. Investment income is accounted for when receivable.

1.5 Expenditure

Expenditure is recognised on an accruals basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered and is reported as part of the expenditure to which it relates.

Costs of raising funds comprise those costs associated with attracting voluntary income and the costs for fundraising purposes from charity events. Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

Governance costs include those costs associated with meeting the constitutional and statutory requirements of the charity and include the audit fees and costs linked to the strategic management of the charity.

All costs are allocated between the expenditure categories of the SoFA on a basis designed to reflect the use of the resource. Costs relating to a particular activity are allocated directly.

1.6 Tangible fixed assets and depreciation

Freehold land and building are recorded at valuation. Other tangible fixed assets are stated at cost less depreciation. Depreciation is provided at rates calculated to write off the value less estimated residual value of each asset over its expected useful life as follows:

Freehold land is not depreciated	
Freehold buildings	1% - 2%
Computer equipment	33% straight line
Fixtures, fittings & equipment	25% straight line
Motor vehicles	25% straight line

All single items with a value less than £1,000 have not been capitalised.

The policy with respect to impairment reviews of fixed assets is that these assets are inspected regularly for any impairment and any defect remedied so as to maintain current value.

1.7 Investments

The Charity holds no investments.

1.8 Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered and provision for bad and doubtful debts. Prepayments are valued at the amount prepaid net of any discounts due.

1.9 Cash at bank and in hand

Cash at bank and cash in hand includes cash and short-term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

1.10 Creditors and provisions

Creditors and provisions are recognised where the Charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any discounts due.

1.11 Financial instruments

The Charity has financial assets and liabilities that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

1.12 Critical accounting judgements and key sources of estimation uncertainty

In the application of the group's accounting policies described above, the Trustees are required to make judgments, estimates and assumptions about the carrying amounts of assets and liabilities that are not readily apparent from other sources. These estimates, judgements and assumptions are made based on a combination of past experience, professional expert advice and other evidence that is relevant to the particular circumstance. In the trustees' opinion, the estimate with the greatest impact on the financial statements relates to the revaluation of properties. Properties are revalued to market value after taking professional advice and taking account of current market conditions.

1.13 Pensions

The Group operates several different pension schemes.

The Langdon Foundation, Langdon Community and Langdon Housing all operate defined contribution schemes, Langdon College also operates a defined benefit scheme.

For defined-contribution schemes, the amount charged to the SoFA in respect of pension costs and other post-retirement benefits is the contribution payable in the year. Any difference between the charge to the SoFA and the contributions payable to the scheme is shown as an asset or a liability in the Balance Sheet. The defined benefit schemes are multi-employer schemes and it is not possible to identify the Charity's share of the underlying assets and liabilities of the multi-employer scheme. Participation in such schemes is accounted for as if they were defined contribution schemes.

1.14 Operating leases

Rentals payable under operating leases are charged against income on a straight line basis over the lease period.

1.15 Fund accounting

The Langdon Foundation maintains various types of funds as follows, and transfers are made where necessary as permitted by the nature of the funds:

- Unrestricted funds are available for use at the discretion of the Trustees in furtherance of the general objectives of the charity.
- Restricted funds represent income received which is allocated by the donor to a specific project. The restrictions are binding on the Trustees of the charity.
- Designated funds represent funds which are unrestricted, but the Trustees have designated them for a specific purpose to further the objectives of the charity. There are currently no designated funds.

2 Legal status of the Charity

The Charity is constituted as a Company limited by guarantee and has no share capital. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £10 per member of the charity.

3 Donations

	Unrestricted funds	**Restricted funds**	**Total funds**	Total funds
	2022	**2022**	**2022**	2021
	£	**£**	**£**	£
Donations	**1,095,706**	**276,134**	**1,371,840**	1,589,436

Donations relating to unrestricted funds in the prior period were £1,352,653 and restricted funds £236,783.

4 Charitable activities

	Unrestricted funds 2022 £	Restricted funds 2022 £	Total funds 2022 £	Total funds 2021 £
Provision of housing, education and supported living arrangements	**7,349,515**	**117,093**	**7,466,608**	7,196,745

Prior period income from charitable activities relating to unrestricted funds was £6,996,067 and restricted funds £200,678.

5 Investment income

	2022 £	2021 £
Interest receivable	**180**	15

6 Analysis of expenditure

	Cost of raising funds £	Education and student recreation £	Supported living arrangements £	Total 2022 £	Total 2021 £
Staff costs	**392,137**	**927,143**	**4,582,330**	**5,901,610**	5,736,902
Direct fundraising costs	**59,152**	**-**	**-**	**59,152**	136,669
Other direct costs	**-**	**496,824**	**2,758,114**	**3,254,937**	2,880,426
Governance costs (note 7)	**-**	**7,109**	**35,351**	**42,460**	47,514
	451,289	**1,431,076**	**7,375,795**	**9,258,160**	8,801,511

Prior period expenditure was £8,801,511 of which £8,142,535 was unrestricted and £658,976 was restricted.

7 Analysis of governance costs

	2022 £	2021 £
Governance costs comprises:		
Legal and professional fees	**8,234**	11,974
Audit fees	**26,864**	25,680
Bank charges and interest	**7,362**	9,860
	42,460	47,514

Governance costs include payments to the auditors in respect of audit fees amounting to: Group - £26,864 (2021: £25,680) including Charity £10,060 (2021: £6,420).

8 Net income / (expenditure) for the year

This is stated after charging:

	2022	2021
	£	£
Depreciation	**204,507**	212,634
Auditor's remuneration	**26,864**	25,680
Interest payable	**154,804**	125,971
Operating lease costs	**961,971**	955,325

9 Analysis of staff costs, trustee remuneration and expenses, and the cost of key management personnel

	2022	2021
	£	£
Wages and salaries	**5,216,232**	5,077,558
Social security costs	**480,938**	457,090
Pension costs	**204,440**	202,253
	5,901,610	5,736,901

The number of employees having benefits in excess of £60,000 or more were:

	2022	2021
	Number	Number
£60,000 to £70,000	**2**	1
£70,000 to £80,000	**2**	3
£100,000 to £110,000	**1**	-
£120,000 to £130,000	**-**	1

5 of the employees whose annual emoluments exceed £60,000 (2021: 5) had retirement benefits accruing under defined-contribution pension schemes which totalled £45,776 (2021: £44,273) in the period.

The key management personnel of the Charity comprise the Chief Executive and the Finance Director. The total amounts of employee benefits received £200,894 (2021: £198,823).

During the year termination payments totalling £nil (2021: £31,148) were paid. Termination payments are taken to the profit and loss account at the point that a constructive or legal obligation is entered into.

None of the Trustees of The Langdon Foundation (or any persons connected with them) received any remuneration during the period or in 2021. Trustees were reimbursed £nil for expenses (2021 nil) during the year.

10 Staff Numbers

The average monthly head count of employees during the year was as follows:

	2022 Number	2021 Number
Charitable activities	**181**	163
Fundraising	**8**	8
Governance	**2**	2
Administration	**31**	41
	218	214

11 Pension and other post-retirement benefit commitments

The Group operates a number of different pension schemes. The Langdon Foundation, Langdon Community and Langdon Housing operate defined-contribution schemes. Langdon College operates both a defined-contribution and a defined-benefit scheme. Defined-benefit schemes, which are classified as multi-employer schemes, where the participating employer is unable to identify their share of the assets or liabilities, may be accounted for as if they were defined-contribution schemes. As a result, the company's contributions payable in the accounting period are the amounts charged in the financial statements.

Teachers' Pension

The College participates in the Teachers' Pension Scheme ("the TPS") for its teaching staff. The pension charge for the year includes contributions payable to the TPS of £81,851 (2021: £81,869) and at the year-end £10,858 (2021 - £9,611) was accrued in respect of contributions to this scheme.

The TPS is an unfunded multi-employer defined benefits pension scheme governed by The Teachers' Pensions Regulations 2010 (as amended) and The Teachers' Pension Scheme Regulations 2014 (as amended). Members contribute on a "pay as you go" basis with contributions from members and the employer being credited to the Exchequer. Retirement and other pension benefits are paid by public funds provided by Parliament.

The employer contribution rate is set by the Secretary of State following scheme valuations undertaken by the Government Actuary's Department. The most recent actuarial valuation of the TPS was prepared as at 31 March 2016 and the Valuation Report, which was published in March 2019, confirmed that the employer contribution rate for the TPS would increase from 16.4% to 23.6% from 1 September 2019. Employers are also required to pay a scheme administration levy of 0.08% giving a total employer contribution rate of 23.68%.

The 31 March 2016 Valuation Report was prepared in accordance with the benefits set out in the scheme regulations and under the approach specified in the Directions, as they applied at 5 March 2019. However, the assumptions were considered and set by the Department for Education prior to the ruling in the 'McCloud/Sargeant case'. This case has required the courts to consider cases regarding the implementation of the 2015 reforms to Public Service Pensions including the Teachers' Pensions.

On 27 June 2019, the Supreme Court denied the government permission to appeal the Court of Appeal's judgment that transitional provisions introduced to the reformed pension schemes in 2015 gave rise to unlawful age discrimination. The government is respecting the Court's decision and has said it will engage fully with the Employment Tribunal as well as employer and member representatives to agree how the discriminations will be remedied. A consultation was launched by the government on 16 July 2020, and closed to responses on 11 October 2020. As a result of the consultation, the government announced on 4 February 2021 that it intends to proceed with a deferred choice underpin under which members will be able to choose either legacy or reformed scheme benefits in respect of their service during the period between 1 April 2015 and 31 March 2022 at the point they become payable.

The TPS is subject to a cost cap mechanism which was put in place to protect taxpayers against unforeseen changes in scheme costs. The Chief Secretary to the Treasury, having in 2018 announced that there would be a review of this cost cap mechanism, in January 2019 announced a pause to the cost cap mechanism following the Court of Appeal's ruling in the McCloud/Sargeant case and until there is certainty about the value of pensions to employees from April 2015 onwards. The pause was lifted in July 2020, and a consultation was launched in June 2021 on proposed changes to the cost control mechanism following a review by the Government Actuary. Following the public consultation, the Government have accepted three key proposals recommended by the Government Actuary and are aiming to implement these changes in time for the 2020 valuations.

The 2016 cost control valuations have since been completed in January 2022, and the results indicated that there would be no changes to benefits or member contributions required. The results of the cost cap valuation are not used to set the employer contribution rate, and HM Treasury has confirmed that any changes to the employer contribution rate resulting from the 2020 valuations will take effect in April 2024.

Until the 2020 valuation is completed it is not possible to conclude on any financial impact or future changes to the contribution rates of the TPS. Accordingly, no provision for any additional past benefit pension costs is included in these financial statements.

Defined - contribution scheme

The Group contributes towards the Langdon Group Schemes run by Nest and Aegon which are defined contribution schemes. The assets of the scheme are held separately from those of the Group in an independently administered fund. The pension cost charge represents contributions payable by the charity to the fund. Contributions payable during the year were £122,589 (2021: £120,184.)

12 Related party transactions

At the year end, Langdon Housing had a creditor of £56,835 (2021: £99,055) due to The Langdon Foundation. During the year, Langdon Housing was charged rent of £339,686 (2021: £325,296) by The Langdon Foundation and the year end balance relates to these rentals.

At the year end, Langdon College had a creditor of £22,798 (2021: £31,938) to The Langdon Foundation. During the year, The Langdon Foundation charged Langdon College rent of £12,804 (2021: £18,156) and recharges of £16,486 (2021: £17,156) for shared costs. Langdon College also received donations that were initially received by Langdon Foundation.

At the year end, The Langdon Foundation had a creditor of £1,250,656 (2021: £901,829) due to the Langdon Community. During the year, Langdon Community was charged £5,700 (2021: £5,700) as rent by The Langdon Foundation. Donations of £250,358 (2021: £180,523) were paid to Langdon Community. The remaining creditor related to the costs settled by Langdon Community on behalf of The Langdon Foundation and the bank transfers to meet the cash shortfalls in The Langdon Foundation.

At the year end, Langdon Community owed £31,167 (2021: nil) to Langdon Housing.

Trustees were reimbursed £nil for expenses (2021 £nil) during the year.

In aggregate, donations of £36,159 (2021: £75,363) were received from Trustees. £nil of these donations were restricted (2021: £10,500).

13 Corporation tax

As a charity, Langdon Foundation is exempt from UK tax on income and gains to the extent that these are applied to its charitable objects. No UK tax charges have arisen in the Charity, during the year or the previous year.

14 Tangible fixed assets

Group	Land and Buildings £	Leasehold improvements £	Computer Equipment £	Fixtures & Fittings £	Motor Vehicles £	Total £
Cost:						
As at 1 January	10,024,000	60,001	216,108	300,237	108,082	10,708,428
Additions	234,403	-	34,463	14,254		283,119
Revaluation	578,979	-	-	-	-	578,979
As at 31 December 2022	**10,837,382**	**60,001**	**250,569**	**314,492**	**108,082**	**11,570,526**
Depreciation:						
As at 1 January	-	50,003	153,810	252,030	71,982	527,825
Charge for year	105,700	9,998	46,445	27,312	15,051	204,506
Revaluation adjustment	(105,700)	-	-	-	-	(105,700)
As at 31 December 2022	**-**	**60,001**	**200,255**	**279,342**	**87,034**	**626,632**
Net book value As at 31 December 2022	**10,837,382**	**-**	**50,314**	**35,150**	**21,048**	**10,943,894**
As at 31 December 2021	10,024,000	9,998	62,298	48,207	36,100	10,180,603

Charity	Land and Buildings £	Computer Equipment £	Fixtures & Fittings £	Total £
Cost:				
As at 1 January	10,024,000	140,835	179,165	10,344,000
Additions	234,403	5,170	5,310	234,883
Revaluation	578,979	-	-	578,979
As at 31 December 2022	**10,837,382**	**146,005**	**184,476**	**11,167,863**
Depreciation:				
As at 1 January	-	88,766	140,289	229,055
Charge for year	105,700	32,592	20,396	159,288
Revaluation adjustment	(105,700)	-	-	(105,700)
As at 31 December 2022	**-**	**121,358**	**161,285**	**282,643**
Net book value As at 31 December 2022	**10,837,382**	**24,647**	**23,191**	**10,885,220**
As at 31 December 2021	10,024,000	52,069	38,876	10,114,945

All assets are used for charitable purposes.

A valuation in connection with the new borrowing arrangements was carried out by JLL in early 2022. During 2022 the revaluation was updated by reference to Land Registry House Price Index changes to December 2022. The value of £10,837,382 (historical cost £7,465,132) consists of Freehold Properties £7,961,889 (historical cost £5,132,581) and Long Leasehold Properties £2,875,493 (historical cost £2,332,551).

15 Debtors

	Group		Charity	
	2022	2021	**2022**	2021
	£	£	**£**	£
Trade debtors	**444,514**	718,774	**1,600**	1,600
Amounts owed by group undertakings	**-**	-	**79,482**	130,944
Other debtors	**195,223**	59,770	**125,558**	3,673
Prepayments and accrued income	**503,274**	493,571	**143,507**	173,443
	1,143,011	1,272,124	**350,147**	309,660

16 Creditors:
Amounts falling due within one year

	Group		Charity	
	2022	2021	**2022**	2021
	£	£	**£**	£
Trade creditors	**254,382**	149,325	**72,431**	69,902
Taxes and social security costs	**396,822**	149,163	**27,143**	32,472
Other creditors	**55,060**	58,127	**7,554**	8,552
Accruals	**144,279**	239,472	**24,746**	81,109
Deferred income	**160,001**	178,445	**160,001**	178,445
Amounts owed to group undertakings	**-**	-	**1,264,416**	901,829
Bank loans (2023 repayments)	**4,000,000**	4,000,000	**4,000,000**	4,000,000
	5,010,544	4,774,532	**5,556,290**	5,272,309

Deferred income represents parental contributions received towards the cost of housing provision of our members and two trust grants.

	Group	**Charity**
	£	**£**
Balance as at 1 January 2022	**178,445**	**178,445**
Amount received in the year	**-**	**-**
Amount released to income from charitable activities	**(18,444)**	**(18,444)**
Balance as at 31 December 2022	**160,001**	**160,001**

In May 2022 an interest only facility with Lloyds was repaid and replaced with a 20 year repayment loan with Unity bank which is secured on the majority of the Foundation's properties. Interest is at the bank rate +2.5%

17 Analysis of charitable funds

Analysis of movements in restricted funds

	Balance as at 1 January 2022	Income	Expenditure	Transfer between funds	Funds as at 31 December 2022
	£	£	£	£	£
Langdon Foundation					
Property Development Fund	**685,905**	-	-	(234,404)	**451,501**
Staff Celebration	**785**	-	(785)	-	-
Volunteer manager	**6,250**	-	(6,250)	-	-
	692,940	-	(7,035)	(234,404)	**451,501**
Langdon Community					
Brady Club	**80,280**	46,700	(91,304)	-	**35,676**
Employment/Social Enterprise	-	197,939	(330,496)	132,557	-
Ambassadors Manchester	**1,834**	-	(1,069)	-	**765**
Activities	-	7,000	(30,833)	23,833	-
Mini Bus	**5,772**	-	-	-	**5,772**
Infection Control Funds	**35,055**	39,459	(74,514)	-	-
	122,941	291,098	(528,216)	156,390	**42,213**
Langdon College					
Brotherton Real Estate	**1,370**	-	-	-	**1,370**
Karten	-	24,495	(27,210)	2,715	-
ESFA Bursary	-	1,388	(1,388)	-	-
ESFA Covid Funds	-	2,113	(2,113)	-	-
ESFA Pension Grant	-	26,670	(26,670)	-	-
EFA Capital Programme	**38,687**	39,678	-	(26,575)	**51,790**
ESFA Tuition Fund	-	7,785	(7,785)	-	-
	40,057	102,129	(65,166)	(23,860)	**53,160**
Group	**855,938**	393,227	(600,417)	(101,874)	**546,874**

Analysis of movements in restricted funds – previous year

	Balance as at 1 January 2021	Income	Expenditure	Transfer between funds	Funds as at 31 December 2021
	£	£	£	£	£
Langdon Foundation					
Property Development Fund	677,715	25,000	(16,810)	-	685,905
Strategic Project	-	30,000	(39,695)	9,695	-
Staff Celebration	-	785	-	-	785
Volunteer manager	6,250	-	-	-	6,250
	683,965	55,785	(56,505)	9,695	692,940
Langdon Community					
Brady Club	23,000	128,034	(70,754)	-	80,280
Employment/Social Enterprise	-	49,220	(324,918)	275,698	-
Ambassadors Manchester	1,834	-	-	-	1,834
Supported Living Manchester	10,663	759	(11,422)	-	-
Mini Bus	6,140	-	(368)	-	5,772
Enterprise Manchester	-	2,520	(2,520)	-	-
Occupational Therapist	5,000	-	(5,000)	-	-
Staff training	4,000	-	(4,000)	-	-
Infection Control Funds	32,959	146,369	(144,273)	-	35,055
	83,596	326,902	(563,225)	275,698	122,941
Langdon College					
Nathan Laski Memorial CT	1,617	--	(1,706)	89	-
Brotherton Real Estate	1,525	-	(155)	-	1,370
ESFA Pension Grant	-	22,702	(22,702)	-	-
EFA Capital Programme	15,436	25,617	(2,366)	-	38,687
City Bridge Trust	738	-	(738)	-	-
ESFA Tuition Fund	4,415	5,990	(10,405)	-	-
	23,731	54,309	(38,072)	89	40,057
Langdon Housing					
Property maintenance fund	-	464	(1,144)	680	-
	-	464	(1,144)	680	-
Group	791,292	437,460	(658,976)	286,162	855,938

The Langdon Foundation

- Property Development Fund is to refurbish Langdon-owned properties to modern standards.
- Volunteer manager are funds from the National Lottery and an individual donor to support the recruitment of a volunteer manager.
- Wohl funds supported a research project carried out for Langdon Foundation and two other charities.

Langdon Community

- Brady Club offers social activities to younger people with learning difficulties in Edgware.
- Employment & Social Enterprise aids and trains people with learning difficulties to find employment. This includes New Chapters which offers a safe working environment to gain work experience.
- Ambassadors Manchester was created to service the fundraising activities of the parental group and is earmarked for specific purposes.
- Supported Living Manchester is our main operation in Manchester and helps bridge the gap left by shortfalls in Government funding.
- Mini Bus funds were raised to purchase and support a new Mini Bus – the minibus was purchased in 2020
- Activities are additional members activities, often arranged in the evenings and weekends.
- Occupational Therapist is to fund the employment of an occupational therapist to support our members.
- Staff training – a donation was received to support training of care staff.
- Infection Control – funds were received from Local Authorities to support additional costs incurred in relation to the Covid-19 pandemic.

Langdon College

- EFSA items are for specific purposes as noted.
- Brotherton Real Estate is towards the cost of creating a music room for students.
- City Bridge Trust funds are towards the cost of therapy for students during the Covid-19 pandemic.
- Norman Laski Memorial CT funds the garden project.

Transfers are made from general funds to restricted funds to make up the shortfall between expenditure incurred on and donations received for those activities.

Restricted funds created by donations received by the Foundation for activities undertaken by other group entities have been shown under the group member that ultimately applies the expenditure in accordance with the restriction.

Analysis of movements in unrestricted funds

Group

	Balance as at 1 January 2022	Income	Expenditure	Transfer between funds	Profit on sale of Fixed Assets	Funds as at 31 December 2022
Unrestricted funds						
General fund	**2,551,635**	8,445,401	(8,657,743)	101,874	-	**2,441,167**
Property revaluation fund	**3,992,488**	684,679	-	-	-	**4,677,167**
Total unrestricted funds	**6,544,123**	9,130,080	(8,657,743)	101,874	-	**7,118,334**

Analysis of movements in unrestricted and designated funds – previous year

Group

	Balance as at 1 January 2021	Income	Expenditure	Transfer between funds	Profit on sale of Fixed Assets	Funds as at 31 December 2021
Unrestricted funds						
General fund	2,624,613	8,348,735	(8,142,535)	(286,162)	6,983	2,551,635
Property revaluation fund	3,826,303	166,185	-	-		3,992,488
Total unrestricted funds	6,450,916	8,514,920	(8,142,535)	(286,162)	6,983	6,544,123

18 Analysis of net assets between funds

Group

	Unrestricted funds £	Restricted funds £	Total £
Fund balances at 31 December 2022 are represented by:			
Tangible fixed assets	10,943,895	-	**10,943,895**
Current assets	1,184,983	546,874	**1,731,857**
Creditors – less than one year	(5,010,544)	-	**(5,010,544)**
	7,118,335	**546,874**	**7,665,209**

Charity

	Unrestricted funds £	Restricted funds £	Total £
Fund balances at 31 December 2022 are represented by:			
Tangible fixed assets	10,885,220	-	**10,885,220**
Current assets	(61,739)	451,501	**389,762**
Creditors – less than one year	(5,556,290)	-	**(5,556,290)**
	5,267,190	**451,501**	**5,718,692**

Analysis of net assets between funds – previous year

Group

	Unrestricted funds £	Restricted funds £	Total £
Fund balances at 31 December 2021 are represented by:			
Tangible fixed assets	9,494,698	685,905	10,180,603
Current assets	1,823,957	170,033	1,993,990
Creditors – less than one year	(4,774,532)	-	(4,774,532)
	6,544,123	855,938	7,400,061

Charity

	Unrestricted funds £	Restricted funds £	Total £
Fund balances at 31 December 2021 are represented by:			
Tangible fixed assets	9,429,040	685,905	10,114,945
Current assets	587,602	7,035	594,637
Creditors – less than one year	(5,272,309)	-	(5,272,309)
	4,744,333	692,940	5,437,273

19 Commitments under operating leases

Group

	Land and Buildings	
	2022	2021
	£	£
Total of future minimum lease payments under non-cancellable operating leases are:		
Expiry date:		
No later than one year	**531,914**	498,437
Later than one year and not later than five years	**277,304**	293,362
Later than five years	**-**	-

Charity

	Land and Buildings	
	2022	2021
	£	£
Total of future minimum lease payments under non-cancellable operating leases are:		
Expiry date:		
No later than one year	**88,819**	66,614
Later than one year and not later than five years	**37,008**	-
Later than five years	**-**	-

20 Reconciliation of net movement in funds to net cash flow from operating activities

	2022	2021
	£	£
Net movement in funds	**265,147**	157,854
(Gain) on revaluation of property	**(684,679)**	(166,185)
Add back depreciation charge	**204,506**	212,634
Deduct interest income shown in investing activities	**(180)**	(15)
Fixed Asset disposals	**-**	-
Decrease/(Increase) in debtors	**121,972**	(318,523)
(Decrease)/Increase in creditors	**243,155**	(54,119)
Net cash provided by/(used in) operating activities	**149,921**	(168,354)

21 Post Balance Sheet Event

In 2022, Langdon announced that Langdon and Kisharon (a charity offering similar services to Langdon) were considering a proposed merger. Consultations and Due Diligence have taken place and the Langdon Foundation Board resolved on 3rd July 2023 that the merger should be effective in 2023.

THE LANGDON FOUNDATION

England & Wales - Charity number 1142742

Accounts

Charity Registration No. 1142742

Company Registration No. 07621714 (England and Wales)

Empowering independence

THE LANGDON FOUNDATION

(A Company Limited by Guarantee)

TRUSTEES' ANNUAL REPORT and CONSOLIDATED ACCOUNTS
For the Year ended 31 December 2021

2021 Highlights

- Income up 4% to £8.8 million – included a successful "crowdfunder" event
- We continued to support the people in our care through the pandemic and continued to adapt and innovate our ways of working
- 114 people have a home in Langdon accommodation or are part of our supported living programme (up from 106 in 2020)
- Over 40,000 books are listed on our Amazon trading platform managed by our members at New Chapters – our social enterprise which provides opportunities for our members and others to develop work-based skills
- New Chapters Book sales held at c£12,000 per month – even through the pandemic

THE LANGDON FOUNDATION
(A COMPANY LIMITED BY GUARANTEE)
LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	Mr N Henry (Chairman) Mr B Miller (Vice-Chairman) Mr M Blane Mr J Bolchover (resigned 16 March 2021) Mrs S Cooper (appointed 16 March 2021) Mr R Davis (Treasurer until resignation as Trustee 16 March 2021) Mr N Doffman Ms S Frais Mr J Joseph (resigned 16 March 2021) Mr P Joseph (appointed 16 March 2021) Mrs K Phillips MBE (appointed 16 March 2021) Mr S Salomon Mrs S Shieff Mr R Tenzer(Treasurer-from appointment as Trustee 16 March 2021)
Chief Executive	Neil Taylor
Company Secretary	Barry Shine
Charity number:	1142742 (England and Wales)
Company number	07621714 (England and Wales)
Principal address	Unit 506, Centennial Park, Centennial Avenue, Elstree, Borehamwood WD6 3FG
Registered Office	Unit 506, Centennial Park, Centennial Avenue, Elstree, Borehamwood WD6 3FG
Auditor	Crowe U.K. LLP 55 Ludgate Hill London EC4M 7JW
Bankers	Lloyds 7th Floor 40 Spring Gardens Manchester M2 1EN

THE LANGDON FOUNDATION
(A COMPANY LIMITED BY GUARANTEE)
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THE LANGDON FOUNDATION
(A COMPANY LIMITED BY GUARANTEE)
TRUSTEES' ANNUAL REPORT
FOR THE YEAR ENDED 31 DECEMBER 2021

Charity information

The Trustees present their annual report and the financial statements for the period ended 31 December 2021.

The accounts have been prepared in accordance with the accounting policies set out in note 1 to the accounts and comply with The Langdon Foundation's Memorandum and Articles of Association, the Charities Act 2011, the Companies Act 2006 and the Charities SORP (FRS102).

Reference and administrative details

The Langdon Foundation is a registered charity (No. 1142742) and a company limited by guarantee and not having share capital (No. 07621714). The registered office is as shown on the legal and administrative information page.

The Trustees on the date of this report, all of whom served throughout the financial period unless otherwise indicated are as follows: -

Mr N Henry	Chair
Mr B Miller	Vice-Chair
Mr R Tenzer	Treasurer (appointed 16 March 2021)
Mr M Blane	
Mrs S Cooper (appointed 16 March 2021)	
Mr N Doffman	
Ms S Frais	
Mr P Joseph (appointed 16 March 2021)	
Mrs K Phillips MBE (appointed 16 March 2021)	
Mr S Salomon	
Mrs S Shieff	

The current Trustees have the power to remove and appoint trustees. There are a maximum number of 14 trustees and not less than 8 who may be appointed to the Board. A Board election was held in March 2021 and a number of Trustees stood down at that time and the new trustees listed above joined the Board. The current terms of office of Mr Henry, Mr Miller and Mr Blane are due to expire in July 2022. A call for nominations was held and with no other nominations being received they have all been re-elected for a further 3 year term commencing July 2022. Mr Henry has also been re-elected as Chairman for a further period following his re-election.

The Chief Executive controls the day to day management of the charity together with the senior managers and employees. The Chief Executive works closely with the Senior Leadership Team as listed below.

The Senior Leadership Team of the Charity is:

Mr N Taylor	Chief Executive
Mrs J Baker	College Principal
Mrs H Sowa	Director of Operations
Mrs S Pollins	Director of Fundraising and Marketing
Mrs E Russell	Head of HR
Mr B Shine	Finance Director/Company Secretary
Mr A Weinstock	Director of Business Development and Community Services

Structure, governance and management

The Langdon Foundation was incorporated and established by Memorandum and Articles of Association on 4 May 2011 as amended on 6 July 2015.

The Langdon Group comprises the Langdon Foundation (charity number 1142742, company number 07621714), Langdon College (charity number 1088936, company number 4104466), Langdon Community (charity number 1086393, company number 4055338) and Langdon Housing (charity number 1142743, company number 7623246).

The Langdon Foundation charitable company is the sole member of Langdon College, Langdon Community and Langdon Housing and has the power to appoint or remove Trustees from the subsidiary charities. All three subsidiaries are registered charities. In 2012, The Langdon Foundation set up a company limited by guarantee, named the Langdon Trustee Company Limited (company number 08342169), which exists to protect residents' financial interests upon funds being bequeathed to them.

The Foundation owns properties, raises funds and gives donations to Langdon College, Langdon Community and Langdon Housing.

The Board of Trustees is responsible for the overall governance of The Langdon Foundation as a charity. Trustees are co-opted by the existing Board of Trustees. Individual Trustees serve for a period of three years and may serve for up to nine consecutive years. There are no individual subscriptions or other sums payable by Members. All Trustees of the Charity and the subsidiary charities are expected to adhere to Langdon's Code of Conduct which embraces the Nolan Committee's "Seven Principles of Public Life".

The management of the charity and regulatory compliance is delegated to the Chief Executive and an effective partnership exists with the Chairperson of the Board. The Chief Executive reports to trustees at Board Meetings. The Langdon Foundation introduced a more organised induction programme which includes a dedicated portal containing information about the history of Langdon, guides on Trustee responsibilities, current strategy, governance documents and Board reports. The Board as a group receive presentations on compliance and latest practice at least annually.

The external advisors of The Langdon Foundation are as set out on the legal and administrative page.

The trustees review management remuneration annually. The Langdon Foundation ensures its salaries remain competitive in the labour market, through conducting an annual pay review, paying individuals in line with normal industry practice and standards, and benchmarking salaries against other employers. Langdon determines the pay range for a vacancy prior to advertising it, following the creation and/or amendment of a job description and specification. On appointment, the starting salary is determined within that range to be offered to the successful candidate, based on relevant qualifications, experience and any recruitment and retention needs. Senior Leadership salaries are based on the same economic factors specified above, such as, qualifications, experience and other factors like supply and demand, but a spot salary is used on appointment and thereafter the cost of living increase is applied as appropriate.

Langdon Foundation raises funds for the subsidiary charities. Funds are raised and made available by the Langdon Foundation to the subsidiary charities for areas that are not funded from statutory sources such as Employment, the activities programme, Brady clubs and certain College activities. Funds are also raised for the purchase and maintenance of properties to be used by Langdon tenants in supported living and Langdon students at Langdon College. There are leases between Langdon Housing and individual tenants in supported living.

The Langdon Foundation benefits from voluntary help. During the year we had many volunteers who assisted with events and administrative tasks. These volunteers gave significant amounts of time to Langdon and we are so very grateful to all our volunteers for their loyal support, help and enthusiasm.

Corporate governance

Processes are in place to ensure that performance is monitored, and that appropriate management information is prepared and reviewed regularly by both the Chairperson and the Board.

The Trustees undertook a Governance review during 2019 and as a result, additional subcommittees were created (Clinical Governance, Community Services and Nominations and Remuneration Committees), The terms and conditions of all other committees were reviewed and updated. In March 2021 Board Elections stood place; a number of Trustees resigned at that time and 4 new Trustees as listed above joined the Board. As mentioned earlier in this report, three Trustees' terms of office expire in July 2022 and following a nominations process were re-elected for a further term.

Systems of internal control are designed to provide reasonable assurance against material misstatement or loss.

They include:
- an annual budget approved by the Trustees;
- regular consideration by the Trustees and the Finance, Audit and Risk Committee of general budget performance;
- delegation of day-to-day management and regulatory compliance authority; and
- identification and management of risks.

Fundraising

Members of Langdon's fundraising department organise fundraising events and co-ordinate the activities of our supporters in the wider community on behalf of the Langdon charities. Langdon does not use professional fundraisers or involve commercial participators. There have been no complaints about fundraising activity this year.

We are registered with the Fundraising Regulator. The fundraising department has signed up to the Fundraising Regulator's Code of Fundraising Practice. Our fundraising staff have been appraised as to how the Code affects Langdon. As a result, our fundraising guidance and working practices are compliant. Volunteer fundraisers are given a briefing before they raise funds for Langdon and are also given regular updates/ reminders.

All direct marketing is undertaken by the fundraising department to ensure that it is not unreasonably intrusive or persistent. Contact is made through direct marketing – including activity updates - a maximum of six times a year and most recipients will receive communications less frequently. All marketing material contains clear instructions as to how a person can be removed from mailing lists. In 2018 we also contacted all those then on our database as part of our compliance activity for the GDPR (General Data Protection Regulation) which came into force in May 2018. We continue to offer donors and others the opportunity to be removed from our database.

Strategic Report

Objectives, activities, achievements and performance

The objects of the Charity are the advancement of education and the relief of individuals with special educational needs or mental illness and other associated difficulties including through the provision of support to their families and (save for purposes incidental and ancillary to those objectives) no other purposes. The Charity is established in accordance with the tenets of the Jewish religion.

Langdon is a leading charity that empowers some 120 Jewish adults with learning disabilities and autistic spectrum disorders with the skills and opportunities to live independently in their communities, within a Jewish ethos. Langdon operates in the Manchester area, North-West London and nearby areas and deals with more than 15 Local Authorities.

Our vision is to ensure that people with learning disabilities have the same opportunities as everyone else, so they can live independently in their local community. Our aim is that people with learning disabilities live in an inclusive world where they are valued equally.

Our aspiration is to create a community in which Jewish young people and adults with learning disabilities or with autistic spectrum disorders thrive and have equal opportunities to live the lives they choose.

We have been guided by the following strategic aims over the past year:

1. **Diversify the range of life opportunities for members and their families**

We would have contributed to improving the quality of life of our members and their families, by enhancing the range of employment, educational, recreational and social opportunities and offering meaningful support and advice that enables families to live independent lives.

2. **Develop and equip our workforce to be able to respond to the increasing levels of complex needs and expectations of quality of service**

In three years we would have significantly improved the level of staff engagement and we will have a workforce that has the capability, capacity and commitment to respond to the individual needs of our members.

3. **Build organisational capacity to provide long-term sustainable housing/life options.**

In three years we would have significantly increased the number of members who are living in a fit for purpose 'home for life' in their community.

4. **Improve our engagement with the community and build the trust of our stakeholders so as to maximise levels of support for the organisation**

In three years we would have significantly improved the level of support for the organisation by measurably increasing the level of donations from the community and the number of volunteers involved in the delivery of services and the governance of the organisation.

5. **Identify mutually beneficial partnerships and/or collaborations that deliver costs effective services and value for money**

In three years we would have developed with other Jewish learning disability organisations a joint vision and strategy to meet the identified future needs of the community in order to avoid overlap, create efficiencies, cost savings and provide clarity to funders.

In 2021 our annual objectives aligned with the four key themes of our new 3 year strategy; **optimising opportunities; making a difference to members and families; team learning and development** and **reaching out and partnerships** and these are set out below with details as to what was achieved:

	Objective	Outcomes
Optimising Opportunity	Recognising our core business and capability, we will respond to the predicted growth in people with mild to moderate learning disabilities and autism in the Jewish community	• Improve our social work capacity to improve assessment processes, transition and admission arrangements • Undertook a review of eligibility criteria and statutory funding for supported living and employment including core support hours required
	We will ensure our members live in quality accommodation	• Became a better quality landlord • Issue new AST tenancies that are clear and transparent as to landlord and tenant obligations • Established open and transparent arrangements for the apportionment of rent, service charge and utility costs and issue regular statement of accounts

	Objective	Outcomes
Optimising Opportunity (continued)	Where no alternate quality provision is available, we will explore the extent to which we can and begin to more actively respond to the plurality of Jewish faith and the changing demographics in the UK Jewish community	• Consulted with more orthodox Langdon families to explore together how Langdon needs to change in order to be ready for more orthodox members and their families • Actively reached out to more orthodox communities in Manchester & Edgware seeking volunteers who can support Jewish practice, home hospitality on Sabbath and Festivals, and potential employees for Langdon.
	We will develop our capacity to continue to support members as they age as long as we can still meet their needs safely	• Invested in our workforce to ensure they can develop the skills needed to look after members as they age in particular understanding autism and ageing • Ensured we take personalised approach that takes into consideration our members changing level of care and accommodation needs in annual review • Began to ensure existing accommodation is fit for purpose and suitable for adaptation for needs as members get older.

	Objective	Outcomes
Making a difference to members	We will work with members and their support network to develop every member supporting them to understand, map, and capture their own development ensuring this supports Langdon measure long term impact	• Improved our social work capacity to improve assessment processes, transition and admission arrangements • Undertook a review of eligibility criteria and statutory funding for supported living and employment including core support hours required
	In order to provide better support to our members, we will give more focus to ensuring families are supported by us and each other	• Became a quality landlord • Issued new AST tenancies that are clear and transparent as to landlord and tenant obligations • Established open and transparent arrangements for the apportionment of rent, service charge and utility costs and issue regular statement of accounts
	We will seek to expand early intervention with young people that supports transition and improves life chances	• Extended the youth provision at Langdon Brady

	Objective	Outcomes
Team learning and Development	We will significantly improve our levels of staff and volunteer engagement, skills and capabilities in order that they feel valued and equipped to respond to increasingly complex needs (mental health, autism, ageing etc.)	• Developed a learning and development programme to ensure quality and consistency in support • Built more effective partnerships and clear communication channels with families • Developed policies and culture that include expectations and defines acceptable behaviours including zero-tolerance approach to racism • Supported managers at all stages of their leadership journey • Designed and delivered leadership and management training • Created an employee recognition scheme

	Objective	Outcomes
Reaching out and Partnerships	Working with Kisharon and Norwood, we will seek to identify beneficial partnerships to deliver opportunities for our members and better services meeting the inevitable increase in demand for LD service	• Explored ways of working together to meet Cordis Bright strategic challenges • Continue "bridge building" exercise to build relationship and confidence
	We will improve our engagement with the community and build the trust of stakeholders to measurably increase support both financial and otherwise	• Improved our understand the potential of major donors and priorities of younger funders • Developed our approach to Donor Stewardship • Enhanced our approach to volunteer recruitment, training and deployment to support member activity & Jewish ethos • Improved understanding of need and impact measurement

The Langdon Foundation raised £1.6m from donations and fund generating activities before expenses; £1.2m after fundraising expenses. Our fundraising income comes from a variety of events, activities and other sources however the pandemic meant that may traditional fundraising events could not take place. We replaced many of these with a successful "crowdfunder" that raised £942k in 2021; other income included income from Trusts (£228k), our "Velo" (Bike Ride) (£128k) and Golf days (£50k).

Langdon entities work closely together and in 2021 key achievements and developments were as follows:

Optimising Opportunities

- Capacity of the Social Work team has been expanded with planned recruitment of student social workers and a student Occupational Therapist.
- The review of IT is being carried out through a tender for the current IT support services. A grant application has been made to the Cranfield Trust for a Pro bono consultant with the aim of scoping and setting out digital requirements and needs.
- The Langdon Housing team is nearing full capacity with Head of Housing and Housing administrator in post in London and the vacancy of administrator recruited for Manchester in 2022. Developments have been made ensuring Langdon is a 'quality landlord' through design of standardised easy read tenancy and utilities scheme information and a new Assured Short hold Tenancies which is now being issued. A new strategy is being formed on the apportionment of rent and service changes with assumptions being challenged and questions around the key principles. A programme of works has been compiled which includes refurbishment of bathrooms in Manchester properties and installation of hoists.
- Initial research is taking place around eligibility criteria for grants for disabled facilities involving Head of Housing and lead social worker.
- Jewish Cultural Programming has been reviewed with an emphasis on blended approach in 2022 of virtual Zoom sessions; in person learning, member's connection with the local Jewish community and reaching out to the local communities in Manchester.

Making a difference to Members and their families

- Implementation of I-Roc has been challenging, however, is now underway with 8 members of staff piloting the outcome-based framework, which measures impact and progress. This will be progressed with the setup of a task and finish group in March and identification of alternative digital platforms for care planning.
- The recruitment of the Social Care Programming manager has allowed for the development and delivery of meaningful community activities. Consultation is currently taking place in addition to the Members area page for the website. This includes reaching out and developing partnerships in both London and Manchester.
- Specialised agency (Paperweight trust is now a referral partner with Information and advice being signposted for members' benefits and financial issues.)
- Historical financial expectations of parents are being addressed with an action plan being drafted for submission at Board level.
- Youth provision has been extended with the formation of two new age groups – 9-11 and, more recently, the +19. 2022 will see the further expansion with a satellite group based outside the Edgware area.
- Recent successful Barnet framework bid will allow Langdon to develop a support model of transition for 16–17-year-olds from April 2022.

Reaching out and Partnerships

- Identified opportunities of the Cordis Bright report are being progressed with current discussions with Kisharon.
- Team building has taken place with away days, designed to encourage team working across Langdon departments. Externally workshops, facilitated by the consultants, Mobilise, have taken place with colleagues at Kisharon.
- A major donor manager has been recruited who will be developing young Langdon and involvement of young people in crowdfunding and other events. A stewardship plan has been compiled with several actions to enhance donor stewardship.
- The volunteer page on the website has been updated alongside a new volunteer handbook to enhance volunteer recruitment, training and development.

Team Learning and Development

- The learning and development programme has been enhanced with the introduction of Mental Health Wellbeing training, and QCF awards for 18 candidates during 2022. The management team have been involved in QCF level 5 qualifications with the two registered managers enrolled at QCF level 7. Bespoke management workshops have been delivered over the previous 10 months to upskill leadership and skills.
- Communication with families has involved the drafting and circulation of a family and friends agreement setting out Langdon's commitment and expectations. In addition, the bullying and harassment policy has been updated with clear reporting process.
- Employee recognition is being launched at staff celebration events that took place in early 2022, linked with values and nominations for awards.

Langdon College

The College continued to develop the curriculum to ensure students develop their skills to enter the world of work and become as independent as possible. Our focus remains on our key strategic aims:

1. To achieve high **quality** outcomes for our students by prioritising teaching and learning.
2. To continue to improve levels of **efficiency** and to achieve outstanding financial health.
3. To maximise opportunities for **growth**.

The Covid pandemic continued to have a significant impact on the College throughout 2021. The College continued to remain open when possible and successfully ensured that students could access learning online when needed. External work experience, for example, continued to be suspended and the focus of the curriculum delivery has been changed to reflect the mental health and well-being needs of students, families and staff. Attendance remained high at 95.7% and a learner survey in the Summer term of 2021 registered 95% of students being happy with their college experience, which in the light of the disruption is a tremendous achievement. The OFSTED inspection was disappointing as the overall grade was "Requires Improvement". The report did note the hard work that had been undertaken around the students' well-being and safeguarding.

Public benefit

The Trustees have complied with their duties set out in section 17 of the Charities Act 2011 to have due regard to the guidance published by the Charity Commission. The benefit to the public is manifestly demonstrated by the achievements contained in this report, all of which seeks to extend and improve the care of young people whose life chances, aspirations and contributions to society will be enhanced, as a result.

Support from Foundation consists of grants to College, Housing and Community for specific projects, and the provision of rented residential accommodation for these charities, which is purchased for their on-going requirements.

This support also enables the advancement of education for the College and gives financial assistance towards the support of young people and adults with special educational needs.

The support that is given by College, Housing and Community is unrelated to any individual's ability to pay for services as Langdon Foundation enables housing to be available for those individuals who do not have the financial means to contribute towards their own home and is within the remit of the Foundation's areas of operation. Members who live in Langdon houses have the benefit of living in homes that give a good standard of accommodation, which might not have otherwise been possible.

Risk management

Langdon believes that it has appropriate procedures and controls to adequately mitigate against risks to which it is exposed. Systems include:

- An annual plan and annual budget which are approved by the Trustees;
- regular consideration by the senior leadership team and Trustees of financial results, variance from budgets and non-financial performance indicators;
- in depth review of financial performance by a newly-established the Finance, Risk and Audit Committee;
- continuing development of a performance measurement framework to ensure we further improve our understanding of our work and its impact;
- scaled authority levels and segregation of duties;
- identification and management of risks.

Langdon's approach to risk management includes the identification of risks on both 'top down' and 'bottom up' bases, and the rating of identified risks according to the likelihood and impact of the risk occurring. We overlay on this a review of the risks to delivery of the business plan for the current and subsequent years. Mitigating controls are identified and, where further action is required, deadlines and responsibilities assigned. Those activities with higher risk ratings are prioritised. Our risk assessment was again reviewed in early 2022.

The Covid-19 pandemic added an additional risk in 2020 & 2021 and we prepared specific action plans in response to the situation. We changed our traditional fundraising activities and held a successful crowdfunder in 2021 and plan a similar event in 2022. PPE was been purchased as needed and we adapted our way of working with those we support and in our offices. Most of the income that relates to Supported Living arrangements, Housing Benefit and College Income from statutory sources has remained secure. Costs have been reduced where possible and we took advantage of the UK Government's Furlough scheme. Many activities such as the Brady club went online and most of our office staff worked from home for much of the time and have returned to personal attendance as conditions, guidance and regulations allowed.

The inflationary environment that is affecting the United Kingdom in 2022 has added an additional risk and the Trustees and Senior Leadership Team are monitoring the impact and will respond as needed.

In addition to review by the Senior Leadership Team, the risk register is reviewed regularly by the Finance Audit and Risk Committee on behalf of the Board of Trustees, who also receive updates on key risks.

The key risk areas have been identified as:

- Care and Safeguarding including infection risk
- Fundraising risk including the impact of the economy on fundraising
- Financial risk including dependency upon current government funding arrangements for the people we support
- Facility risks
- People risks

Each of these areas have been reviewed in appropriate detail and have mitigation plans and controls in place and a risk owner. Our mitigation plans include the following:

- Care and Safeguarding – mandatory training and auditing of services with oversight from our Clinical Services Committee
- Fundraising – a successful crowd funder event was held in 2021 with plans well developed for a similar event in 2022
- Financial risk – regular management accounts and cash flow projections. Regular contact with Local Authority Commissioners takes place at a senior level
- Housing risks – portfolio regularly reviewed, new Health and Safety arrangements have been implemented

Financial Review, Management Policies and Results for the Year

The Statement of Financial Activities (SoFA), set out on page 17, shows that the Foundation received donations and income of £8,786,196 (2020: £8,442,893) of which £8,801,511 (2020: £8,255,191) was paid out on expenses, leaving a deficit of £15,315 (2020 surplus: £187,702) before revaluation of properties.

Our income and expenditure are finely balanced and the continuing impact of changes to minimum wage rates without comparable increases in statutory funding continues that situation. The Management team continue to review the cost base of the charity and our income generating capability with the aim of giving the charity financial long-term stability.

As set out in Note 16 to the accounts, in 2022 the Foundation's borrowing with Lloyds Bank was replaced with financing from Unity bank. After a 1 year interest-only period, this is a capital repayment loan repayable over a further 19 years.

The financial environment in which the College operates remains finely balanced and is expected to continue to be so for the foreseeable future. The Education and Skills Funding Agency is the primary source of the educational fee funds, Elements 1 and 2. The Local Authorities are the commissioning agents and primary contributors of funds for the care and therapy services received by students, classed as Element 3. Income has altered proportionally to the changes in student numbers, their level of dependency and need and, the change from residential to day placement. Authority and parents. Additional income for student travel and extra-curricular and social activities has also been received.

Reserves

The reserves of the Langdon Foundation are almost fully invested in fixed assets for the use of College students and Community residents. The charity holds reserves in the following entities: Foundation £5,437,273, Community £1,491,942, College £239,022 and Housing £231,823. Group total reserves are £7,400,059, out of which £855,938 is restricted. £10,180,603 relates to tangible fixed assets (2020: £10,260,476), leaving unrestricted reserves at a negative (£3,636,480) i.e. there are no free reserves. Our consolidated balance sheet remains strong with current assets of £1,993,990 together with freehold and leasehold properties totalling £10,039,572.

Much of the activity of the Langdon Group takes place through subsidiary charities and companies, as referred to earlier in this report. The financial performance of each subsidiary undertaking was as expected, and summary financial results, net assets and liabilities of the subsidiaries are set out in note 1.3. Approximately 80% of our operating income comes from the government, mostly through contracts for care services with Local Authorities as well as Housing Benefit. If these care contracts were terminated, and the income stopped, we would also stop providing the care services thereby reducing costs. The trustees consider that Langdon does not need to hold substantial financial reserves against the risk that these contracts might cease and has deemed six months' income as appropriate. Most of the remaining 20% of Langdon's income comes from voluntary donations and a reduction in this income would directly affect our ability to provide our services. The trustees consider that financial reserves need to be held to allow sufficient time to reduce expenditure and identify alternative funding. The trustees have therefore set a reserves policy which recognises this risk and they seek to hold reserves which would cover a 25% reduction in net voluntary income for the next year. Based on the budget for the year ending 31 December 2022 this would amount to £390,000. To incorporate subsidiaries' reserve policies, total group reserves would amount to £2,170,000. In considering the risk of a reduction in voluntary income, the trustees consider each major source and the likelihood that this might rise, fall or remain stable. In general, the Trustees are of the view that voluntary income is likely to remain challenging but stable in the foreseeable future after recovering from a dip in income in 2021 caused by circumstances around Covid-19.

In considering the financial reserves available, the trustees recognise that most of the unrestricted funds are used to finance tangible fixed assets which Langdon uses to provide its services. Although these assets could be sold to release cash, this would take time. The purchase of real estate assets is funded by combination of donations, operational surplus and bank loans. The trustees have therefore excluded the tangible fixed assets and bank loan from the calculations of available financial reserves. The trustees have used unrestricted net current assets as the basis for considering the financial reserves available. At balance sheet date this amount is £1,220,000 which is 56% of the desired level. Further fundraising is continuing in 2022, and the intention is to increase our cash reserves.

Taking these factors together, the financial statements have therefore been prepared on the basis that the Foundation is a going concern.

Staff training and career development

The Foundation is committed to the training, career development and welfare of its employees. An individual's career development is assessed through annual appraisal and supervision. Training programmes are provided to meet ongoing needs, with the aim of developing employees for both their current and their future roles. Full and fair consideration of applications is made for employment of disabled persons and we are a member of the disability confident scheme.

We commenced a leadership programme in 2020 and reviewed our training portfolio as a result of which we engaged an additional training provider. We also introduced a peer-support programme. In 2021 we added additional vocational qualifications.

Staff Health & Wellbeing

We continued to ensure that all staff were fully aware of our Employee Assistance Programme as part of our wellbeing efforts in 2021 and into 2022. We also engaged with our staff in a series of online sessions and arranged gift packs to groups of staff – in particular for our front line support staff who did not have the option of working from home during the Covid-19 pandemic. For office based staff we introduced a hybrid working framework.

We engaged with the Local Authorities that we work with to ensure that front line staff had access to testing regimes and vaccinations. We received funds from Local Authorities for infection control.

Future plans

In 2021, Trustees developed a strategic framework to guide the organisation over the next 3 years. Langdon's strategic aims are set out in details earlier in this report. Specific objectives and planned outcomes for 2022 are shown below.

	Objective	**Outcomes**
Optimising Opportunity	Recognising our core business and capability, we will respond to the predicted growth in people with mild to moderate learning disabilities and autism in the Jewish community.	• Develop an annually updated growth plan • Undertake a review of IT and digital technology to ensure future proofing through investment in innovation, technology, systems and workflow to support leaner processes and new models of care
	We will ensure our members live in quality accommodation.	• Expand housing strategy to clarify scale of growth and areas of focus for new developments (both for new members and for moving away from rentals) • Evaluate development opportunities that arise through our work & with partners
	Where no alternate quality provision is available, we will explore the extent to which we can begin to more actively respond to the plurality of Jewish faith and the changing demographics in the UK Jewish community	• Enhance the Jewish character of Langdon service provision and continue to improve our existing Jewish programming reassuring all that they will take part at the level they wish to • Undertake a feasibility study exploring the costs and benefits of separate houses for orthodox members in Manchester and the feasibility of doing the same in London

	Objective	**Outcomes**
Making a difference to members	We will work with members and their support network to develop every member supporting them to understand, map, and capture their own development ensuring this supports Langdon measure long term impact.	• Develop an individual learning development plan for each members • Develop a model of 'Team around the Member' to support choice, control and self-determination • Each member to have a personalised decision making agreement. • Improve the ability to describe member's journey and success through reach and impact measures. • Involving members in decisions about their own care, shaping and influencing, breaking down barriers between members and professionals
	In order to provide better support to our members, we will give more focus to ensuring families are supported by us and each other.	Develop a families' forum and explore the potential of mutual support for families
	We will seek to expand early intervention with young people that supports transition and improves life chances.	Review and evaluate models of transition into Langdon Services
Team learning and Development	We will significantly improve our levels of staff and volunteer engagement, skills and capabilities in order that they feel valued and equipped to respond to increasingly complex needs (mental health, autism, ageing etc.)	Develop an overarching culture that celebrates diversity and encompasses diversity and inclusion.
Reaching out and Partnerships	Working with Kisharon and Norwood, we will seek to identify beneficial partnerships to deliver opportunities for our members and better services meeting the inevitable increase in demand for LD services	A single point of access where LD enquiries are managed and directed

Connected charities

The Langdon Foundation is connected to three charities which are Langdon Housing, Langdon Community and Langdon College, which are all registered with the Charity Commission. The Langdon Foundation raises funds and gives donations to Langdon College, Langdon Community and Langdon Housing. The Langdon Foundation has the right to appoint and remove trustees of Langdon College, Langdon Housing and Langdon Community.

Disclosure of information to auditors

Each of the Trustees has confirmed that there is no information of which they are each aware which is relevant to the audit, but of which the auditor is unaware. They have each further confirmed that they have each taken appropriate steps to identify such relevant information and to establish that the auditors are aware of such information.

Statement of trustees' responsibilities in relation to the financial statement

The Charity's trustees (who are also the directors of The Langdon Foundation for the purposes of company law) are responsible for preparing a trustees' annual report and financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland".

Company law requires the Charity trustees to prepare financial statements for each year which give a true and fair view of the state of affairs of the charitable company and the group and of the incoming resources and application of resources, including the income and expenditure, of the charitable group for that period. In preparing the financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP (Statement of Recommended Practice);
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Charity will continue in business.

The trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the Charity and the group and to enable them to ensure that the financial statements comply with the Companies Act 2006 and the Charity's constitution. They are also responsible for safeguarding the assets of the Charity and the group and hence taking reasonable steps for the prevention and detection of fraud and other irregularities.

The Trustees' Annual Report including the Strategic Report was approved on behalf of the Board of Trustees

……..
Mr N Henry
Chairman of Trustees
1st December 2022

Independent Auditor's Report to the Members of Langdon Foundation

Opinion

We have audited the financial statements of Langdon Foundation ('the charitable company') and its subsidiaries ('the group') for the year ended 31 December 2021 which comprise the Consolidated Statement of Financial Activities, Group and Charity Balance Sheets, Consolidated Cash Flow Statement and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the group's and the charitable company's affairs as at 31 December 2021 and of the group's income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the group in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustee's use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's or the group's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The trustees are responsible for the other information contained within the annual report. The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion based on the work undertaken in the course of our audit

- the information given in the trustees' report, which includes the directors' report and the strategic report prepared for the purposes of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the strategic report and the directors' report included within the trustees' report have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In light of the knowledge and understanding of the group and the charitable company and their environment obtained in the course of the audit, we have not identified material misstatements in the strategic report or the directors' report included within the trustees' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate and proper accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement set out on page 11 the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Details of the extent to which the audit was considered capable of detecting irregularities, including fraud and non-compliance with laws and regulations are set out below.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Extent to which the audit was considered capable of detecting irregularities, including fraud

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We identified and assessed the risks of material misstatement of the financial statements from irregularities, whether due to fraud or error, and discussed these between our audit team members. We then designed and performed audit procedures responsive to those risks, including obtaining audit evidence sufficient and appropriate to provide a basis for our opinion.

We obtained an understanding of the legal and regulatory frameworks within which the charitable company and group operates, focusing on those laws and regulations that have a direct effect on the determination of material amounts and disclosures in the financial statements. The laws and regulations we considered in this context were the Companies Act 2006, the Charities Act 2011 together with the Charities SORP (FRS 102). We assessed the required compliance with these laws and regulations as part of our audit procedures on the related financial statement items.

In addition, we considered provisions of other laws and regulations that do not have a direct effect on the financial statements but compliance with which might be fundamental to the charitable company's and the group's ability to operate or to avoid a material penalty. We also considered the opportunities and incentives that may exist within the charitable company and the group for fraud. The laws and regulations we considered in this context for the UK operations were General Data Protection Regulation (GDPR), health and safety legislation, employment legislation, tax legislation, and CQC Regulations for service providers and managers.

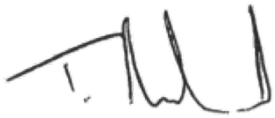
Auditing standards limit the required audit procedures to identify non-compliance with these laws and regulations to enquiry of the Trustees and other management and inspection of regulatory and legal correspondence, if any.

We identified the greatest risk of material impact on the financial statements from irregularities, including fraud, to be within income recognition, and the override of controls by management. Our audit procedures to respond to these risks included enquiries of management about their own identification and assessment of the risks of irregularities, sample testing on the posting of journals, reviewing accounting estimates for biases, reviewing regulatory correspondence with the Charity Commission, and reading minutes of meetings of those charged with governance.

Owing to the inherent limitations of an audit, there is an unavoidable risk that we may not have detected some material misstatements in the financial statements, even though we have properly planned and performed our audit in accordance with auditing standards. For example, the further removed non-compliance with laws and regulations (irregularities) is from the events and transactions reflected in the financial statements, the less likely the inherently limited procedures required by auditing standards would identify it. In addition, as with any audit, there remained a higher risk of non-detection of irregularities, as these may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal controls. We are not responsible for preventing non-compliance and cannot be expected to detect non-compliance with all laws and regulations.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.



Tim Redwood
Senior Statutory Auditor
For and on behalf of
Crowe U.K. LLP
Statutory Auditor

London

14 December 2022

THE LANGDON FOUNDATION
(A COMPANY LIMITED BY GUARANTEE)
CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 DECEMBER 2021

	Note	Unrestricted Funds	Restricted funds	Total funds 2021	Total funds 2020
		£	£	£	£
Income from:					
Donations	**3**	**1,352,653**	**236,783**	**1,589,436**	1,790,761
Charitable activities	**4**	**6,996,067**	**200,678**	**7,196,745**	6,651,185
Interest income	**5**	**15**	**-**	**15**	947
Total income		**8,348,735**	**437,461**	**8,786,196**	8,442,893
Expenditure on:					
Raising Funds:					
Costs of generating donations and event income		**421,211**	**-**	**421,211**	418,243
Charitable activities:	**6**				
Education and student recreation		**1,216,628**	**38,072**	**1,254,700**	1,150,947
Supported living arrangements		**6,504,696**	**620,904**	**7,125,600**	6,686,001
Total expenditure		**8,142,535**	**658,976**	**8,801,511**	8,255,191
Net Income/(expenditure)		**206,200**	**(221,515)**	**(15,315)**	187,702
Profit on sale of Fixed Assets		**6,983**	**-**	**6,983**	-
Gain on revaluation of fixed assets		**166,185**	**-**	**166,185**	649,373
Transfers between funds		**(286,162)**	**286,162**	**-**	-
Net Movement in Funds		**93,206**	**64,647**	**157,853**	837,075
Reconciliation of funds:					
Total funds brought forward		**6,450,916**	**791,292**	**7,242,208**	6,405,133
Total funds carried forward		**6,544,123**	**855,938**	**7,400,061**	7,242,208

The statement of financial activities includes all gains and losses recognised in the year. All income and expenditure derives from continuing activities.

The statement of financial activities also complies with the requirements for the consolidated income and expenditure account under the Companies Act 2006.

THE LANGDON FOUNDATION

Company registration number: 07621714

(A COMPANY LIMITED BY GUARANTEE)

CONSOLIDATED AND CHARITY BALANCE SHEETS
AS AT 31 DECEMBER 2021

		Group		Charity	
		2021	2020	**2021**	2020
		£	£	**£**	£
Fixed Assets					
Tangible Assets	**14**	**10,180,603**	10,260,476	**10,114,945**	10,170,425
Current assets:					
Debtors	**15**	**1,272,125**	953,601	**309,660**	326,037
Cash at bank and in hand		**721,865**	856,780	**284,977**	118,073
Total Current assets		**1,993,990**	1,810,381	**594,637**	444,110
Liabilities:					
Creditors: Amounts falling due within one year	**16**	**(4,774,532)**	(4,828,649)	**(5,272,309)**	(5,124,776)
Net current assets/(liabilities)		**(2,780,542)**	(3,018,268)	**(4,677,672)**	(4,680,666)
Total assets less current liabilities		**7,400,061**	7,242,208	**5,437,273**	5,489,759
Creditors: Amounts falling due after more than one year	**16**	**-**	-	**-**	-
Total net assets		**7,400,061**	7,242,205	**5,437,273**	5,489,759
The funds of the Charity:					
Restricted funds	**17**	**855,938**	791,292	**692,940**	683,965
Revaluation Reserves		**3,992,488**	3,826,303	**3,992,488**	3,826,303
Unrestricted funds		**2,551,635**	2,624,613	**751,845**	979,491
Total funds	**18**	**7,400,061**	7,242,208	**5,437,273**	5,489,759

Net income for the Charity only was a deficit of £52,487 (2020: £762,611).

The notes at pages 20 to 35 form part of these accounts.

Mr N Henry
Trustee

Approved and authorised for issue by the trustees on 1st December 2022.

THE LANGDON FOUNDATION
(A COMPANY LIMITED BY GUARANTEE)
CONSOLIDATED STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 DECEMBER 2021

	Note	2021	2020
		£	£
Cash flows from operating activities:			
Net cash (used by)/provided by operating activities	**20**	**(168,354)**	285,393
Cash flows from investing activities:			
Purchase of tangible fixed assets		**(62,809)**	(150,132)
Proceeds from sale of tangible fixed assets		**96,233**	-
Net cash provided by/(used in) investing activities		**33,424**	(150,132)
Cash flows from financing activities:			
Interest received		**15**	947
Repayments of borrowing		**-**	-
Cash inflows from new borrowing		**-**	-
Net cash provided by financing activities		**15**	947
Change in cash and cash equivalents in the reporting period		**(134,915)**	136,208
Cash and cash equivalents at the beginning of the reporting period		**856,780**	720,572
Cash and cash equivalents at the end of the reporting period		**721,865**	856,780

Analysis of cash and cash equivalents	2021	2020
	£	£
Cash at bank and in hand	**721,865**	856,780
Notice deposits (less than 3 months' notice)	**-**	-
Total cash and cash equivalents	**721,865**	856,780

1 Accounting Policies

The principal accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

1.1 Basis of preparation

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006. The Charity meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

1.2 Preparation of the accounts on a going concern basis

In considering the adoption of the going concern basis for preparing the financial statements the trustees have considered the financial reserves available. The trustees recognise that most of the unrestricted funds are used to finance tangible fixed assets which Langdon uses to provide its services. Although these assets could be sold to release cash, this would take time. Taking these factors together with those set out on pages 5 to 7 of the trustees' report the trustees have concluded that the financial statements should be prepared on the basis that the Foundation is a going concern.

1.3 Basis of consolidation

The financial statements consolidate the results of the charity, The Langdon Foundation "Foundation" and its subsidiary undertakings Langdon College "College", Langdon Community "Community" and Langdon Housing "Housing". These are all also incorporated charities. Subsidiaries have been consolidated on a line by line basis. A separate Statement of Financial Activities and Income and Expenditure Account for the Charity has not been presented because the Charity has taken advantage of the exemption afforded by section 408 of the Companies Act 2006.

These companies are limited by guarantee and The Foundation has the power to appoint and remove Trustees and is the sole member of the entities. The registered address of The Langdon Foundation and all its subsidiaries is Unit 506, Centennial Park, Centennial Avenue, Elstree, Borehamwood, WD6 3FG.

Controlled company	Country of registration	Status
Langdon College	England and Wales (04104466)	Registered charity (1088936)
Langdon Community	England and Wales (04055338)	Registered charity (1086393)
Langdon Housing	England and Wales (07623246)	Registered charity (1142743)
Langdon Trustee Company	England and Wales (08342169)	Company limited by guarantee

The principal activity and the results of these controlled companies for the last relevant financial period were as follows:

		Income	Expenditure	Net movement in funds
		2021	2021	2021
		£	£	£
	Principal activity			
Langdon College	College education and residential services	1,296,318	1,272,844	23,474
Langdon Community	Supported Living	4,412,847	4,299,895	112,952
Langdon Housing	Housing services	1,640,593	1,566,593	73,914
Langdon Trustee Company	Trustee services	-	158	(158)

	Total Assets 2021 £	Total Liabilities 2021 £	Reserves as at 31 December 2021 £
Langdon College	309,170	(70,148)	239,022
Langdon Community	1,793,513	(301,573)	1,491,941
Langdon Housing	395,097	(163,275)	231,823
Langdon Trustee Company	1,198	(1,198)	0
Langdon Foundation	10,709,582	(5,272,310)	5,437,273

The charity has taken advantage of the exemptions available under the Companies Act from preparing a Statement of Financial Activities and Statement of Cash flows for the charity only.

1.4 Income

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the item(s) of income have been met, it is probable that the income will be received, and the amount can be measured reliably.

Donations are recognised when received. Income from government or other grants, whether "capital" grants or "revenue" grants is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received, and the amount can be measured reliably and is not deferred.

Income receivable for the provision of education, housing or supported living services are recorded in the Statement of Financial Activities in the year in which these services are provided.

Investment income is accounted for when receivable.

1.5 Expenditure

Expenditure is recognised on an accruals basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered and is reported as part of the expenditure to which it relates.

Costs of raising funds comprise those costs associated with attracting voluntary income and the costs for fundraising purposes from charity events.

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

Governance costs include those costs associated with meeting the constitutional and statutory requirements of the charity and include the audit fees and costs linked to the strategic management of the charity.

All costs are allocated between the expenditure categories of the SoFA on a basis designed to reflect the use of the resource. Costs relating to a particular activity are allocated directly.

1.6 Tangible fixed assets and depreciation

Freehold land and building are recorded at valuation. Other tangible fixed assets are stated at cost less depreciation. Depreciation is provided at rates calculated to write off the value less estimated residual value of each asset over its expected useful life as follows:

Freehold land is not depreciated	
Freehold buildings	1% - 2%
Computer equipment	33% straight line
Fixtures, fittings & equipment	25% straight line
Motor vehicles	25% straight line

All single items with a value less than £1,000 have not been capitalised.

The policy with respect to impairment reviews of fixed assets is that these assets are inspected regularly for any impairment and any defect remedied so as to maintain current value.

1.7 Investments

The Charity holds no investments.

1.8 Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered and provision for bad and doubtful debts. Prepayments are valued at the amount prepaid net of any discounts due.

1.9 Cash at bank and in hand

Cash at bank and cash in hand includes cash and short-term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

1.10 Creditors and provisions

Creditors and provisions are recognised where the Charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any discounts due.

1.11 Financial instruments

The Charity has financial assets and liabilities that qualify as basic financial instruments together with an interest rate swap. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method. The interest rate swap is recognised initially at cost, excluding any transaction costs, and subsequently at fair value. Changes in the fair value are recognised in the Statement of Financial Activities as part of the interest cost for the year.

1.12 Critical accounting judgements and key sources of estimation uncertainty

In the application of the group's accounting policies described above, the Trustees are required to make judgments, estimates and assumptions about the carrying amounts of assets and liabilities that are not readily apparent from other sources. These estimates, judgements and assumptions are made based on a combination of past experience, professional expert advice and other evidence that is relevant to the particular circumstance. In the trustees' opinion, the estimate with the greatest impact on the financial statements relates to the revaluation of properties. Properties are revalued to market value after taking professional advice and taking account of current market conditions.

1.13 Pensions

The Group operates several different pension schemes.

The Langdon Foundation, Langdon Community and Langdon Housing all operate a defined contribution scheme, Langdon College also operates a defined benefit scheme.

For defined-contribution schemes, the amount charged to the SoFA in respect of pension costs and other post-retirement benefits is the contribution payable in the year. Any difference between the charge to the SoFA and the contributions payable to the scheme is shown as an asset or a liability in the Balance Sheet. The defined benefit schemes are multi-employer schemes and it is not possible to identify the Charity's share of the underlying assets and liabilities of the multi-employer scheme. Participation in such schemes is accounted for as if they were defined contribution schemes.

1.14 Operating leases

Rentals payable under operating leases are charged against income on a straight line basis over the lease period.

1.15 Fund accounting

The Langdon Foundation maintains various types of funds as follows, and transfers are made where necessary as permitted by the nature of the funds:

- Unrestricted funds are available for use at the discretion of the Trustees in furtherance of the general objectives of the charity.
- Restricted funds represent income received which is allocated by the donor to a specific project. The restrictions are binding on the Trustees of the charity.
- Designated funds represent funds which are unrestricted, but the Trustees have designated them for a specific purpose to further the objectives of the charity.

2 Legal status of the Charity

The Charity is constituted as a Company limited by guarantee and has no share capital. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £10 per member of the charity.

3 Donations

	Unrestricted funds	**Restricted funds**	**Total funds**	Total funds
	2021	**2021**	**2021**	2020
	£	**£**	**£**	£
Donations	**1,352,653**	**236,783**	**1,589,436**	1,790,761

Donations relating to unrestricted funds in the prior period were £1,140,013 and restricted funds £650,748

4 Charitable activities

	Unrestricted funds 2021 £	Restricted funds 2021 £	Total funds 2021 £	Total funds 2020 £
Provision of housing, education and supported living arrangements	**6,996,067**	**200,678**	**7,196,745**	6,651,185

Prior period income from charitable activities relating to unrestricted funds was £6,533,176 and restricted funds £118,009.

5 Investment income

	2021 £	2020 £
Interest receivable	**15**	947

6 Analysis of expenditure

	Cost of raising funds £	Education and student recreation £	Supported living arrangements £	Total 2021 £	Total 2020 £
Staff costs	**284,541**	**803,675**	**4,648,686**	**5,736,902**	5,349,822
Direct fundraising costs	**136,669**	**-**	**-**	**136,669**	84,766
Other direct costs	**-**	**441,672**	**2,438,754**	**2,880,426**	2,765,009
Governance costs (note 7)	**-**	**9,353**	**38,161**	**47,514**	55,594
	421,210	**1,254,700**	**7,125,601**	**8,801,511**	8,255,191

Prior period expenditure was £8,255,191 of which £7,748,804 was unrestricted and £506,387 was restricted.

Included in staff costs and other direct costs are support costs totalling £453,469.

7 Analysis of governance costs

	2021 £	2020 £
Governance costs comprises:		
Legal and professional fees	**11,974**	5,929
Audit fees	**25,680**	24,000
Bank charges and interest	**9,860**	25,665
	47,514	55,594

Governance costs include payments to the auditors in respect of audit fees amounting to: Group - £25,680 (2020: £24,000) including Charity £6,420 (2020: £6,000).

8 Net income / (expenditure) for the year

This is stated after charging:

	2021	2020
	£	£
Depreciation	**212,634**	204,206
Auditor's remuneration	**25,680**	24,000
Interest payable	**125,971**	126,496
Operating lease costs	**955,325**	816,768

9 Analysis of staff costs, trustee remuneration and expenses, and the cost of key management personnel

	2021	2020
	£	£
Wages and salaries	**5,077,558**	4,743,665
Social security costs	**457,090**	417,088
Pension costs	**202,253**	189,069
	5,736,901	5,349,822

The number of employees having benefits in excess of £60,000 or more were:

	2021	2020
	Number	Number
£60,000 to £70,000	**1**	1
£70,000 to £80,000	**3**	2
£90,000 to £100,000	**-**	-
£120,000 to £130,000	**1**	1

5 of the employees whose annual emoluments exceed £60,000 (2020: 4) had retirement benefits accruing under defined-contribution pension schemes which totalled £44,273 (2020: £37,485) in the period.

The key management personnel of the Charity comprise the Chief Executive and the Finance Director. The total amounts of employee benefits received £198,823 (2020: £221,427).

During the year termination payments totalling £31,148 (2020: £53,514) were paid. Termination payments are taken to the profit and loss account at the point that a constructive or legal obligation is entered into.

None of the Trustees of The Langdon Foundation (or any persons connected with them) received any remuneration during the period or in 2020. Trustees were reimbursed £nil for expenses (2020 nil) during the year.

10 Staff Numbers

The average monthly head count of employees during the year was as follows:

	2021 Number	2020 Number
Charitable activities	**163**	160
Fundraising	**8**	8
Governance	**2**	2
Administration	**41**	36
	214	206

11 Pension and other post-retirement benefit commitments

The Group operates a number of different pension schemes. The Langdon Foundation, Langdon Community and Langdon Housing operate a defined-contribution scheme. Langdon College operates both a defined-contribution and a defined-benefit scheme. Defined-benefit schemes, which are classified as multi-employer schemes, where the participating employer is unable to identify their share of the assets or liabilities, may be accounted for as if they were defined-contribution schemes. As a result, the company's contributions payable in the accounting period are the amounts charged in the financial statements.

Teachers' Pension

The College participates in the Teachers' Pension Scheme ("the TPS") for its teaching staff. The pension charge for the year includes contributions payable to the TPS of £81,869 (2020: £76,208) and at the year-end £9,611 (2020 - £9,094) was accrued in respect of contributions to this scheme.

The TPS is an unfunded multi-employer defined benefits pension scheme governed by The Teachers' Pensions Regulations 2010 (as amended) and The Teachers' Pension Scheme Regulations 2014 (as amended). Members contribute on a "pay as you go" basis with contributions from members and the employer being credited to the Exchequer. Retirement and other pension benefits are paid by public funds provided by Parliament.

The employer contribution rate is set by the Secretary of State following scheme valuations undertaken by the Government Actuary's Department. The most recent actuarial valuation of the TPS was prepared as at 31 March 2016 and the Valuation Report, which was published in March 2019, confirmed that the employer contribution rate for the TPS would increase from 16.4% to 23.6% from 1 September 2019. Employers are also required to pay a scheme administration levy of 0.08% giving a total employer contribution rate of 23.68%.

The 31 March 2016 Valuation Report was prepared in accordance with the benefits set out in the scheme regulations and under the approach specified in the Directions, as they applied at 5 March 2019. However, the assumptions were considered and set by the Department for Education prior to the ruling in the 'McCloud/Sargeant case'. This case has required the courts to consider cases regarding the implementation of the 2015 reforms to Public Service Pensions including the Teachers' Pensions.

On 27 June 2019, the Supreme Court denied the government permission to appeal the Court of Appeal's judgment that transitional provisions introduced to the reformed pension schemes in 2015 gave rise to unlawful age discrimination. The government is respecting the Court's decision and has said it will engage fully with the Employment Tribunal as well as employer and member representatives to agree how the discriminations will be remedied. A consultation was launched by the government on 16 July 2020, and closed to responses on 11 October 2020. As a result of the consultation, the government announced on 4 February 2021 that it intends to proceed with a deferred choice underpin under which members will be able to choose either legacy or reformed scheme benefits in respect of their service during the period between 1 April 2015 and 31 March 2022 at the point they become payable.

The TPS is subject to a cost cap mechanism which was put in place to protect taxpayers against unforeseen changes in scheme costs. The Chief Secretary to the Treasury, having in 2018 announced that there would be a review of this cost cap mechanism, in January 2019 announced a pause to the cost cap mechanism following the Court of Appeal's ruling in the McCloud/Sargeant case and until there is certainty about the value of pensions to employees from April 2015 onwards. The pause was lifted in July 2020, and a consultation was launched on 24 June on proposed changes to the cost control mechanism following a review by the Government Actuary. Following a public consultation, the Government have accepted three key proposals recommended by the Government Actuary, and are aiming to implement these changes in time for the 2020 valuations.

In view of the above rulings and decisions, the assumptions used in the 31 March 2016 Actuarial Valuation may become inappropriate. In this scenario, a valuation prepared in accordance with revised benefits and suitably revised assumptions would yield different results than those contained in the Actuarial Valuation.

Until the cost cap mechanism revision is completed it is not possible to conclude on any financial impact or future changes to the contribution rates of the TPS. Accordingly, no provision for any additional past benefit pension costs is included in these financial statements.

Defined - contribution scheme

The Group contributes towards the Langdon Group Schemes run by Nest and Aegon which are defined contribution schemes. The assets of the scheme are held separately from those of the Group in an independently administered fund. The pension cost charge represents contributions payable by the charity to the fund. Contributions payable during the year were £120,184 (2020: £112,561.)

12 Related party transactions

At the year end, Langdon Housing had a creditor of £99,055 (2020: £238,449) due to The Langdon Foundation. During the year, Langdon Housing was charged rent of £325,296 (2020: £326,970) by The Langdon Foundation and the year end balance relates to these rentals.

At the year end, Langdon College had a creditor of £31,938 (2020: £22,750) to The Langdon Foundation. During the year, The Langdon Foundation charged Langdon College rent of £18,156 (2020: £18,144) and recharges of £17,156 (2020: £16,950) for shared costs. Langdon College also received donations that were initially received by Langdon Foundation.

At the year end, The Langdon Foundation had a creditor of £901,829 (2020: £773,605) due to the Langdon Community. During the year, Langdon Community was charged £5,700 (2020: £5,700) as rent by The Langdon Foundation. Donations of £180,523 (2020: £115,382) were paid to Langdon Community. The remaining creditor related to the costs settled by Langdon Community on behalf of The Langdon Foundation and the bank transfers to meet the cash shortfalls in The Langdon Foundation.

At the year end, Langdon Community owed £nil (2020: £4,584) to Langdon College in respect of shared personnel costs.

Trustees were reimbursed £nil for expenses (2020 £nil) during the year.

In aggregate, donations of £75,363 (2020: £92,888) were received from Trustees. £10,500 of these donations were restricted (2020: £36,000).

13 Corporation tax

As a charity, Langdon Foundation is exempt from UK tax on income and gains to the extent that these are applied to its charitable objects. No UK tax charges have arisen in the Charity, during the year or the previous year.

14 Tangible fixed assets

Group	Land and Buildings £	Leasehold improvements £	Computer Equipment £	Fixtures & Fittings £	Motor Vehicles £	Total £
Cost:						
As at 1 January	10,039,572	54,002	195,849	295,107	89,037	10,673,567
Additions	12,376	5,999	20,259	5,130	19,045	62,809
Disposals	(96,233)	-	-	-	-	(96,233)
Revaluation	68,285	-	-	-	-	68,285
As at 31 December 2021	**10,024,000**	**60,001**	**216,108**	**300,237**	**108,082**	**10,708,428**
Depreciation:						
As at 1 January	-	35,185	107,304	217,168	53,434	413,091
Charge for year	97,900	14,818	46,506	34,862	18,548	212,634
Revaluation adjustment	(97,900)	-	-	-	-	(97,900)
As at 31 December 2021	**-**	**50,003**	**153,810**	**252,030**	**71,982**	**527,825**
Net book value As at 31 December 2021	**10,024,000**	**9,998**	**62,298**	**48,207**	**36,100**	**10,180,603**
As at 31 December 2020	10,039,572	18,817	88,545	77,939	35,603	10,260,476

Charity	Land and Buildings £	Computer Equipment £	Fixtures & Fittings £	Total £
Cost:				
As at 1 January	10,039,572	121,536	176,402	10,337,510
Additions	12,376	19,299	2,763	34,438
Disposals	(96,233)	-	-	(96,233)
Revaluation	68,285	-	-	68,285
As at 31 December 2021	**10,024,000**	**140,835**	**179,165**	**10,344,000**
Depreciation:				
As at 1 January	-	54,130	112,955	167,085
Charge for year	97,900	34,636	27,334	159,870
Revaluation adjustment	(97,900)	-	-	(97,900)
As at 31 December 2021	**-**	**88,766**	**140,289**	**229,055**
Net book value As at 31 December 2021	**10,024,000**	**52,069**	**38,876**	**10,114,945**
As at 31 December 2020	10,039,572	67,406	63,447	10,170,425

All assets are used for charitable purposes.

During 2017 Land and buildings were valued by independent surveyors Pinders at market value with an effective valuation date of 31 December 2017. During 2020 the revaluation was updated by reference to Land Registry House Price Index changes to December 2020. A new valuation in connection with the new borrowing arrangements was carried out by JLL in early 2022. The value of £10,039,571 (historical cost £7,308,532) consists of Freehold Properties £6,722,324 (historical cost £4,868,531) and Long Leasehold Properties £3,317,249 (historical cost £2,440,001).

15 Debtors

	Group		Charity	
	2021	2020	**2021**	2020
	£	£	**£**	£
Trade debtors	**718,774**	431,780	**1,600**	-
Amounts owed by group undertakings	**-**	-	**130,944**	261,199
Other debtors	**59,770**	58,392	**3,673**	8,394
Prepayments and accrued income	**493,571**	463,429	**173,443**	56,444
	1,272,124	953,601	**309,660**	326,037

16 Creditors:
Amounts falling due within one year

	Group		Charity	
	2021	2020	**2021**	2020
	£	£	**£**	£
Trade creditors	**149,325**	171,255	**69,902**	65,274
Taxes and social security costs	**149,163**	209,935	**32,472**	47,400
Other creditors	**58,127**	47,932	**8,552**	5,780
Accruals	**239,472**	223,402	**81,109**	56,592
Deferred income	**178,445**	176,125	**178,445**	176,125
Amounts owed to group undertakings	**-**	-	**901,829**	773,605
Bank loans	**4,000,000**	4,000,000	**4,000,000**	4,000,000
	4,774,532	4,828,649	**5,272,309**	5,124,776

Deferred income represents parental contributions received towards the cost of housing provision of our members and two trust grants.

	Group	**Charity**
	£	**£**
Balance as at 1 January 2021	**176,125**	**176,125**
Amount received in the year	**-**	
Amount released to income from charitable activities	**(17,680)**	**(17,680)**
Balance as at 31 December 2021	**158,445**	**158,445**

In January 2018 all bank loans were consolidated into a single £4m facility with Lloyds bank. An £3m was drawn down in January 2018 and £1m drawn down in May 2018. This loan was interest only with variable interest charged at 2.95% above Bank of England base rate with an original requirement to refinance after 3 years. The loan was secured on the majority of the Foundation's properties. The refinancing date was extended to May 2022. In May 2022 the Lloyds facility was repaid and replaced with a 20 year repayment loan with Unity bank which is secured on the majority of the Foundation's properties.

Included in Other creditors is an interest rate swap which matured in early 2021. The swap was for a notional amount of approximately £1 million with a fixed rate of 2.88% and a floating rate based on the UK base rate.

17 Analysis of charitable funds

Analysis of movements in restricted funds

	Balance as at 1 January 2021	Income	Expenditure	Transfer between funds	Funds as at 31 December 2021
	£	£	£	£	£
Langdon Foundation					
Property Development Fund	**677,715**	25,000	(16,810)	-	**685,905**
Strategic Project	**-**	30,000	(39,695)	9,695	**-**
Staff Celebration	**-**	785	-	-	**785**
Volunteer manager	**6,250**	-	-	-	**6,250**
	683,965	55,785	(56,505)	9,695	**692,940**
Langdon Community					
Brady Club	**23,000**	128,034	(70,754)	-	**80,280**
Employment/Social Enterprise	**-**	49,220	(324,918)	275,698	**-**
Ambassadors Manchester	**1,834**	-	-	-	**1,834**
Supported Living Manchester	**10,663**	759	(11,422)	-	**-**
Mini Bus	**6,140**	-	(368)	-	**5,772**
Enterprise Manchester	**-**	2,520	(2,520)	-	**-**
Occupational Therapist	**5,000**	-	(5,000)	-	**-**
Staff training	**4,000**	-	(4,000)	-	**-**
Infection Control Funds	**32,959**	146,369	(144,273)	-	**35,055**
	83,596	326,902	(563,225)	275,698	**122,941**
Langdon College					
Nathan Laski Memorial CT	**1,617**	--	(1,706)	89	**-**
Brotherton Real Estate	**1,525**	-	(155)	-	**1,370**
ESFA Pension Grant	**-**	22,702	(22,702)	-	**-**
EFA Capital Programme	**15,436**	25,617	(2,366)	-	**38,687**
City Bridge Trust	**738**	-	(738)	-	**-**
ESFA Tuition Fund	**4,415**	5,990	(10,405)	-	**-**
	23,731	54,309	(38,072)	89	**40,057**
Langdon Housing					
Property maintenance fund	**-**	464	(1,144)	680	**-**
	-	464	(1,144)	680	**-**
Group	**791,292**	437,460	(658,976)	286,162	**855,938**

Analysis of movements in restricted funds – previous year

	Balance as at 1 January 2020	Income	Expenditure	Transfer between funds	Funds as at 31 December 2020
	£	£	£	£	£
Langdon Foundation					
Property Development Fund	210,000	501,000	(33,285)	-	677,715
Volunteer manager	10,000	25,000	(28,750)	-	6,250
Wohl Foundation	-	8,866	(12,043)	3,177	-
	220,000	534,866	(74,078)	3,177	683,965
Langdon Community					
Brady Club	-	43,143	(20,143)	-	23,000
Employment/Social Enterprise	-	41,000	(307,372)	266,372	-
Ambassadors Manchester	1,834	-	-	-	1,834
Supported Living Manchester	-	6,863	(395)	4,195	10,663
Mini Bus	17,507	9,011	-	(20,378)	6,140
Activities	14,640	-	(14,640)	-	-
Occupational Therapist	5,000	-	-	-	5,000
City Bridge Trust	-	9,650	(16,745)	7,095	-
ICT equipment	-	1,716	(1,944)	228	-
Staff training	-	4,000	-	-	4,000
Infection Control Funds	-	57,448	(24,489)	-	32,959
	38,981	172,831	(385,728)	257,313	83,596
Langdon College					
Nathan Laski Memorial CT	-	2,000	(383)	-	1,617
Brotherton Real Estate	1,807	-	(282)	-	1,525
ESFA Pension Grant	-	29,420	(29,420)	-	-
EFA Capital Programme	9,335	12,686	(6,585)	-	15,436
Laptops for Students	-	2,040	-	(2,040)	-
City Bridge Trust	-	10,000	(9,262)	-	738
ESFA Tuition Fund	-	4,415	-	-	4,415
	11,142	60,561	(45,932)	(2,040)	23,731
Langdon Housing					
Property maintenance fund	-	500	(649)	149	-
	-	500	(649)	149	-
Group	270,123	768,757	(506,384)	258,799	791,292

The Langdon Foundation

- Property Development Fund is to refurbish Langdon-owned properties to modern standards.
- Volunteer manager are funds from the National Lottery and an individual donor to support the recruitment of a volunteer manager.
- Wohl funds supported a research project carried out for Langdon Foundation and two other charities.

Langdon Community

- Brady Club offers social activities to younger people with learning difficulties in Edgware.
- Employment & Social Enterprise aids and trains people with learning difficulties to find employment. This includes New Chapters which offers a safe working environment to gain work experience.
- Ambassadors Manchester was created to service the fundraising activities of the parental group and is earmarked for specific purposes.
- Supported Living Manchester is our main operation in Manchester and helps bridge the gap left by shortfalls in Government funding.
- Mini Bus funds were raised to purchase and support a new Mini Bus – the minibus was purchased in 2020
- Activities are additional members activities, often arranged in the evenings and weekends.
- Occupational Therapist is to fund the employment of an occupational therapist to support our members.
- City Bridge Trust funded the cost of PPE and some deep cleaning related to the Covid-19 pandemic.
- ICT – 2 donations were received to purchase laptops for some of the people we support.
- Staff training – a donation was received to support training of care staff.
- Infection Control – funds were received from Local Authorities to support additional costs incurred in relation to the Covid-19 pandemic.

Langdon College

- EFSA items are for specific purposes as noted.
- Brotherton Real Estate is towards the cost of creating a music room for students.
- City Bridge Trust funds are towards the cost of therapy for students during the Covid-19 pandemic.
- Norman Laski Memorial CT funds the garden project.
- Laptops for Students were funded by Arbib Lucas Charity and Jews Temporary Shelter.

Transfers are made from general funds to restricted funds to make up the shortfall between expenditure incurred on and donations received for those activities.

Restricted funds created by donations received by the Foundation for activities undertaken by other group entities have been shown under the group member that ultimately applies the expenditure in accordance with the restriction.

Analysis of movements in unrestricted funds

Group

	Balance as at 1 January 2021	Income	Expenditure	Transfer between funds	Profit on sale of Fixed Assets	Funds as at 31 December 2021
Unrestricted funds						
General fund	**2,624,613**	8,348,735	(8,142,535)	(286,162)	6,983	**2,551,635**
Property revaluation fund	**3,826,303**	166,185	-	-		**3,992,488**
Total unrestricted funds	**6,450,916**	8,514,920	(8,142,535)	(286,162)	6,983	**6,544,123**

Analysis of movements in unrestricted and designated funds – previous year

Group

	Balance as at 1 January 2020	Income	Expenditure	Transfer between funds	Funds as at 31 December 2020
Unrestricted funds					
General fund	2,958,080	7,674,136	(7,748,804)	(258,799)	2,624,613
Property revaluation fund	3,176,930	649,373	-	-	3,826,303
Total unrestricted funds	6,135,010	8,323,509	(7,748,804)	(258,799)	6,450,916

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18 Analysis of net assets between funds

Group

	Unrestricted funds £	Restricted funds £	Total £
Fund balances at 31 December 2021 are represented by:			
Tangible fixed assets	9,494,698	685,905	**10,180,603**
Current assets	1,823,957	170,033	**1,993,990**
Creditors – less than one year	(4,774,532)	-	**(4,774,532)**
	6,544,123	**855,938**	**7,400,061**

Charity

	Unrestricted funds £	Restricted funds £	Total £
Fund balances at 31 December 2021 are represented by:			
Tangible fixed assets	9,429,040	685,905	**10,114,945**
Current assets	587,602	7,035	**594,637**
Creditors – less than one year	(5,272,309)	-	**(5,272,309)**
	4,744,333	**692,940**	**5,437,273**

Analysis of net assets between funds – previous year

Group

	Unrestricted funds £	Restricted funds £	Total £
Fund balances at 31 December 2020 are represented by:			
Tangible fixed assets	10,260,476	-	10,260,476
Current assets	1,019,088	791,292	1,810,380
Creditors – less than one year	(4,828,651)	-	(4,828,651)
	6,450,914	791,292	7,242,205

Charity

	Unrestricted funds £	Restricted funds £	Total £
Fund balances at 31 December 2020 are represented by:			
Tangible fixed assets	10,170,425	-	10,170,425
Current assets	(239,855)	683,965	444,110
Creditors – less than one year	(5,124,776)	-	(5,124,776)
	4,805,794	683,965	5,489,759

19 Commitments under operating leases

Group

	Land and Buildings	
	2021	2020
	£	£
Total of future minimum lease payments under non-cancellable operating leases are:		
Expiry date:		
No later than one year	**498,437**	313,240
Later than one year and not later than five years	**293,362**	239,175
Later than five years	**-**	-

Charity

	Land and Buildings	
	2021	2020
	£	£
Total of future minimum lease payments under non-cancellable operating leases are:		
Expiry date:		
No later than one year	**66,614**	88,819
Later than one year and not later than five years	**-**	66,614
Later than five years	**-**	-

20 Reconciliation of net movement in funds to net cash flow from operating activities

	2021	2020
	£	£
Net movement in funds	**157,854**	837,075
(Gain) on revaluation of property	**(166,185)**	(649,373)
Add back depreciation charge	**212,634**	204,206
Deduct interest income shown in investing activities	**(15)**	(947)
Fixed Asset disposals	**-**	-
(Increase) in debtors	**(318,523)**	(161,295)
(Decrease)/Increase in creditors	**(54,119)**	55,727
Net cash provided by operating activities	**(168,354)**	285,393

21 Post Balance Sheet Event

On 16th November 2022, Langdon announced that Langdon and Kisharon (a charity offering similar services to Langdon) are considering a proposed merger. Consultations and Due Diligence will take place and no confirmation of a merger will happen until 2023.

THE LANGDON FOUNDATION

England & Wales - Charity number 1142742

Accounts

Langdon

Empowering independence

Livingness

(lɪvɪŋnəs) • noun

"The condition or quality of having life and being alive; Possession of energy, vigour or animation; The ability to live as our best, true selves"

THE LANGDON FOUNDATION
(A Company Limited by Guarantee)

Charity Registration No. 1142742
Company Registration No. 07621714 (England and Wales)

TRUSTEES' ANNUAL REPORT and CONSOLIDATED ACCOUNTS

For the Year ended 31 DECEMBER 2020

2020 Highlights:

- Income up 6.6% to £8.4 million
- We supported those we support through the pandemic and adapted and innovated our ways of working
- 106 people have a home in Langdon accommodation or are part of our supported living programme (up from 98 in 2019)
- Over 40,000 books are listed on our Amazon trading platform managed by our members at New Chapters – our social enterprise which provides opportunities for our members and others to develop work-based skills
- New Chapters Book sales are c£12,000 per month – which held up at previous year's level despite the pandemic

THE LANGDON FOUNDATION
(A COMPANY LIMITED BY GUARANTEE)
LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	Mr N Henry (Chairman) Mr B Miller (Vice-Chairman) Mr M Blane Mr J Bolchover (resigned 16 March 2021) Mrs S Cooper (appointed 16 March 2021) Mr R Davis (Treasurer until resignation as Trustee 16 March 2021) Mr N Doffman Ms S Frais Mr J Joseph (resigned 16 March 2021) Mr P Joseph (appointed 16 March 2021) Ms A Mitchell (resigned 10 September 2020) Mrs K Phillips MBE (appointed 16 March 2021) Mr G Rubin (resigned 27 May 2020) Mr S Salomon Mr S Shaerf (resigned 27 May 2020) Mrs S Shieff Mr R Tenzer(Treasurer-from appointment as Trustee 16 March 2021)
Chief Executive	Neil Taylor
Company Secretary	Barry Shine
Charity number:	1142742 (England and Wales)
Company number	07621714 (England and Wales)
Principal address	Unit 506, Centennial Park, Centennial Avenue, Elstree, Borehamwood WD6 3FG
Registered Office	Unit 506, Centennial Park, Centennial Avenue, Elstree, Borehamwood WD6 3FG
Auditor	Crowe U.K. LLP 55 Ludgate Hill London EC4M 7JW
Bankers	Lloyds 7th Floor 40 Spring Gardens Manchester M2 1EN

THE LANGDON FOUNDATION
(A COMPANY LIMITED BY GUARANTEE)
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THE LANGDON FOUNDATION
(A COMPANY LIMITED BY GUARANTEE)
TRUSTEES' ANNUAL REPORT
FOR THE YEAR ENDED 31 DECEMBER 2020

Charity information

The Trustees present their annual report and the financial statements for the period ended 31 December 2020.

The accounts have been prepared in accordance with the accounting policies set out in note 1 to the accounts and comply with The Langdon Foundation's Memorandum and Articles of Association, the Charities Act 2011, the Companies Act 2006 and the Charities SORP (FRS102).

Reference and administrative details

The Langdon Foundation is a registered charity (No. 1142742) and a company limited by guarantee and not having share capital (No. 07621714). The registered office is as shown on the legal and administrative information page.

The Trustees on the date of this report, all of whom served throughout the financial period unless otherwise indicated are as follows: -

Mr N Henry	Chair
Mr B Miller	Vice-Chair
Mr R Tenzer	Treasurer (appointed 16 March 2021)
Mr M Blane	
Mrs S Cooper (appointed 16 March 2021)	
Mr N Doffman	
Ms S Frais	
Mr P Joseph (appointed 16 March 2021)	
Mrs K Phillips MBE (appointed 16 March 2021)	
Mr S Salomon	
Mrs S Shieff	

The current Trustees have the power to remove and appoint trustees. There are a maximum number of 14 trustees and not less than 8 who may be appointed to the Board. A Board Election was held in March 2021 and a number of Trustees resigned at that time and the new trustees listed above joined the Board

The Chief Executive controls the day to day management of the charity together with the senior managers and employees. The Chief Executive works closely with the Senior Leadership Team as listed below.

The Senior Leadership Team of the Charity is:

Mr N Taylor	Chief Executive
Mrs J Baker	College Principal
Mrs H Sowa	Director of Operations
Mrs S Pollins	Director of Fundraising and Marketing
Mrs E Russell	Head of HR
Mr B Shine	Finance Director/Company Secretary
Mr A Weinstock	Director of Business Development and Community Services

Structure, governance and management

The Langdon Foundation was incorporated and established by Memorandum and Articles of Association on 4 May 2011 as amended on 6 July 2015.

The Langdon Group comprises the Langdon Foundation (charity number 1142742, company number 07621714), Langdon College (charity number 1088936, company number 4104466), Langdon Community (charity number 1086393, company number 4055338) and Langdon Housing (charity number 1142743, company number 7623246).

The Langdon Foundation charitable company is the sole member of Langdon College, Langdon Community and Langdon Housing and has the power to appoint or remove Trustees from the subsidiary charities. All three subsidiaries are registered charities. In 2012, The Langdon Foundation set up a company limited by guarantee, named the Langdon Trustee Company Limited (company number 08342169), which exists to protect residents' financial interests upon funds being bequeathed to them.

The Foundation owns properties, raises funds and gives donations to Langdon College, Langdon Community and Langdon Housing.

The Board of Trustees is responsible for the overall governance of The Langdon Foundation as a charity. Trustees are co-opted by the existing Board of Trustees. Individual Trustees serve for a period of three years and may serve for up to nine consecutive years. There are no individual subscriptions or other sums payable by Members. All Trustees of the Charity and the subsidiary charities are expected to adhere to Langdon's Code of Conduct which embraces the Nolan Committee's "Seven principles of public life".

The management of the charity and regulatory compliance is delegated to the Chief Executive and an effective partnership exists with the Chairperson of the Board. The Chief Executive reports to trustees at Board Meetings. The Langdon Foundation introduced a more organised induction programme which includes a dedicated portal containing information about the history of Langdon, guides on Trustee responsibilities, current strategy, governance documents and Board reports. The Board as a group receive presentations on compliance and latest practice at least annually.

The external advisors of The Langdon Foundation are as set out on the legal and administrative page.

The trustees review management remuneration annually. The Langdon Foundation ensures its salaries remain competitive in the labour market, through conducting an annual pay review, paying individuals in line with normal industry practice and standards, and benchmarking salaries against other employers. Langdon determines the pay range for a vacancy prior to advertising it, following the creation and/or amendment of a job description and specification. On appointment the starting salary is determined within that range to be offered to the successful candidate, based on relevant qualifications, experience and any recruitment and retention needs. Senior Leadership salaries are based on the same economic factors specified above, such as, qualifications, experience and other factors like supply and demand, but a spot salary is used on appointment and thereafter the cost of living increase, as appropriate.

Langdon Foundation raises funds for the subsidiary charities. Funds are raised and made available by the Langdon Foundation to the subsidiary charities for areas that are not funded from statutory sources such as Employment, the activities programme, Brady clubs and certain College activities. Funds are also raised for the purchase and maintenance of properties to be used by Langdon tenants in supported living and Langdon students at Langdon College. There are leases between Langdon Housing and individual tenants in supported living.

The Langdon Foundation benefits from voluntary help. During the year we had many volunteers who assisted with events and administrative tasks. These volunteers gave significant amounts of time to Langdon and we are so very grateful to all our volunteers for their loyal support, help and enthusiasm.

Corporate governance

Processes are in place to ensure that performance is monitored, and that appropriate management information is prepared and reviewed regularly by both the Chairperson and the Board.

The Trustees undertook a Governance review during 2019 and as a result additional sub committees were created (Clinical Governance, Community Services and Nominations and Remuneration Committees), The terms and conditions of all other committees were reviewed and updated. In March 2021 Board Elections stood place; a number of Trustees resigned at that time and 4 new Trustees as listed above joined the Board.

Systems of internal control are designed to provide reasonable assurance against material misstatement or loss.

They include:
- an annual budget approved by the Trustees;
- regular consideration by the Trustees and the Finance, Audit and Risk Committee of general budget performance;
- delegation of day-to-day management and regulatory compliance authority; and
- identification and management of risks.

Fundraising

Members of Langdon's fundraising department organise fundraising events and co-ordinate the activities of our supporters in the wider community on behalf of the Langdon charities. Langdon does not use professional fundraisers or involve commercial participators. There have been no complaints about fundraising activity this year.

We are registered with the Fundraising Regulator. The fundraising department has signed up to the Fundraising Regulator's Code of Fundraising Practice. Our fundraising staff have been appraised as to how the Code affects Langdon. As a result, our fundraising guidance and working practices are compliant. Volunteer fundraisers are given a briefing before they raise funds for Langdon and are also given regular updates/ reminders.

All direct marketing is undertaken by the fundraising department to ensure that it is not unreasonably intrusive or persistent. Contact is made through direct marketing – including activity updates - a maximum of six times a year and most recipients will receive communications less frequently. All marketing material contains clear instructions as to how a person can be removed from mailing lists. In 2018 we also contacted all those then on our database as part of our compliance activity for the GDPR (General Data Protection Regulation) which came into force in May 2018. We continue to offer donors and others the opportunity to be removed from our database.

Strategic Report

Objectives, activities, achievements and performance

The objects of the Charity are the advancement of education and the relief of individuals with special educational needs or mental illness and other associated difficulties including through the provision of support to their families and (save for purposes incidental and ancillary to those objectives) no other purposes. The Charity is established in accordance with the tenets of the Jewish religion.

Langdon is a leading charity that empowers over 100 Jewish adults with learning disabilities and autistic spectrum disorders with the skills and opportunities to live independently in their communities, within a Jewish ethos. Langdon operates in the Manchester area, North-West London and nearby areas and deals with more than 15 Local Authorities.

Our vision is to ensure that people with learning disabilities have the same opportunities as everyone else, so they can live independently in their local community. Our aim is that people with learning disabilities live in an inclusive world where they are valued equally.

Our aspiration is to create a community in which Jewish young people and adults with learning disabilities or with autistic spectrum disorders thrive and have equal opportunities to live the lives they choose.

We have been guided by the following strategic goals over the past year:

- To provide environments, physical, social and spiritual, that are fit for purpose, warm and welcoming; create accessible educational and employment opportunities in which our members can flourish; and nurture enterprise and innovation to empower our members to achieve their ambitions and to focus on their abilities.
- To encourage and support our members to have a fulfilled social life and participate and be active within the wider community.
- To enable the families of our members to live their lives knowing that their children have a future full of potential with Langdon by their side every step of the way.
- To facilitate collaborative partnerships between members, their families, and other stakeholders so that people with learning disabilities or with autistic spectrum disorders can lead independent and fulfilled lives.

In 2020 our annual objectives aimed to reflect our aspiration for **quality**, **growth** and **collaboration** and these are set out below with details as to what was achieved

	Objective	**Outcomes**
Quality	Enhance the effective delivery, monitoring and quality of support and care services - i.e. use of digital technology systems including scheduling	• Introduction of Quality Dashboard providing measurement of compliments, complaints and concerns, allowing for data monitoring, learning and understanding of trends. • Information hub comprising of guidelines, checklists, and pro-forma templates, cascaded to support forward planning and practical guidance for managers and employees during Pandemic.
	Develop the care and support teams through learning opportunities - i.e. performance management, training, quality initiatives	• Sourced training provider to deliver Leadership & Management training course for senior and front line managers. Course to be rolled out in early 2021 covering key competencies, theory and practical tools over a 12 month period • Introduction, formation and evaluation of peer support groups in pilot programme involving managers, using coaching skills to problem solve, support one another and share best practice • Design, development and roll out of Jewish Cultural training programme for staff at Langdon with a 12 month rolling programme facilitated by newly formed Jewish Cultural Team.
	Intensify the current offer to our members i.e. increase in range of programmes and activities	• Digital initiatives allowing for accelerated expansion of activities, introducing volunteer hosts in areas of well-being, recreation and social connections.
	Improve the level of staff engagement	• Joined up working between Manchester and London with formation of structured meetings and sharing of best practice across Langdon • Wellbeing initiatives and delivery of wellbeing packs to support staff during the Pandemic
	Engage with additional lay experts to support practice development	• Recruitment of experts to form community and clinical service committees, acting as critical friend and advisory group.
	Improve the quality of our owned properties - i.e. Refurbish and develop members' homes, office relocation	• Funds were secured and initial plans were drawn up – the Covid19 pandemic has delayed implementation of these plans

	Objective	Outcomes
Growth	Realign capacity to allow for growth and sustainability of Langdon's offer to new and existing members and families – i.e. Youth Provision, Community Engagement, Front line care management, Volunteering and fundraising in Manchester	• Recruitment of Head of Community Engagement to assist in elevating approach to volunteering, social action and formation of community links with external agencies • Recruitment of Youth Service Manager to support expansion of Langdon Brady in reach and impact.
	Engage with more people in the community with a view to them supporting Langdon through both fundraising and referring potential Members	• Successful social action days throughout the year with members 'giving back' to local community with co-produced events.
	Be cautiously ambitious in our fundraising goals and aim to stretch ourselves, our trustees and our lay leaders in order to reach our targets	• Set ourselves a fundraising goal of £1.5m, which was exceeded by £0.2m • Developed a comprehensive stewardship plan with lay leaders to retain existing donors recruit new donors • Worked with lay leaders and trustees to pivot our fundraising events to virtual, including initiatives such as a virtual bike ride, a virtual Dinner and a very successful Crisis Appeal.
	Invest to become better known and recognised for what we do, and for people to recognise and connect our brand with our charitable objectives	• We developed our brand and our digital and offline marketing, through a new website, and improved social media and press presence, particularly in relation to service marketing
	Progress key property development opportunities to Planning stage, with view to creating fit for purpose 'life time homes' and community facilities	• The initial planning work was completed however the Covid19 pandemic has delayed implementation of these plans
Collaboration	Explore opportunities for joint working across the Jewish communal sector	• Engagement with partner organisations to discuss collaboration and initiatives • Number of presentations to European and North American Jewish community organisations around best practice and learning in social care and enterprise
	Ensuring co production of innovative ideas which align with our mission and can be matched with funding opportunities	• Providing a range of digital support activities and activity packs for members who are living independently, self-isolating and at risk of loneliness and boredom. • Funding for Brady Holiday youth schemes attracting wide number of participants in innovative programme

The Langdon Foundation raised £1.8m from donations and fund generating activities before expenses; £1.4m after fundraising expenses. Our fundraising income comes from a variety of events, activities and other sources including the Annual Dinner – held virtually in 2020 (total income raised £192k), Trusts (£918k), Virtual Bike Ride (£54k), and Covid Crisis Appeal (£216k).

The subsidiary charities have achieved the following:

Langdon Housing

- Successfully working with Langdon Community to meet the need for additional properties in all operational areas. All properties sourced in the correct location and set up for tenants to move in to.

- Successfully built relations with the Housing Benefit officers in all boroughs to ensure Housing Benefit applications are expedited and the correct and appropriate Housing Benefit award is obtained.
- Preparing plans for improvements of certain properties thanks to funds secured from trusts (the Covid19 pandemic has delayed the implementation of these improvements)
- Additional properties were provided for individuals either in existing properties or third party rentals

Langdon College

The College continued to develop the curriculum to ensure students develop their skills to enter the world of work and become as independent has possible. Our focus remains on our key strategic aims:

1. To achieve high **quality** outcomes for our students by prioritising teaching and learning.
2. To continue to improve levels of **efficiency** and to achieve outstanding financial health.
3. To maximise opportunities for **growth**.

The impact of the Covid pandemic on the College has been significant. The death of a student in the early part of the year and the Covid illness amongst students and their families has meant that normal delivery had to be altered. External work experience, for example, has been suspended and the focus of the curriculum delivery has been changed to reflect the mental health and well-being needs of students, families and staff. Attendance remained high at 97% and a learner survey in the Autumn term of 2020 registered 89% of students being happy.

Langdon Community

- Our Supported Living service now supports 106 people.
- New Chapters is established in Harrow and Bury as a social enterprise selling second hand books through online selling platforms including Amazon. Our priority is to provide a programme for people with a learning disability to develop work-based and social skills enabling them to move in to work with an employer. Turnover was approximately £12,000 per month which was in line with 2019 even though the service was impacted by the Covid19 pandemic.
- Through our Employment Service we aim to support and encourage members to work at least 16 hours per week and transfer off employment benefits. As a result, 17% of our members are in paid work and not in receipt of any social security employment benefits, 24% are in paid work but working less than 16 hours per week and 17% are in voluntary work or vocational training. These numbers are slightly lower in 2020 as the Covid19 pandemic affected the work and workplaces that some of the people that we support are linked to.
- The Langdon Brady Club gives Jewish youth aged 12-19 with learning disabilities, the opportunity to meet new people, make friends and have fun. The club gives young people the opportunity to be involved in the planning of their programmes. The provision of this service "went virtual" as a result of the pandemic. In 2021we are adding additional age groups (9-11 years and 19 plus).
- Langdon Social provides a range of person centred activities, chosen by members via the One Voice member led committee and members' meetings. Activities range from pub nights and bowling to football tournaments, cookery demonstrations and more. In addition, self-funded vacations are arranged and organised for members. During the pandemic these were replaced by various virtual sessions

Public benefit

The Trustees have complied with their duties set out in section 17 of the Charities Act 2011 to have due regard to the guidance published by the Charity Commission. The benefit to the public is manifestly demonstrated by the achievements contained in this report, all of which seeks to extend and improve the care of young people whose life chances, aspirations and contributions to society will be enhanced, as a result.

Support from Foundation consists of grants to College, Housing and Community for specific projects, and the provision of rented residential accommodation for these charities, which is purchased for their on-going requirements.

This support also enables the advancement of education for the College and gives financial assistance towards the support of young people and adults with special educational needs.

The support that is given by College, Housing and Community is unrelated to any individual's ability to pay for services as Langdon Foundation enables housing to be available for those individuals who do not have the financial means to contribute towards their own home and is within the remit of the Foundation's areas of operation. Members who live in Langdon houses have the benefit of living in homes that give a good standard of accommodation, which might not have otherwise been possible.

Risk management

Langdon believes that it has appropriate procedures and controls to adequately mitigate against risks to which it is exposed. Systems include:

- An annual plan and annual budget, which are approved by the trustees;
- regular consideration by the senior leadership team and trustees of financial results, variance from budgets and non-financial performance indicators;
- in depth review of financial performance by a newly-established the Finance, Risk and Audit Committee;
- continuing development of a performance measurement framework to ensure we further improve our understanding of our work and its impact;
- scaled authority levels and segregation of duties; and
- identification and management of risks.

Langdon's approach to risk management includes the identification of risks on both 'top down' and 'bottom up' bases, and the rating of identified risks according to the likelihood and impact of the risk occurring. We overlay on this a review of the risks to delivery of the business plan for the current and subsequent years. Mitigating controls are identified and, where further action is required, deadlines and responsibilities assigned. Those activities with higher risk ratings are prioritised. A full risk assessment has been undertaken in 2020.

The Covid19 pandemic added an additional risk in 2020 and we prepared specific action plans in response to the situation. This is causing delays and cancellations to our fundraising activities which has been abated in part by an emergency appeal and applications to various trusts for special grants. Additional PPE has been purchased as needed and we have adapted our way of working with those we support and in our offices. Most of the income that relates to Supported Living arrangements, Housing Benefit and College Income from statutory sources has remained secure. Costs have been reduced where possible and we took advantage of the UK Government's Furlough scheme. Many activities such as the Brady club went online and most of our office staff worked from home for much of the time.

In addition to review by the Senior Leadership Team, the risk register is reviewed regularly by the Finance Audit and Risk Committee on behalf of the Board of Trustees, who also receive updates on key risks.

The key risk areas have been identified as:

- Care and Safeguarding including infection risk
- Fundraising risk including potential adverse impact of compliance with fundraising and data protection regulations
- Financial risk including dependency upon current government funding arrangements for the people we support
- Housing risks

Each of these areas have been reviewed in appropriate detail and have mitigation plans and controls in place and a risk owner. Our mitigation plans include the following:

- Care and Safeguarding – mandatory training and auditing of services with oversight from our Clinical Services Committee
- Fundraising – training of staff and contacting donors to invite them to "opt-in"
- Financial risk – regular management accounts and cash flow projections
- Housing risks – portfolio regularly reviewed, new Health and Safety arrangements have been implemented

Financial Review, Management Policies and Results for the Year

The Statement of Financial Activities (SoFA), set out on page 12, shows that the Foundation received donations and income of £8,442,893 (2019: £7,916,092) of which £8,255,191 (2019: £7,953,678) was paid out on expenses, leaving a surplus of £187,702 (2019 deficit: £37,586) before revaluation of properties.

Our income and expenditure are finely balanced and the continuing impact of changes to minimum wage rates without comparable increases in statutory funding continues that situation. The Management team continue to review the cost base of the charity and our income generating capability with the aim of giving the charity financial long term stability.

During the two years to 31 December 2018, the sector in which we operate saw activity aimed towards clarifying the law around applying average National Minimum/Living Wage (NMW/NLW) to non-contractual sleep-in hours for support workers. While Langdon has ensured that payments going forward meets the latest case law interpretation of NMW/ NLW requirements, we were aware of legal proceedings concerning a potential liability for historic payments. In 2018 the Court of Appeal found that there was no such historic liability; this has now been confirmed following an appeal against this judgement.

The financial environment in which the College operates remains finely balanced and is expected to continue to be so for the foreseeable future. The Education and Skills Funding Agency is the primary source of the educational fee funds, Elements 1 and 2. The Local Authorities are the commissioning agents and primary contributor of funds for the care and therapy services received by students, classed as Element 3. Income has altered proportionally to the changes in student numbers, their level of dependency and need and, the change from residential to day placement. Authority and parents. Additional income for student travel and extra-curricular and social activities has also been received.

Reserves

The reserves of the Langdon Foundation are almost fully invested in fixed assets for the use of College students and Community residents. The charity holds reserves in the following entities: Foundation £5,489,759, Community £1,378,990, College £215,549 and Housing £157,909. Group total reserves are £7,242,208, out of which £791,292 is restricted. £10,260,476 relates to tangible fixed assets (2019: £9,665,177), leaving unrestricted reserves at a negative (£3,809,561) i.e. there are no free reserves. Our consolidated balance sheet remains strong with current assets of £1,810,380 together with freehold and leasehold properties totalling £10,058,389

Much of the activity of the Langdon Group takes place through subsidiary charities and companies, as referred to earlier in this report. The financial performance of each subsidiary undertaking was as expected, and summary financial results, net assets and liabilities of the subsidiaries are set out in note 1.3. Approximately 80% of our operating income comes from the government, mostly through contracts for care services with Local Authorities as well as Housing Benefit. If these care contracts were terminated, and the income stopped, we would also stop providing the care services thereby reducing costs. The trustees consider that Langdon does not need to hold substantial financial reserves against the risk that these contracts might cease and has deemed six months' income as appropriate. Most of the remaining 20% of Langdon's income comes from voluntary donations and a reduction in this income would directly affect our ability to provide our services. The trustees consider that financial reserves need to be held to allow sufficient time to reduce expenditure and identify alternative funding. The trustees have therefore set a reserves policy which recognises this risk and they seek to hold reserves which would cover a 25% reduction in net voluntary income for the next year. Based on the budget for the year ending 31 December 2021 this would amount to £300,000. To incorporate subsidiaries' reserve policies, total group reserves would amount to £1,925,000. In considering the risk of a reduction in voluntary income, the trustees consider each major source and the likelihood that this might rise, fall or remain stable. In general, the Trustees are of the view that voluntary income is likely to remain stable in the foreseeable future after recovering from a dip in income in 2020 caused by circumstance around Covid19.

In considering the financial reserves available, the trustees recognise that most of the unrestricted funds are used to finance tangible fixed assets which Langdon uses to provide its services. Although these assets could be sold to release cash, this would take time. The purchase of real estate assets is funded by combination of donations, operational surplus and bank loans. The trustees have therefore excluded the tangible fixed assets and bank loan from the calculations of available financial reserves. The trustees have used unrestricted net current assets as the basis for considering the financial reserves available. At balance sheet date this amount is £982,000 which is 51% of the desired level. Further fundraising is continuing in 2021, and the intention is to increase our cash reserves.

Taking these factors together, the financial statements have therefore been prepared on the basis that the Foundation is a going concern.

Staff training and career development

The Foundation is committed to the training, career development and welfare of its employees. An individual's career development is assessed through annual appraisal and supervision. Training programmes are provided to meet ongoing needs, with the aim of developing employees for both their current and their future roles. Full and fair consideration of applications is made for employment of disabled persons and we are a member of the disability confident scheme.

We commenced a leadership programme in 2020 and reviewed our training portfolio as a result of which we engaged an additional training provider. We also introduced a peer-support programme. In 2021 we are adding additional vocational qualifications.

Staff Health & Wellbeing

We ensured that all staff were fully aware of our Employee Assistance Programme as part our wellbeing efforts in 2020. We also engaged with our staff in a series of online sessions and arranged gift packs to groups of staff – in particular for our front line support staff who did not have the option of working from home during the Covid19 pandemic.

We engaged with the Local Authorities that we work with to ensure that front line staff had access to testing regimes and early vaccinations. We also received funds from Local Authorities for infection control which supported the purchase of PPE and deep cleaning of our premises.

Future plans

In 2021, Trustees have developed a strategic framework to guide the organisation over the next 3 years. Langdon's strategic aims over this period will be to:

1. Diversify the range of life opportunities for members and their families
We would have contributed to improving the quality of life of our members and their families, by enhancing the range of employment, educational, recreational and social opportunities and offering meaningful support and advice that enables families to live independent lives.

2. Develop and equip our workforce to be able to respond to the increasing levels of complex need and expectations of quality of service
In three years we would have significantly improved the level of staff engagement and we will have a workforce that has the capability, capacity and commitment to respond to the individual needs of our members.

3. Build organisational capacity to provide long term sustainable housing/life options.
In three years we would have significantly increased the number of members who are living in a fit for purpose 'home for life' in their community.

4. Improve our engagement with the community and build the trust of our stakeholders so as to maximise levels of support for the organisation
In three years we would have significantly improved the level of support for the organisation by measurably increasing the level of donation from the community and the number of volunteers involved in the delivery of services and the governance of the organisation.

5. Identify mutually beneficial partnerships and/or collaborations that deliver costs effective services and value for money
In three years we would have developed with other Jewish learning disability organisations a joint vision and strategy to meet the identified future needs of the community in order to avoid overlap, create efficiencies, cost savings and provide clarity to funders.

Connected charities

The Langdon Foundation is connected to three charities these being Langdon Housing, Langdon Community and Langdon College, which are all registered with the Charity Commission. The Langdon Foundation raises funds and gives donations to Langdon College, Langdon Community and Langdon Housing. The Langdon Foundation has the right to appoint and remove trustees of Langdon College, Langdon Housing and Langdon Community.

Disclosure of information to auditors

Each of the Trustees has confirmed that there is no information of which they are each aware which is relevant to the audit, but of which the auditor is unaware. They have each further confirmed that they have each taken appropriate steps to identify such relevant information and to establish that the auditors are aware of such information.

Statement of trustees' responsibilities in relation to the financial statement

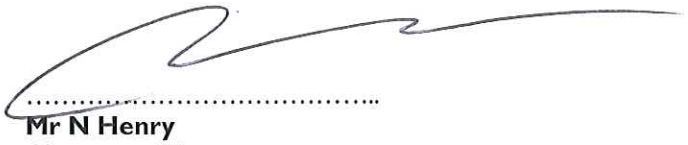
The Charity's trustees (who are also the directors of The Langdon Foundation for the purposes of company law) are responsible for preparing a trustees' annual report and financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland".

Company law requires the Charity trustees to prepare financial statements for each year which give a true and fair view of the state of affairs of the charitable company and the group and of the incoming resources and application of resources, including the income and expenditure, of the charitable group for that period. In preparing the financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP (Statement of Recommended Practice);
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Charity will continue in business.

The trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the Charity and the group and to enable them to ensure that the financial statements comply with the Companies Act 2006 and the Charity's constitution. They are also responsible for safeguarding the assets of the Charity and the group and hence taking reasonable steps for the prevention and detection of fraud and other irregularities.

The Trustees' Annual Report including the Strategic Report was approved on behalf of the Board of Trustees



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Mr N Henry
Chairman of Trustees
1st July 2021

Independent Auditor's Report to the Members of Langdon Foundation

Opinion

We have audited the financial statements of Langdon Foundation ('the charitable company') and its subsidiaries ('the group') for the year ended 31 December 2020 which comprise the Consolidated Statement of Financial Activities, Group and Charity Balance Sheets, Consolidated Cash Flow Statement and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the group's and the charitable company's affairs as at 31 December 2020 and of the group's income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the group in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustee's use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's or the group's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The trustees are responsible for the other information contained within the annual report. The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion based on the work undertaken in the course of our audit

- the information given in the trustees' report, which includes the directors' report and the strategic report prepared for the purposes of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the strategic report and the directors' report included within the trustees' report have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In light of the knowledge and understanding of the group and the charitable company and their environment obtained in the course of the audit, we have not identified material misstatements in the strategic report or the directors' report included within the trustees' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate and proper accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement set out on page 11 the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Details of the extent to which the audit was considered capable of detecting irregularities, including fraud and non-compliance with laws and regulations are set out below.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Extent to which the audit was considered capable of detecting irregularities, including fraud

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We identified and assessed the risks of material misstatement of the financial statements from irregularities, whether due to fraud or error, and discussed these between our audit team members. We then designed and performed audit procedures responsive to those risks, including obtaining audit evidence sufficient and appropriate to provide a basis for our opinion.

We obtained an understanding of the legal and regulatory frameworks within which the charitable company and group operates, focusing on those laws and regulations that have a direct effect on the determination of material amounts and disclosures in the financial statements. The laws and regulations we considered in this context were the Companies Act 2006, the Charities Act 2011 together with the Charities SORP (FRS 102). We assessed the required compliance with these laws and regulations as part of our audit procedures on the related financial statement items.

In addition, we considered provisions of other laws and regulations that do not have a direct effect on the financial statements but compliance with which might be fundamental to the charitable company's and the group's ability to operate or to avoid a material penalty. We also considered the opportunities and incentives that may exist within the charitable company and the group for fraud. The laws and regulations we considered in this context for the UK operations were General Data Protection Regulation (GDPR), health and safety legislation, employment legislation, tax legislation, and CQC Regulations for service providers and managers.

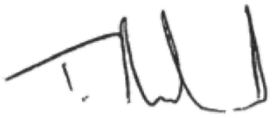
Auditing standards limit the required audit procedures to identify non-compliance with these laws and regulations to enquiry of the Trustees and other management and inspection of regulatory and legal correspondence, if any.

We identified the greatest risk of material impact on the financial statements from irregularities, including fraud, to be within income recognition, and the override of controls by management. Our audit procedures to respond to these risks included enquiries of management about their own identification and assessment of the risks of irregularities, sample testing on the posting of journals, reviewing accounting estimates for biases, reviewing regulatory correspondence with the Charity Commission, and reading minutes of meetings of those charged with governance.

Owing to the inherent limitations of an audit, there is an unavoidable risk that we may not have detected some material misstatements in the financial statements, even though we have properly planned and performed our audit in accordance with auditing standards. For example, the further removed non-compliance with laws and regulations (irregularities) is from the events and transactions reflected in the financial statements, the less likely the inherently limited procedures required by auditing standards would identify it. In addition, as with any audit, there remained a higher risk of non-detection of irregularities, as these may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal controls. We are not responsible for preventing non-compliance and cannot be expected to detect non-compliance with all laws and regulations.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.



Tim Redwood
Senior Statutory Auditor
For and on behalf of
Crowe U.K. LLP
Statutory Auditor

London

22 September 2021

THE LANGDON FOUNDATION
(A COMPANY LIMITED BY GUARANTEE)
CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 DECEMBER 2020

	Note	Unrestricted Funds	Restricted funds	Total funds 2020	Total funds 2019
		£	£	£	£
Income from:					
Donations	3	**1,140,013**	**650,748**	**1,790,761**	1,515,898
Charitable activities	4	**6,533,176**	**118,009**	**6,651,185**	6,396,005
Interest income	5	**947**	**-**	**947**	4,189
Total income		**7,674,136**	**768,757**	**8,442,893**	7,916,092
Expenditure on:					
Raising Funds:					
Costs of generating donations and event income		**418,243**	**-**	**418,243**	515,279
Charitable activities:	6				
Education and student recreation		**1,105,015**	**45,932**	**1,150,947**	1,024,535
Supported living arrangements		**6,225,546**	**460,455**	**6,686,001**	6,413,864
Total expenditure		**7,748,804**	**506,387**	**8,255,191**	7,953,678
Net Income/(expenditure)		**(74,668)**	**262,370**	**187,702**	(37,586)
Profit on sale of Fixed Assets		**-**	**-**	**-**	11,545
Gain on revaluation of fixed assets		**649,373**	**-**	**649,373**	1,759
Transfers between funds		**(258,799)**	**258,799**	**-**	-
Net Movement in Funds		**315,906**	**521,169**	**837,075**	(24,282)
Reconciliation of funds:					
Total funds brought forward		**6,135,010**	**270,123**	**6,405,133**	6,429,415
Total funds carried forward		**6,450,916**	**791,292**	**7,242,208**	6,405,133

The statement of financial activities includes all gains and losses recognised in the year. All income and expenditure derives from continuing activities.

The statement of financial activities also complies with the requirements for the consolidated income and expenditure account under the Companies Act 2006

THE LANGDON FOUNDATION
(A COMPANY LIMITED BY GUARANTEE)

Company registration number: 07621714

CONSOLIDATED AND CHARITY BALANCE SHEETS
AS AT 31 DECEMBER 2020

		Group		Charity	
		2020	2019	**2020**	2019
		£	£	**£**	£
Fixed Assets					
Tangible Assets	**14**	**10,260,476**	9,665,177	**10,170,425**	9,557,212
Current assets:					
Debtors	**15**	**953,601**	792,306	**326,037**	155,222
Cash at bank and in hand		**856,780**	720,572	**118,073**	308,778
Total Current assets		**1,810,381**	1,512,878	**444,110**	464,000
Liabilities:					
Creditors: Amounts falling due within one year	**16**	**(4,828,649)**	(772,922)	**(5,124,776)**	(1,294,064)
Net current assets/(liabilities)		**(3,018,268)**	739,956	**(4,680,666)**	(830,064)
Total assets less current liabilities		**7,242,208**	10,405,133	**5,489,759**	8,727,148
Creditors: Amounts falling due after more than one year	**16**	**-**	(4,000,000)	**-**	(4,000,000)
Total net assets		**7,242,205**	6,405,133	**5,489,759**	4,727,148
The funds of the Charity:					
Restricted funds	**17**	**791,292**	270,123	**683,965**	220,000
Revaluation Reserves		**3,826,303**	3,176,930	**3,826,303**	3,176,930
Unrestricted funds		**2,624,613**	2,958,080	**979,491**	1,330,218
Total funds	**18**	**7,242,208**	6,405,133	**5,489,759**	4,727,148

Net income for the Charity only was £762,611 (2019: £47,264).

The notes at pages 18 to 33 form part of these accounts.

Mr N Henry
Trustee

Approved and authorised for issue by the trustees on 1st July 2021

THE LANGDON FOUNDATION
(A COMPANY LIMITED BY GUARANTEE)
CONSOLIDATED STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 DECEMBER 2020

	Note	2020	2019
		£	£
Cash flows from operating activities:			
Net cash provided by operating activities	**20**	**285,393**	575,803
Cash flows from investing activities:			
Purchase of tangible fixed assets		**(150,132)**	(1,098,686)
Proceeds from sale of tangible fixed assets		**-**	337,590
Net cash (used in) investing activities		**(150,132)**	(761,096)
Cash flows from financing activities:			
Interest received		**947**	4,189
Repayments of borrowing		**-**	-
Cash inflows from new borrowing		**-**	-
Net cash provided by financing activities		**947**	4,189
Change in cash and cash equivalents in the reporting period		**136,208**	(181,104)
Cash and cash equivalents at the beginning of the reporting period		**720,572**	901,676
Cash and cash equivalents at the end of the reporting period		**856,780**	720,572

Analysis of cash and cash equivalents	2020	2019
	£	£
Cash at bank and in hand	**856,780**	720,572
Notice deposits (less than 3 months' notice)	**-**	-
Total cash and cash equivalents	**856,780**	720,572

THE LANGDON FOUNDATION
(A COMPANY LIMITED BY GUARANTEE)
NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 DECEMBER 2020

1 Accounting Policies

The principal accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

1.1 Basis of preparation

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006. The Charity meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

1.2 Preparation of the accounts on a going concern basis

In considering the adoption of the going concern basis for preparing the financial statements the trustees have considered the financial reserves available. The trustees recognise that most of the unrestricted funds are used to finance tangible fixed assets which Langdon uses to provide its services. Although these assets could be sold to release cash, this would take time. Taking these factors together with those set out on pages 5 to 7 of the trustees' report – which includes consideration of the impacts of the Covid19 pandemic - the trustees have concluded that the financial statements should be prepared on the basis that the Foundation is a going concern.

1.3 Basis of consolidation

The financial statements consolidate the results of the charity, The Langdon Foundation "Foundation" and its subsidiary undertakings Langdon College "College", Langdon Community "Community" and Langdon Housing "Housing". These are all also incorporated charities. Subsidiaries have been consolidated on a line by line basis. A separate Statement of Financial Activities and Income and Expenditure Account for the Charity has not been presented because the Charity has taken advantage of the exemption afforded by section 408 of the Companies Act 2006.

These companies are limited by guarantee and The Foundation has the power to appoint and remove Trustees and is the sole member of the entities. The registered address of The Langdon Foundation and all its subsidiaries is Unit 506, Centennial Park, Centennial Avenue, Elstree, Borehamwood, WD6 3FG

Controlled company	Country of registration	Status
Langdon College	England and Wales (04104466)	Registered charity (1088936)
Langdon Community	England and Wales (04055338)	Registered charity (1086393)
Langdon Housing	England and Wales (07623246)	Registered charity (1142743)
Langdon Trustee Company	England and Wales (08342169)	Company limited by guarantee

The principal activity and the results of these controlled companies for the last relevant financial period were as follows:

	Principal activity	Income 2020 £	Expenditure 2020 £	Net movement in funds 2020 £
Langdon College	College education and residential services	1,204,585	1,169,091	35,495
Langdon Community	Supported Living	4,082,132	4,080,143	1,989
Langdon Housing	Housing services	1,510,711	1,473,730	36,981
Langdon Trustee Company	Trustee services	-	(89)	(89)

	Total Assets 2020 £	Total Liabilities 2020 £	Reserves as at 31 December 2020 £
Langdon College	304,918	(89,369)	215,549
Langdon Community	1,729,876	(350,886)	1,378,990
Langdon Housing	460,917	(303,008)	157,909
Langdon Trustee Company	1,354	(1,354)	-
Langdon Foundation	10,614,535	(5,124,776)	5,489,759

The charity has taken advantage of the exemptions available under the Companies Act from preparing a Statement of Financial Activities and Statement of Cash flows for the charity only.

1.4 Income

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the item(s) of income have been met, it is probable that the income will be received, and the amount can be measured reliably.

Donations are recognised when received. Income from government or other grants, whether "capital" grants or "revenue" grants is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received, and the amount can be measured reliably and is not deferred.

Income receivable for the provision of education, housing or supported living services are recorded in the Statement of Financial Activities in the year in which these services are provided.

Investment income is accounted for when receivable.

1.5 Expenditure

Expenditure is recognised on an accruals basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered and is reported as part of the expenditure to which it relates.

Costs of raising funds comprise those costs associated with attracting voluntary income and the costs for fundraising purposes from charity events.

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

Governance costs include those costs associated with meeting the constitutional and statutory requirements of the charity and include the audit fees and costs linked to the strategic management of the charity.

All costs are allocated between the expenditure categories of the SoFA on a basis designed to reflect the use of the resource. Costs relating to a particular activity are allocated directly.

1.6 Tangible fixed assets and depreciation

Freehold land and building are recorded at valuation. Other tangible fixed assets are stated at cost less depreciation. Depreciation is provided at rates calculated to write off the value less estimated residual value of each asset over its expected useful life as follows:

Freehold land is not depreciated	
Freehold buildings	1% - 2%
Computer equipment	33% straight line
Fixtures, fittings & equipment	25% straight line
Motor vehicles	25% straight line

All single items with a value less than £1,000 have not been capitalised.

The policy with respect to impairment reviews of fixed assets is that these assets are inspected regularly for any impairment and any defect remedied so as to maintain current value.

1.7 Investments

The Charity holds no investments.

1.8 Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered and provision for bad and doubtful debts. Prepayments are valued at the amount prepaid net of any discounts due.

1.9 Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

1.10 Creditors and provisions

Creditors and provisions are recognised where the Charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any discounts due.

1.11 Financial instruments

The Charity has financial assets and liabilities that qualify as basic financial instruments together with an interest rate swap. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method. The interest rate swap is recognised initially at cost, excluding any transaction costs, and subsequently at fair value. Changes in the fair value are recognised in the Statement of Financial Activities as part of the interest cost for the year.

1.12 Critical accounting judgements and key sources of estimation uncertainty

In the application of the group's accounting policies described above, the Trustees are required to make judgments, estimates and assumptions about the carrying amounts of assets and liabilities that are not readily apparent from other sources. These estimates, judgements and assumptions are made based on a combination of past experience, professional expert advice and other evidence that is relevant to the particular circumstance. In the trustees' opinion the estimate with the greatest impact on the financial statements relates to the revaluation of properties. Properties are revalued to market value after taking professional advice and taking account of current market conditions.

1.13 Pensions

The Group operates several different pension schemes.

The Langdon Foundation, Langdon Community and Langdon Housing all operate a defined contribution scheme, Langdon College also operates a defined benefit scheme.

For defined-contribution schemes, the amount charged to the SoFA in respect of pension costs and other post-retirement benefits is the contribution payable in the year. Any difference between the charge to the SoFA and the contributions payable to the scheme is shown as an asset or a liability in the Balance Sheet. The defined benefit schemes are multi-employer schemes and it is not possible to identify the Charity's share of the underlying assets and liabilities of the multi-employer scheme. Participation in such schemes is accounted for as if they were defined contribution schemes.

1.14 Operating leases

Rentals payable under operating leases are charged against income on a straight line basis over the lease period.

1.15 Fund accounting

The Langdon Foundation maintains various types of funds as follows, and transfers are made where necessary as permitted by the nature of the funds:

- Unrestricted funds are available for use at the discretion of the Trustees in furtherance of the general objectives of the charity.
- Restricted funds represent income received which is allocated by the donor to a specific project. The restrictions are binding on the Trustees of the charity.
- Designated funds represent funds which are unrestricted, but the Trustees have designated them for a specific purpose to further the objectives of the charity.

2 Legal status of the Charity

The Charity is constituted as a Company limited by guarantee and has no share capital. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £10 per member of the charity.

3 Donations

	Unrestricted funds	**Restricted funds**	**Total funds**	Total funds
	2020	**2020**	**2020**	2019
	£	**£**	**£**	£
Donations	**1,140,013**	**650,748**	**1,790,761**	1,515,898

Donations relating to unrestricted funds in the prior period were £1,139,074 and restricted funds £376,824.

4 Charitable activities

	Unrestricted funds 2020 £	Restricted funds 2020 £	Total funds 2020 £	Total funds 2019 £
Provision of housing, education and supported living arrangements	**6,533,176**	**118,009**	**6,651,185**	6,396,005

Prior period income from charitable activities relating to unrestricted funds was £6,351,948 and restricted funds £44,057

5 Investment income

	2020 £	2019 £
Interest receivable	**947**	4,189

6 Analysis of expenditure

	Cost of raising funds £	Education and student recreation £	Supported living arrangements £	Total 2020 £	Total 2019 £
Staff costs	**333,477**	**689,625**	**4,326,720**	**5,349,822**	5,029,943
Direct fundraising costs	**84,766**	**-**	**-**	**84,766**	224,126
Other direct costs	**-**	**453,042**	**2,311,967**	**2,765,009**	2,641,424
Governance costs (note 7)	**-**	**8,280**	**47,314**	**55,594**	58,186
	418,243	**1,150,947**	**6,686,001**	**8,255,191**	7,953,679

Prior period expenditure was £7,953,679 of which £7,282,204 was unrestricted and £671,475 was restricted.

Included in staff costs and other direct costs are support costs totalling £388,406

7 Analysis of governance costs

	2020 £	2019 £
Governance costs comprises:		
Legal and professional fees	**5,929**	8,788
Audit fees	**24,000**	23,500
Bank charges and interest	**25,665**	25,899
	55,594	58,186

Governance costs include payments to the auditors in respect of audit fees amounting to: Group - £24,000 (2019: £23,500) including Charity £6,000 (2019: £6,000).

8 Net income / (expenditure) for the year

This is stated after charging:

	2020	2019
	£	£
Depreciation	**204,206**	**172,999**
Auditor's remuneration	**24,000**	**23,500**
Interest payable	**126,496**	**153,083**
Operating lease costs	**816,768**	**675,737**

9 Analysis of staff costs, trustee remuneration and expenses, and the cost of key management personnel

	2020	2019
	£	£
Wages and salaries	**4,743,665**	4,503,743
Social security costs	**417,088**	376,557
Pension costs	**189,069**	149,643
	5,349,822	5,029,943

The number of employees having benefits in excess of £60,000 or more were:

	2020	2019
	Number	Number
£60,000 to £70,000	**1**	2
£70,000 to £80,000	**2**	-
£90,000 to £100,000	**-**	1
£120,000 to £130,000	**1**	-

4 of the employees whose annual emoluments exceed £60,000 (2019: 3) had retirement benefits accruing under defined-contribution pension schemes which totalled £37,485 (2019: £25,249) in the period.

The key management personnel of the Charity comprise the Chief Executive and the Finance Director. The total amounts of employee benefits received £221,427 (2019: £212,711). The 2019 comparative includes termination payments to the previous incumbent.

During the year termination payments totalling £53,514 (2019: £14,424) were paid. Termination payments are taken to the profit and loss account at the point that a constructive or legal obligation is entered into.

None of the Trustees of The Langdon Foundation (or any persons connected with them) received any remuneration during the period or in 2019. Trustees were reimbursed £nil for expenses (2019 nil) during the year

10 Staff Numbers

The average monthly head count of employees during the year was as follows:

	2020 Number	2019 Number
Charitable activities	**160**	161
Fundraising	**8**	9
Governance	**2**	2
Administration	**36**	38
	206	210

11 Pension and other post-retirement benefit commitments

The Group operates a number of different pension schemes. The Langdon Foundation, Langdon Community and Langdon Housing operate a defined-contribution scheme. Langdon College operates both a defined-contribution and a defined-benefit scheme. Defined-benefit schemes, which are classified as multi-employer schemes, where the participating employer is unable to identify their share of the assets or liabilities, may be accounted for as if they were defined-contribution schemes. As a result, the company's contributions payable in the accounting period are the amounts charged in the financial statements.

Teachers' Pension

The College participates in the Teachers' Pension Scheme ("the TPS") for its teaching staff. The pension charge for the year includes contributions payable to the TPS of £76,208 (2019: £56,922).

The TPS is an unfunded multi-employer defined benefits pension scheme governed by The Teachers' Pensions Regulations 2010 (as amended) and The Teachers' Pension Scheme Regulations 2014 (as amended). Members contribute on a "pay as you go" basis with contributions from members and the employer being credited to the Exchequer. Retirement and other pension benefits are paid by public funds provided by Parliament.

The 31 March 2016 Valuation Report was prepared in accordance with the benefits set out in the scheme regulations and under the approach specified in the Directions, as they applied at 5 March 2019. However, the assumptions were considered and set by the Department for Education prior to the ruling in the 'McCloud/Sargeant case'. This case has required the courts to consider cases regarding the implementation of the 2015 reforms to Public Service Pensions including the Teachers' Pensions.

On 27 June 2019 the Supreme Court denied the government permission to appeal the Court of Appeal's judgment that transitional provisions introduced to the reformed pension schemes in 2015 gave rise to unlawful age discrimination. The government is respecting the Court's decision and has said it will engage fully with the Employment Tribunal as well as employer and member representatives to agree how the discriminations will be remedied. A consultation was launched by the government on 16 July 2020, and closed to responses on 11 October 2020. As a result of the consultation, the government announced on 4 February 2021 that it intends to proceed with a deferred choice underpin under which members will be able to choose either legacy or reformed scheme benefits in respect of their service during the period between 1 April 2015 and 31 March 2022 at the point they become payable.

The TPS is subject to a cost cap mechanism which was put in place to protect taxpayers against unforeseen changes in scheme costs. The Chief Secretary to the Treasury, having in 2018 announced that there would be a review of this cost cap mechanism, in January 2019 announced a pause to the cost cap mechanism following the Court of Appeal's ruling in the McCloud/Sargeant case and until there is certainty about the value of pensions to employees from April 2015 onwards. The pause was lifted in July 2020 and the government is preparing to complete the cost control element of the 2016 valuations, which is expected to be completed in 2021.

In view of the above rulings and decisions the assumptions used in the 31 March 2016 Actuarial Valuation may become inappropriate. In this scenario, a valuation prepared in accordance with revised benefits and suitably revised assumptions would yield different results than those contained in the Actuarial Valuation.

Until the cost cap mechanism review is completed it is not possible to conclude on any financial impact or future changes to the contribution rates of the TPS. Accordingly no provision for any additional past benefit pension costs is included in these financial statements.

Defined - contribution scheme

The Group contributes towards the Langdon Group Schemes run by Nest and Aegon which are defined contribution schemes. The assets of the scheme are held separately from those of the Group in an independently administered fund. The pension cost charge represents contributions payable by the charity to the fund. Contributions payable during the year were £112,561 (2019: £92,722.)

12 Related party transactions

At the year end, Langdon Housing had a creditor of £238,449 (2019: £21,389) due to The Langdon Foundation. During the year, Langdon Housing was charged rent of £326,970 (2019: £290,410) by The Langdon Foundation and the year end balance relates to these rentals.

At the year end, Langdon College had a creditor of £22,750 (2019: £57,182) to The Langdon Foundation. During the year, The Langdon Foundation charged Langdon College rent of £18,144 (2019: £17,700) and recharges of £16,950 (2019: £14,450) for shared costs. Langdon College also received donations that were initially received by Langdon Foundation.

At the year end, The Langdon Foundation had a creditor of £773,605 (2019: £908,199) due to the Langdon Community. During the year, Langdon Community was charged £5,700 (2019: £5,820) as rent by The Langdon Foundation. Donations of £115,382 (2019: £148,868) were paid to Langdon Community. The remaining creditor related to the costs settled by Langdon Community on behalf of The Langdon Foundation and the bank transfers to meet the cash shortfalls in The Langdon Foundation.

At the year end, Langdon Community owed £4,584 (2019: £23,062) to Langdon College in respect of shared personnel costs.

Trustees were reimbursed £nil for expenses (2019 £nil) during the year.

In aggregate, donations of £92,888 (2019: £61,780) were received from Trustees. £36,000 of these donations were restricted (2019: £120).

13 Corporation tax

As a charity, Langdon Foundation is exempt from UK tax on income and gains to the extent that these are applied to its charitable objects. No UK tax charges have arisen in the Charity, during the year or the previous year.

14 Tangible fixed assets

Group	Land and Buildings £	Leasehold improvements £	Computer Equipment £	Fixtures & Fittings £	Motor Vehicles £	Total £
Cost:						
As at 1 January	9,438,776	54,002	192,098	264,566	101,444	10,050,886
Additions	46,422	-	63,504	19,829	20,378	150,134
Disposals	-	-	(59,754)	10,712	(32,785)	(81,827)
Revaluation	554,373	-	-	-	-	554,373
As at 31 December 2020	**10,039,571**	**54,002**	**195,848**	**295,107**	**89,037**	**10,673,565**
Depreciation:						
As at 1 January	-	25,366	129,493	156,718	74,132	385,709
Charge for year	95,000	9,819	37,564	49,737	12,087	204,207
Depreciation on disposals	-	-	(59,754)	10,712	(32,785)	(81,827)
Revaluation adjustment	(95,000)	-	-	-	-	(95,000)
As at 31 December 2020	**-**	**35,185**	**107,303**	**217,167**	**53,434**	**413,089**
Net book value As at 31 December 2020	**10,039,571**	**18,817**	**88,545**	**77,939**	**35,603**	**10,260,476**
As at 31 December 2019	9,438,776	28,636	62,605	107,848	27,312	9,665,177

Charity	Land and Buildings £	Computer Equipment £	Fixtures & Fittings £	Total £
Cost:				
As at 1 January	9,438,776	96,247	164,569	9,699,592
Additions	46,422	58,276	11,834	116,532
Disposals	-	(32,987)	-	(32,987)
Revaluation	554,373	-	-	554,373
As at 31 December 2020	**10,039,571**	**121,536**	**176,403**	**10,337,510**
Depreciation:				
As at 1 January	-	62,282	80,098	142,380
Charge for year	95,000	24,835	32,857	152,692
Depreciation on disposals	-	(32,987)	-	(32,987)
Revaluation adjustment	(95,000)	-	-	(95,000)
As at 31 December 2020	**-**	**54,130**	**112,955**	**167,085**
Net book value As at 31 December 2020	**10,039,571**	**67,407**	**63,447**	**10,170,425**
As at 31 December 2019	9,438,776	33,965	84,471	9,557,212

All assets are used for charitable purposes.

During 2017 Land and buildings were valued by independent surveyors Pinders at market value with an effective valuation date of 31 December 2017. During 2019 and 2020 the revaluation was updated by reference to Land Registry House Price Index changes to December 2019 and December 2020. The value of £9,438,776 (historical cost £7,524,374) consists of Freehold Properties £6,403,852 (historical cost £4,703,371) and Long Leasehold Properties £3,034,923 (historical cost £2,305,001).

15 Debtors

	Group		Charity	
	2020	2019	**2020**	2019
	£	£	£	£
Trade debtors	**431,780**	375,577	**-**	-
Amounts owed by group undertakings	**-**	-	**261,199**	78,571
Other debtors	**58,392**	65,695	**8,394**	22,412
Prepayments and accrued income	**463,429**	351,033	**56,444**	54,239
	953,601	792,305	**326,037**	155,222

16 Creditors:
Amounts falling due within one year

	Group		Charity	
	2020	2019	**2020**	2019
	£	£	£	£
Trade creditors	**171,255**	231,190	**65,274**	113,041
Taxes and social security costs	**209,935**	107,571	**47,400**	18,706
Other creditors	**47,932**	85,192	**5,780**	39,122
Accruals	**223,402**	155,645	**56,592**	21,672
Deferred income	**176,125**	193,325	**176,125**	193,325
Amounts owed to group undertakings	**-**	-	**773,605**	908,199
Bank loans	**4,000,000**	-	**4,000,000**	-
	4,828,649	772,923	**5,124,776**	1,294,065

Deferred income represents parental contributions received towards the cost of housing provision of our members and two trust grants.

	Group	Charity
	£	£
Balance as at 1 January 2020	**193,325**	**193,325**
Amount received in the year	**-**	**-**
Amount released to income from charitable activities	**(17,200)**	**(17,200)**
Balance as at 31 December 2020	**176,125**	**176,125**

Amounts falling due after more than one year

	Group		Charity	
	2020	2019	**2020**	2019
	£	£	£	£
Bank loans	**-**	4,000,000	**-**	4,000,000
Other creditors	**-**	-	**-**	-
	-	4,000,000	**-**	4,000,000

In January 2018 all bank loans were consolidated into a single £4m facility. An initial £3m was drawn down on 15th January 2018 and the balance of £1m was drawn in May 2018. This loan is interest only with variable interest charged at 2.95% above Bank of England base rate with an original requirement to refinance after 3 years. These loans are also secured on the majority of the Foundation's freehold and leasehold properties. The refinancing date has since been extended until January 2022.

Included in Other creditors is an interest rate swap which matured in early 2021. The swap is for a notional amount of approximately £1 million with a fixed rate of 2.88% and a floating rate based on the UK base rate.

17 Analysis of charitable funds

Analysis of movements in restricted funds

	Balance as at 1 January 2020	Income	Expenditure	Transfer between funds	Funds as at 31 December 2020
	£	£	£	£	£
Langdon Foundation					
Property Development Fund	**210,000**	501,000	(33,285)	-	**677,715**
Volunteer manager	**10,000**	25,000	(28,750)	-	**6,250**
Wohl Foundation	-	8,866	(12,043)	3,177	-
	220,000	534,866	(74,078)	3,177	**683,965**
Langdon Community					
Brady Club	-	43,143	(20,143)	-	**23,000**
Employment/Social Enterprise	-	41,000	(307,372)	266,372	-
Ambassadors Manchester	**1,834**	-	-	-	**1,834**
Supported Living Manchester	-	6,863	(395)	4,195	**10,663**
Mini Bus	**17,507**	9,011	-	(20,378)	**6,140**
Activities	**14,640**	-	(14,640)	-	-
Occupational Therapist	**5,000**	-	-	-	**5,000**
City Bridge Trust	-	9,650	(16,745)	7,095	-
ICT equipment	-	1,716	(1,944)	228	-
Staff training	-	4,000	-	-	**4,000**
Infection Control Funds	-	57,448	(24,489)	-	**32,959**
	38,981	172,831	(385,728)	257,313	**83,596**
Langdon College					
Nathan Laski Memorial CT	-	2,000	(383)	-	**1,617**
Brotherton Real Estate	**1,807**	-	(282)	-	**1,525**
ESFA Pension Grant	-	29,420	(29,420)	-	-
EFA Capital Programme	**9,335**	12,686	(6,585)	-	**15,436**
Laptops for Students	-	2,040	-	(2,040)	-
City Bridge Trust	-	10,000	(9,262)	-	**738**
ESFA Tuition Fund	-	4,415	-	-	**4,415**
	11,142	60,561	(45,932)	(2,040)	**23,731**
Langdon Housing					
Property maintenance fund	-	500	(649)	149	-
	-	500	(649)	149	-
Group	**270,123**	768,757	(506,384)	258,799	**791,292**

Analysis of movements in restricted funds – previous year

	Balance as at 1 January 2019 £	Income £	Expenditure £	Transfer between funds £	Funds as at 31 December 2019 £
Langdon Foundation					
Property Development Fund	106,705	210,000	(106,705)	-	210,000
National Lottery	-	10,000	-	-	10,000
The Pears Foundation	-	6,667	(15,782)	9,115	-
	106,705	226,667	(122,487)	9,115	220,000
Langdon Community					
Brady Club	-	36,601	(53,479)	16,878	-
Employment	-	12,500	(136,402)	123,902	-
New Chapters	-	71,604	(313,345)	241,741	-
Ambassadors Manchester	1,584	250	-	-	1,834
Supported Living Manchester	-	5,935	(5,935)	-	-
Mini Bus	14,920	2,587	-	-	17,507
Activities	-	14,640	-	-	14,640
Occupational Therapist	-	5,000	-	-	5,000
	16,504	149,117	(509,161)	382,521	38,981
Langdon College					
Donations	186	-	(186)	-	-
Brotherton Real Estate	-	4,871	(3,064)	-	1,807
Ian Karten Charity grant	-	24,314	(24,314)	-	-
EFA Capital Programme	5,578	14,872	(11,115)	-	9,335
	5,764	44,057	(38,679)	-	11,142
Langdon Housing					
Property maintenance fund	-	1,040	(1,148)	108	-
	-	1,040	(1,148)	108	-
Group	128,973	420,881	(671,475)	391,744	270,123

The Langdon Foundation

- Property Development Fund is to refurbish a Langdon-owned property to modern standards.
- Volunteer manager are fuunds from the National Lottery and an individual donor to support the recruitment of a volunteer manager
- Wohl funds supported a research project carried out for Langdon Foundation and two other charities

Langdon Community

- Brady Club offers social activities to younger people with learning difficulties in Edgware.
- Employment & Social Enterprise aids and trains people with learning difficulties to find employment. This includes New Chapters which offers a safe working environment to gain work experience.
- Ambassadors Manchester was created to service the fundraising activities of the parental group and is earmarked for specific purposes.
- Supported Living Manchester is our main operation in Manchester and helps bridge the gap left by shortfalls in Government funding.
- Mini Bus funds were raised to purchase and support a new Mini Bus – the minibus was purchased in 2020
- Activities are additional members activities, often arranged in the evenings and weekends
- Occupational Therapist is to fund the employment of an occupational therapist to support our members
- City Bridge Trust funded the cost of PPE and some deep cleaning related to the Covid19 pandemic
- ICT – 2 donations were received to purchase laptops for some of the people we support
- Staff training – a donation was received to support training of care staff
- Infection Control – funds were received from Local Authorities to support additional costs incurred in relation to the Covid19 pandemic

Langdon College

- EFSA items are for specific purposes as noted
- Brotherton Real Estate is towards the cost of creating a music room for students
- Ian Karten Charity Grant was towards the cost of a digital printing operation.
- City Bridge Trust funds are towards the cost of therapy for students during the Covid pandemic
- Norman Laski Memorial CT funds the garden project
- Laptops for Students were funded by Arbib Lucas Charity and Jews Temporary Shelter.

Transfers are made from general funds to restricted funds to make up the shortfall between expenditure incurred on and donations received for those activities.

Restricted funds created by donations received by the Foundation for activities undertaken by other group entities have been shown under the group member that ultimately applies the expenditure in accordance with the restriction.

Analysis of movements in unrestricted funds

Group

	Balance as at 1 January 2020	Income	Expenditure	Transfer between funds	Funds as at 31 December 2020
Unrestricted funds					
General fund	**2,958,080**	7,674,136	(7,748,804)	(258,799)	**2,624,613**
Property revaluation fund	**3,176,930**	649,373	-	-	**3,826,303**
Total unrestricted funds	**6,135,010**	8,323,509	(7,748,804)	(258,799)	**6,450,916**

Analysis of movements in unrestricted and designated funds – previous year

Group

	Balance as at 1 January 2019	Income	Expenditure	Transfer between funds	Funds as at 31 December 2019
Unrestricted funds					
General fund	3,125,270	7,506,756	(7,282,203)	(391,744)	2,958,079
Property revaluation fund	3,175,171	1,759	-	-	3,176,930
Total unrestricted funds	6,300,441	7,508,515	(7,282,203)	(391,744)	6,135,009

18 Analysis of net assets between funds

Group

	Unrestricted funds £	Restricted funds £	Total £
Fund balances at 31 December 2020 are represented by:			
Tangible fixed assets	10,260,476	-	**10,260,476**
Current assets	1,019,088	791,292	**1,810,380**
Creditors – less than one year	(4,828,651)	-	**(4,828,651)**
	6,450,914	**791,292**	**7,242,205**

Charity

	Unrestricted funds £	Restricted funds £	Total £
Fund balances at 31 December 2020 are represented by:			
Tangible fixed assets	10,170,425	-	**10,170,425**
Current assets	(239,855)	683,965	**444,110**
Creditors – less than one year	(5,124,776)	-	**(5,124,776)**
	4,805,794	**683,965**	**5,489,759**

Analysis of net assets between funds – previous year

Group

	Unrestricted funds £	Restricted funds £	Total £
Fund balances at 31 December 2019 are represented by:			
Tangible fixed assets	9,665,177	-	9,665,177
Current assets	1,462,753	50,123	1,512,876
Creditors – less than one year	(552,923	(220,000)	(772,923)
Creditors – more than one year	(4,000,000)	-	(4,000,000)
	6,575,007	(169,877)	6,405,131

Charity

	Unrestricted funds £	Restricted funds £	Total £
Fund balances at 31 December 2019 are represented by:			
Tangible fixed assets	9,557,212	-	9,557,212
Current assets	464,000	-	464,000
Creditors – less than one year	(1,074,065)	(220,000)	(1,294,065)
Creditors – more than one year	(4,000,000)	-	(4,000,000)
	4,947,147	(220,000)	4,727,147

19 Commitments under operating leases

Group

	Land and Buildings	
	2020	2019
	£	£
Total of future minimum lease payments under non-cancellable operating leases are:		
Expiry date:		
No later than one year	**313,240**	295,411
Later than one year and not later than five years	**239,175**	306,721
Later than five years	**-**	-

Charity

	Land and Buildings	
	2020	2019
	£	£
Total of future minimum lease payments under non-cancellable operating leases are:		
Expiry date:		
No later than one year	**88,819**	69,716
Later than one year and not later than five years	**66,614**	155,434
Later than five years	**-**	-

20 Reconciliation of net movement in funds to net cash flow from operating activities

	2020	2019
	£	£
Net movement in funds	**837,075**	(24,282)
(Gain) on revaluation of property	**(649,373)**	(1,759)
Add back depreciation charge	**204,206**	172,999
Deduct interest income shown in investing activities	**(947)**	(4,189)
Fixed Asset disposals	**-**	3,890
(Increase)/Decrease in debtors	**(161,295)**	430,417
Increase/(Decrease) in creditors	**55,727**	(1,273)
Net cash provided by operating activities	**285,393**	575,803