



Annual Review 2024–25



Introductions

From the Chair of Trustees



Robin Moss,
Chair of Trustees

I am very proud to serve as Chair of the Board of Trustees of KeshetUK, and reflecting on 2024–25, I feel a sense of satisfaction at so many of our achievements.

We continued, and in many cases expanded, our educational

work, ensuring that thousands of British Jewish young people heard from our educators, and we trained and supported hundreds of teachers, youth movement leaders and other adults who play such a vital role in shaping the next generation. We also worked in and with a wide range of community organisations - synagogues and charities – to ensure that our Jewish workplaces and the services they provide meet the needs of British LGBT+ Jews.

I'm particularly pleased that we are expanding our work outside of London. LGBT+ Jews are to be found in every one of our communities, and so our work must be geographically wide-spread in order to be effective.

We have big plans for the future too, and supported by our generous donor community, I am pleased that we are financially sustainable, something not to be taken for granted in the current economic climate. I and all the Trustees hank everyone who donates to KeshetUK, as well as our wonderful volunteers, who give of their time freely and for free, and our staff team, who do an incredible job and make an impact that a charity many times our size would aspire to.

This year we have two Trustees leave our Board, and two more join. Eve Berteen and Simon Solomons between them have given many years of service and we wish them well. New to the Board are Adam Freedman and Gemma Green, who both bring expertise and new perspectives. I thank them for stepping up to be a part of what we do.

Finally, just as we were preparing this report, the British Jewish community suffered the terrible blow of the terrorist attack on Heaton Park Hebrew Congregation on Yom Kippur. We mourn the loss of the lives of Adrian Daulby z"l and Melvin Cravitz z"l, and pray for a full recovery from the serious injuries sustained by a number of others.

From the Executive Director



Ariel Chapman,
Executive Director

Growing up, I often wondered what it would feel like to be fully seen for all the parts of who I am. That question has shaped so much of my journey, and it is why leading KeshetUK feels both personal and profound. This year more than ever I have been reminded why our work matters.

Over the past year, the Jewish community has continued to experience enormous pain and uncertainty. Recently we were impacted by the horrific antisemitic terror attack at Heaton Park Hebrew Congregation. Like many Jews across the UK, we were shocked by this hateful act and we join our Manchester community in mourning the loss of Adrian Daulby z"l and Melvin Cravitz z"l. As a Manchester resident, I know how strong and proud our community are and the acts of bravery, kindness and love shown on that day and since are a testament to the strength of our Mancunian Jewish community.

For many LGBT+ Jews, the rise in antisemitism and uncertainty in the UK has often been compounded by feelings of isolation or fear, and by questions about whether there is a place for them. Yet we have seen incredible moments of courage, solidarity and hope through our work in schools across the UK, youth leaders building inclusive practice, synagogues rethinking ritual, and young people telling us they feel less alone.

In 2024–25, KeshetUK reached over 6,000 people across the UK. Each workshop, each training session, each conversation is part of something much bigger, a growing movement for belonging. Our work is not always easy. It means sitting with complexity, listening without judgment and gently creating space for change. But I have seen again and again that when inclusion is embraced, lives are transformed.

Looking ahead, we know there is still so much to do. We must continue to expand our reach across the country, strengthen our financial sustainability and ensure that no LGBT+ Jew ever feels they have to choose between two inseparable parts of who they are.

I hope this review gives you a glimpse into that impact that KeshetUK continues to have across the UK. I am deeply grateful to our staff, volunteers, trustees and supporters who make our work possible. Their belief in KeshetUK gives strength not only to the organisation but to every LGBT+ Jew who is reminded that they belong and that they are fully seen for who they are.

About KeshetUK

KeshetUK is the UK's only education and training charity working to ensure that no one is forced to choose between their Jewish identity and their LGBT+ identity. We work across the Jewish community from Reform and Progressive through to Orthodox spaces, and in a wide range of settings including schools, youth groups, synagogues and communal organisations.

Our approach is never one-size-fits-all. Our work is tailored to the needs of the setting. In schools, we might deliver workshops for young people on allyship, inclusion and preventing bullying, or train teachers to adapt curriculum and create supportive classrooms. In youth organisations, we run sessions for young leaders and participants on creating welcoming environments. In synagogues and communal charities, such as care homes, we provide training and advice to staff and members, helping them understand LGBT+ inclusion through a Jewish lens and put it into practice.

Over the past decade, KeshetUK has built expertise in facilitating courageous conversations about LGBT+ inclusion in religious spaces. These are often sensitive topics, but our non-judgmental and supportive approach has enabled lasting change across the community. In 2018, we partnered with the Office of the Chief Rabbi to produce The Wellbeing of LGBT+ Pupils: A Guide for Orthodox Jewish Schools. This pioneering resource remains the only document of its kind worldwide, and continues to shape our ongoing engagement with Jewish schools.

Today, our small team of four staff and 20 volunteers reach over 6,000 people each year.

This work has never been more important. Many LGBT+ Jews, particularly trans people, still report feeling excluded from Jewish life. Since October 7th, more LGBT+ Jews have turned to their communities for safety and belonging, underscoring the need for spaces where they can feel fully at home.

KeshetUK is the only organisation working across the entire UK Jewish community doing this work. Our vision is of a community where every LGBT+ Jew can live openly, safely and proudly. Thanks to the continued support of our donors, our volunteers and the UK Jewish community we are continuing to help bring that vision to life.

“Thank you so much for all of your sessions throughout my time at school, it has really made a difference. I will miss your sessions.”

Anonymous LGBT+ student,
Y13, King Solomon High School”

Vision	A world where no one is forced to choose between their LGBT+ and Jewish identity			
	Jewish LGBT+ people and their families are included throughout Jewish life in the UK			
Mission				
Long Term Outcomes	Leadership	Expression	Visibility	
	Jewish LGBT+ people exercise formal and informal leadership in the Jewish community	Jewish LGBT+ people express their LGBT+ and Jewish identities without permission or fear	Jewish LGBT+ people and their families are positively visible within Jewish life	
Intermediate Outcomes	Policies and procedures are implemented to meet the needs of LGBT+ people	People in the Jewish community value and practise LGBT+ inclusion	Services, events and spaces ^[1] are designed with the involvement of Jewish LGBT+ people and meet their needs	There are Jewish LGBT+ people who are willing and able to be public role models

[1] Religious, social, education and welfare.

Meet KeshetUK

Our Team



Ariel Chapman – Executive Director
Ariel is an inclusion and diversity specialist with nearly a decade of experience. He has led education projects in the UK and internationally, including peace education in Israel, and held leadership roles in higher education. Before joining KeshetUK as Executive Director, he supported organisations to build more inclusive cultures. Ariel was named one of the most influential leaders in diversity and inclusion in the 2024–25 Diversity Power List.



Luke Levine – Head of Community Life
Luke has over a decade of experience in the charity sector, specialising in youth development, strategy, and fundraising. He has led teams, delivered national programmes, and secured major funding. A trustee and active volunteer, Luke delivers LGBT+ inclusion training and has spoken at St James’ Palace on inclusion in the Duke of Edinburgh’s Award and is completing an MA in Childhood and Youth with Open University.



Sarah Bronzite – Head of Education
Sarah is an experienced primary school teacher and social researcher committed to inclusion and equity. She combines her passion for education and Jewish ethics to drive change. Alongside teaching, she lectures at LSJS on inclusion in the Jewish classroom. Her research involves pupils, parents, teachers, and faith leaders. Originally from a modern Orthodox community, she returned to London from north-east Scotland to join KeshetUK.



Esther Rose – Programme and Volunteer Officer
Esther was raised in the Orthodox community and spent two years as a Community Development Worker with the United Synagogue. With a strong background in education and community engagement, she brings extensive experience and passion to her role as Programme and Volunteer Officer at KeshetUK, delivering sessions with volunteers in Jewish schools and youth organisations.

Our Trustees

Robin Moss – Chair
Former Director of Strategy at UJIA and current Chief Executive of Unitas Youth Zone in Burnt Oak, bringing deep Jewish communal and youth-sector experience.

Matt Lewis – Treasurer
A senior finance professional with experience in large health charities and a strong record in financial oversight, internal audit, and LGBT+ staff advocacy.

Adam Freedman – Trustee
Appointed in 2025 to lead on governance and risk. A charity-sector policy specialist, Adam brings strong expertise in legislative change and LGBT+ rights campaigning.

Ella Rose – Trustee
Communications and external affairs expert, with a background in Jewish communal leadership and LGBT+ advocacy, currently Associate Director at Atticus Partners, a major London PR and communications firm.

Gemma Green – Trustee
Appointed in 2025 as our Community Ambassadorship Trustee to support with fundraising and networking. Gemma is a property consultancy director. She is deeply involved in Jewish charitable work, including launching a synagogue and chairing the UJIA Women’s Committee.

Dr Joanna Ziff – Trustee
Expert in monitoring and evaluation, supporting KeshetUK’s impact measurement and data-led decision making, with cross-sector experience.

Steph Saffer – Trustee
Fundraising specialist, supporting income generation, with experience in Jewish charities and small charities, and a focus on equity and inclusion in the charity sector.

Our volunteers

Our volunteers are key to KeshetUK’s work across the UK. Our wonderful volunteers deliver education, training and operational support enabling us to continue impacting the lives of LGBT+ Jews. We have 20 active volunteers supporting our work and we are proud to feature some of them below, telling us why they volunteer with KeshetUK.

20 active volunteers, up from 15 last year



Alon Stoermen
“Being part of KeshetUK gives me the chance to help young people feel seen, heard, and valued for every part of who they are. I’m passionate about showing that Jewish and LGBT+ identities can coexist proudly and authentically, and that our Jewish communities can be places of true belonging for everyone, no matter whom they love.”



Sam Klein
“I first learnt about KeshetUK’s inspiring work in 2023 and immediately knew I wanted to do what I can to support. Being an educational volunteer is amazing; I love knowing that the work we do makes young people feel supported and accepted for who they are.”



Kelly Waldorf
“I love being an educational volunteer at KeshetUK, going into Jewish schools to educate on LGBT+ issues because we open a dialogue with young people that enables them to discover new ways of supporting their LGBT+ peers, whilst reminding them that the fight for equality is far from over.”



Jude Rose
“I volunteer with KeshetUK because I’m proud to be a non-binary, trans masc jew, and I believe in the power of visibility. Representation matters, and I’m here to be that person I once needed.”



Maya Wegier
“I love being a volunteer for KeshetUK as it gives me the chance to provide education and support to many people around the UK”

80 hours of volunteering delivered by KeshetUK volunteers in 2024–25

If you’re interested in supporting our work directly with young people, getting involved in fundraising or if you can offer any other specific skills, we’d love to hear from you. Visit www.keshetuk.org/volunteer

Our year

Our work in schools

KeshetUK works with teachers, wider school staff and young people, in orthodox, progressive and cross-communal schools. Our work ensures that Jewish schools are safer places where all young people can flourish and enjoy learning.

We provide inclusion training for teachers and support staff, deliver school-specific and age-appropriate activities for pupils, and support senior teaching staff with curriculum and planning development. Whatever our involvement, our goal is to contribute towards the ongoing development of school settings where LGBT+ Jewish people feel valued, respected and included.

82% of KeshetUK workshop participants now understand the impact of harmful language

Highlights from 2024–25 include:

- Delivered workshops and assemblies for over 3,850 pupils (aged 10–18 years) from five Jewish secondary schools, fifteen secondary school Jewish societies, and five Jewish primary schools (Years 5 and 6 – aged 10–11 years).
- Ran training for 85 secondary school staff. This includes fourteen teachers from a number of different schools via a teacher training programme run by the London School of Jewish Studies (LSJS).
- Worked with a group of Year 12 pupils at Yavneh College and their Kavod Committee, to support them with content they were creating for younger pupils. This culminated in a very successful series of carousel workshop sessions that the Y12 Committee members delivered to Y7 pupils, covering LGBT+ inclusion and avoiding hurtful language.
- Partnered with Union of Jewish Students (UJS) to deliver a menu of KeshetUK workshops created specifically for Jewish Societies in non-Jewish secondary schools. We delivered workshops to more than 330 pupils across ten schools, including one in Glasgow.
- Trained ten staff from JCoSS on LGBT+ themes relating to the Relationships and Sex Education (RSE) curriculum.
- Supported staff in a number of other Jewish schools to develop lesson content and pastoral approaches to improve inclusion for Jewish LGBT+ pupils.

After attending a KeshetUK session,

85% of attendees now have the confidence to address LGBT+phobia

“It’s so important that our students are educated and exposed to different voices from across the community.”

Laurence Field, Founder and CEO, Gateways



A KeshetUK classroom session in 2025

“Yavneh College is very grateful for the support of KeshetUK this year, particularly for their dedicated work with our Kavod (Respect) Committee in preparing peer-led PSHE lessons. We truly appreciate Keshet UK’s commitment to promoting equality and respect within our school community. We look forward to working with them again.”

Matt Kendler, Assistant Headteacher, Yavneh College

“The KeshetUK session was incredibly informative, and my class was fully engaged throughout.”

Chloe Jacobs, Y6 teacher, Eden Primary School

Our work with youth and young adults

UK Jewish communities have a proud tradition of investing in youth organisations that enable young people and young adults to explore identity and community through peer-led informal education. KeshetUK works with these organisations to support young leaders (both volunteers and movement workers) to create spaces where the needs of LGBT+ young people are met, and where they can feel valued and respected.

Highlights from 2024–25 include:

- Leadership training to 88 young people, for FZY¹ and Noam².
- Israel/Europe Tour training to 30 senior leaders, for BBYO³, FZY, LJY⁴, Noam and RSY-Netzer⁵.
- Summer pre-camp training to 122 leaders, for BBYO, Habonim Dror⁶ and Noam.
- Delivering workshops at Young and Teen Limmud⁷ to 14 young people.
- Working with synagogues across the UK to deliver cheder workshops and pre-b’nei mitzvah workshops to over 40 young people.
- Partnering with Kisharon Langdon to deliver training for 25 young adults in London.
- Working with UJS to run sessions for students from a range of universities across the UK, each facilitating a discussion centring on that week’s Torah portion.
- Delivering training in person to 149 students at Jewish Societies including societies at the Universities of St Andrews, Leeds, Sheffield and UCL.

1 Federation of Zionist Youth (a pluralist youth movement)
2 Youth movement of Masorti Judaism
3 A pluralistic Jewish teen movement
4 Liberal Jewish Youth (a Liberal youth movement)
5 Reform Synagogue Youth-Netzer (a Reform youth movement)
6 A Socialist Zionist culturally Jewish youth movement
7 Limmud – an annual Jewish learning and cultural festival

85% of youth leaders said their KeshetUK session opened up important conversations



Our Head of Education delivering a Cheder session in Brighton

“It was a pleasure to work with KeshetUK. We asked them to deliver training so that, in line with our values, we ensure respect and support for the wide diversity of people who both work for and are supported by Kisharon Langdon.”

Lee Zucker, Assistant Director – Organisation Development and Culture, Kisharon Langdon

97% of youth leaders said KeshetUK sessions help them make their youth organisation safer for LGBT+ people



KeshetUK school session in 2025

“The impact has been lasting, sparking dialogue, increasing confidence, and helping us take tangible steps toward a more inclusive culture.”

Natasha Glass, Head of Operations, Jewish Leadership Council

Working with the wider Jewish community

Our Community Life programme is our newest and fastest-growing area of work. It focuses on synagogues, communal institutions (e.g. care homes, mental health services), and inclusive ritual practices (such as weddings, coming-of-age ceremonies and burials). We offer a unique training and consultation service – the only organisation in the UK Jewish community focused entirely on LGBT+ inclusion.

We provide a menu of training sessions on topics such as:

- Understanding sex, gender, and sexual orientation
- Bystander intervention
- Challenging conversations in community settings
- Questioning our assumptions

Our consultation work helps synagogues and communal organisations run internal focus groups, develop action plans, and implement structural changes towards greater inclusion.

We have also launched a groundbreaking new project on inclusive ritual practice, working with rabbis across the denominations to gather and create inclusive templates for Jewish lifecycle events (e.g. birth, b’nai mitzvah, marriage, funerals). These will be made available via an online portal, helping LGBT+ Jews reconnect with Jewish ritual in a meaningful and affirming way. **This is the first project of its kind globally.**



KeshetUK took part in the Maccabi GB Fun Run for the first time in 2025

In 2024–25 we delivered workshops to over 200 community staff including:

- Training to 60 staff members at Holocaust Educational Trust on LGBT+ Inclusion through a Jewish lens. These sessions enabled participants to understand their role in fostering an inclusive environment for staff and volunteers, including how to ensure HR systems met the needs of LGBT+ staff.
- Multiple workshops for Jewish Women’s Aid staff on LGBT+ inclusion and understanding sex and gender identity.
- Training to 40 staff at Kisharon Langdon where our volunteers shared their personal testimony on being LGBT+ and Jewish. These sessions were very well-received and helped Kisharon Langdon staff understand the added complexities of LGBT+ Jewish lives through an intersectional lens.

In addition to formal workshops and training, KeshetUK also had a successful presence at Limmud Festival 2024 in Birmingham. We delivered a series of workshops on trans inclusion and sessions for parents of LGBT+ young people as well as hosting an LGBT+ social space for attendees.

Toward the end of our programmatic year, KeshetUK also worked with volunteers on sharing their stories at the Rabbinic Training Academy as part of a panel event on being Jewish and LGBT+. This important event ensures that the next generation of Rabbis have a deeper understanding of the importance of LGBT+ inclusion within Jewish religious spaces. As always, KeshetUK’s gentle approach through conversation and non-judgemental curiosity was key in helping to build this important relationship.



“I love volunteering for KeshetUK because I get to support the wellbeing of two communities that I love – the Jewish and LGBT+ communities. And it’s also fun!”

Jonathan Dockney

National Diversity Award nomination

In 2025, KeshetUK was a finalist for the Community Organisation: Race, Faith or Religion Award at the National Diversity Awards, selected from over 85,000 nominees. As the only Jewish organisation shortlisted, we were recognised for our pioneering work across the UK Jewish community,

ensuring no one is forced to choose between their Jewish and LGBT+ identities. Our nomination highlighted our unique partnership with the Office of the Chief Rabbi in producing a groundbreaking guide for LGBT+ students in Orthodox Jewish schools, the first of its kind globally.

Our National Diversity Award nomination marked a historic milestone in our journey and below are some comments submitted by the public in support of our nomination.

“The organisation has done amazing work with communities nationwide, spreading the word of resilience, peace, and tolerance. KeshetUK is the only Jewish LGBT+ education and training organisation in the UK; recognising their work is pivotal to many young Jewish teenagers and adults.”

“KeshetUK represent and support so many people within the Jewish community. They provided a brilliant information session at my synagogue for parents, which I found very useful being queer and having an LGBT+ child.”

“As a queer Jewish person navigating the complexities of both my own identities and the volatile world today, KeshetUK is a ray of hope in trying times for all LGBTQ+ Jews in the UK. Their work has helped me both directly and indirectly to feel more accepted and accepting on myself and within my community and done wonders for my mental health.”

“KeshetUK is the only charity in the UK delivering training and education sessions for the Jewish LGBTQ+ community. They are a small team with such a tremendous and incredible outreach and impact!”

“An unbelievably important support for those who have nowhere else to turn. They helped my eldest son at a desperate time in his life and we are happy to support them back.”

“KeshetUK is a much needed and valued community and organisation that make all LGBT+ individuals feel support and heard. The work they do for LGBT+ Jewish individuals, is so important as many queer spaces have become unwelcoming to queer Jews for various reasons – and therefore being provided a safe space and community by KeshetUK is invaluable.”

Fundraising

KeshetUK has been a registered charity since September 2015 and we rely primarily on the generosity of individual and institutional donors to support our work. That said, like many charities at the moment we are facing a difficult funding climate and have had to work harder than ever to raise funds to keep our work going. Despite the importance of our work, we receive no government funding

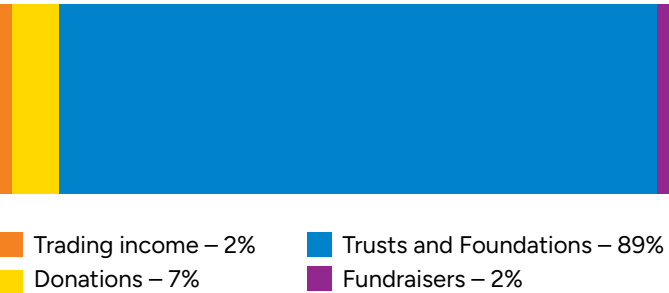
In 2024–25 we conducted a spending review and launched our first fundraising strategy. We also ran our first crowdfunder and took part in the Maccabi GB Fun Run for the first time. As a result of savings made and increased income, we were delighted to end the year with a financial surplus for the first time since 2020.

Whilst we are pleased with this outcome, we know we still have more hard work ahead of us to ensure our financial sustainability into the future. We are incredibly proud to have built strong relationships with charitable trusts and foundations but recognise that overreliance on a single income source is not sustainable for the future. Our fundraising strategy outlines our objectives for 2025-28 in three key areas:

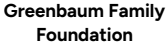
- Income diversification through fundraising campaigns, increased regular donations, corporate fundraising and diversification of our grants/trusts portfolio.
- Income growth through trading by charging for services provided under Community Life and Education and an increased number of corporate engagements.
- Improved donor stewardship to ensure greater donor retention and increased funds being made available to KeshetUK from all donors.

As outlined in our Fundraising Strategy, we aim for total income of £212,000 by 2028 with no major donor accounting for more than 19% of KeshetUK’s total annual income.

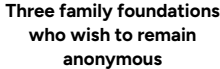
In 2024–25 our income came from:



In 2024–25 we were incredibly grateful to receive grants and donations from:







Planning for 2025–26

KeshetUK’s work continually develops as our community and wider society evolves. Throughout the year we measure our impact through session evaluation forms and feedback from everyone we work with to continually improve our content as the year progresses. Our work for 2025-26 has already begun and we already have some exciting projects planned.

In 2025–26 we will:

- Launch our Belonging in Ritual Portal on our new website. This will enable the first stage of our Belonging in Ritual project where we will begin to collate LGBT+ inclusive ritual templates from across the UK.
- Work with wider communal partners to better understand how our training and education can support LGBT+ Jews seeking mental health support in London and Manchester
- Increase the number of organisations and people we reach. We know things feel tough right now and we have an important role to play in supporting every part of our community, wherever they are.
- Share our success and impact more. We work hard throughout the year and we want everyone to know who KeshetUK is and the impact we are having across the UK.

Financial goals

KeshetUK is also at a crossroads when it comes to funding as some of our long-term funders wish to move on to support other important causes. As a result, our new fundraising strategy and focus on financial sustainability has never been more important to help secure the future of KeshetUK and our vital work across the UK Jewish community. Our financial goals for 2025–26 include:

- A minimum of £5,000 raised through fundraising campaigns such as crowdfunders, events and annual fundraisers building on the success of our participation in the Maccabi GB Fun Run and our first crowdfunder in 2025.
- Target of £16,000 raised through regular donations via direct debit or payroll giving. We aim to have a minimum of 35 regular monthly donors in 2025–26, up from 27 in 2024–25.
- Raising £167,000 via at least 17 grants, trusts and major donors. This is a higher total amount spread across a wider range of donors to safeguard our income.
- Over £5,000 raised through trading income. Cost will never be a barrier to any organisation working with KeshetUK, but where possible we will ask for donations to cover our costs.

Volunteer Development

Our volunteers are key to KeshetUK’s success and we want to ensure that we give them the same level of support and appreciation they show us. In 2024–25 we began to develop our approach to volunteer training and support to ensure volunteers are welcomed into KeshetUK faster without compromising on the quality of our volunteer training programme. We will continue to develop this approach with new learning materials, webinars to provide new skills for their CVs, and regular social events to celebrate their achievements with KeshetUK.

During 2025-26 we will also be launching our new volunteer strategy as we begin to better utilise volunteers across a wider range of roles at KeshetUK. We recognise that volunteering not only supports KeshetUK, but provides volunteers with new opportunities, exciting new experiences and transferable skills for a competitive job market.



Alon sharing his story at a KeshetUK session in 2024

How you can support us

Donate

Despite providing a unique national resource, we receive no government funding and rely on donations to fund our work. You can set up a regular monthly donation, donate via payroll giving or donate a one-off sum via our website.

Work with us

We are always looking to expand our work so get in touch if you would like to speak to us about supporting your community or organisation.

Keep in touch

You can find us on Instagram, Facebook, LinkedIn and Twitter/X or sign up for our newsletter to stay up-to-date on our work.

Share

Tell people about our work and the impact we are having. The more people know about us, the more impact we can have across the UK Jewish community.

Volunteer

Volunteers are vital at KeshetUK. Whether it is sharing your story in schools, providing administrative support or helping with fundraising, we need you.

Get in touch to find out more.

keshetuk.org

info@keshetuk.org

@KeshetUK



KeshetUK