

Mayor's Equality Report 2023-24

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Mayor's Foreword

As Mayor of London and as a proud Londoner, I believe our city is the greatest in the world. There are few places where someone from my background – the son of a bus driver, the child of immigrants and a person of Islamic faith – could be elected to such a position.

It has always been my ambition to build a London in which everyone has the same opportunities that I was afforded – a city where nobody is left behind.

This report details the important work undertaken by City Hall to create a fairer London by tackling structural inequalities, including poverty, racism, misogyny, disablism, homophobia and transphobia. It sets out the progress made against the latest [equality, diversity and inclusion objectives](#) published in November 2022.

Since 2023, we have delivered free school meals to all state primary school children in London. In 2023-24, we funded more than 43 million meals, providing families with a much-needed safety net during the cost-of-living crisis. Following my re-election, free school meals will now continue for as long as I am Mayor.

Other areas of progress include the expansion of [the Ultra Low Emission Zone](#) to clean up London's toxic air and providing a scrappage scheme to give financial support to eligible Londoners with non-compliant vehicles. We launched a [£100m Housing Kickstart Fund](#) to convert market-rate homes on stalled sites into affordable homes for Londoners and invested £123m of GLA funding to freeze TfL fares. Through our income maximisation programme, we provided £24m for Londoners facing financial hardship. While I am proud of the huge strides forward that we have taken, there is still so much further to go to tackle inequality in London.

I am more determined than ever to ensure that the opportunities and resources are available to ensure all Londoners have the chance to succeed in life.

Together, we can build a better London for everyone – a city that is fairer, greener, safer and more prosperous for all our communities.

Sadiq Khan
Mayor of London

Introduction

This report covers the period between 1 April 2023 and 31 March 2024.

In 2023-24, the Mayor continued to work with partners to tackle the structural inequalities facing Londoners.

This report summarises actions taken against the Mayor's [equality, diversity and inclusion \(EDI\) objectives \(2022\)](#). It fulfils the Greater London Authority's (GLA's) duties under the Equality Act 2010, and its duty under section 33 of the GLA Act 1999 to report on its equality work.

Actions taken towards our equality, diversity and inclusion objectives

Objective 1: To increase the provision of genuinely affordable homes for the benefit of those groups and communities that are most likely to live in overcrowded, poor quality or unaffordable housing.

- The Mayor's [Affordable Homes Programme 2021-26](#) aims to provide more Londoners with access to high-quality, genuinely affordable homes, by delivering homes at social rent, London Living Rent, and shared ownership tenures. The Affordable Homes Programme 2021-26 delivers a high proportion of homes at social rent, which benefits those likeliest to be negatively impacted by poverty and high housing costs. This includes people from Black and racially minoritised backgrounds; those with religious beliefs; Deaf and disabled Londoners; and young Londoners.
- The Mayor's Affordable Homes Programme 2021-26 was launched for bidding in November 2020. Initial allocations were approved by the Department for Levelling Up, Housing and Communities (DLUHC) in 2021. Since then, adverse macroeconomic conditions have had a significant impact on the housing sector. In agreement with the government, the GLA invited contracted partners to make limited changes to their allocations. This renegotiation concluded in May 2023; and a revised programme was signed off by DLUHC and the Treasury only in July 2023.
- The revisions to the programme, the difficult macroeconomic conditions and policy uncertainty – most notably stemming from government delay on new requirements for second staircases – affected delivery in 2023-24. In total, 2,358 affordable homes were started with GLA support in 2023-24. This figure should be seen in the context of a record-breaking number of starts (25,658) in 2022-23.
- Annual affordable housing starts outside London, funded by Homes England, have not followed the same pattern. However, there was a year-on-year decrease in both 2022-23 and 2023-24. There were 35,676 starts in 2023-24 – the lowest level since 2015-16.
- In 2023-24, 10,949 affordable homes were completed with GLA support. (This is down from 13,954 in 2022-23, but is higher than in any other year since 2014-15.) Of these, 42 per cent were for social rent or at London Affordable Rent benchmarks – the highest proportion since 2012-13.
- Affordable housing completions in the rest of England funded by Homes England also fell in 2023-24, to 32,834 – the lowest level since 2016-17.

- In 2023-24, 939 council homes were started in London with GLA support, while 2,524 were completed.
- The Mayor's [Community Housing Fund](#) supports communities to develop new housing that is affordable for local people. In 2023-24, 36 new community-led homes were completed, bringing the lifetime total to 66.
- During 2023-24, 153 households moved through the Seaside and Country Homes scheme (supporting older Londoners to downsize across England). This released 362 bedrooms in London.
- The Mayor and London Councils together reconvened the London Housing Delivery Taskforce. This is a forum for the London housing industry to discuss solutions for the capital. It was established after experts warned of a major decline in housebuilding across the country. An industry-endorsed Taskforce joint position statement, released in October 2023, set out 20 proposals to central government, alongside nine proposals that the GLA is implementing to support delivery in this challenging period. A letter was sent to the Secretary of State for Housing, urging him to implement the remaining recommendation.
- To further support delivery, in February 2024, the Mayor launched the Accelerated Funding Route (AFR) as part of his Affordable Homes Programme. The AFR provides a simpler and more certain methodology to help the GLA's investment partners and developers calculate how much grant could be applied to projects that reach defined parameters. In this way, it reduces the need for negotiation, and should support affordable housing delivery.
- In March 2024 the Mayor launched a new [£100m Housing Kickstart Fund](#) to convert market-rate homes into affordable homes on development sites that have started, but stalled due to economic conditions. The funding is new money made available from City Hall.
- The Mayor has committed to use City Hall's existing funding, skills and experience to unlock and accelerate the building of homes on brownfield sites. Two sites, in Newham and Southwark, are benefiting from a multimillion-pound injection of new funding, accelerating the delivery of 1,450 housing starts by March 2026. At least 40 per cent of homes on both developments will be affordable.
- The Mayor continues to work with government, and has recently ensured a £124m investment at Barking Riverside that is expected to unlock 7,200 homes. The funding is a combination of Brownfield, Infrastructure and Land Fund, and a loan.

Objective 2: To increase the number of homes that meet Londoners' diverse housing needs including, year-on-year, the pace of provision of affordable specialist and supported housing.

- In 2023-24, 58 homes for rough sleepers were started through the ongoing delivery of the Mayor's [rough sleeping funding programmes](#), including the Rough Sleeping Accommodation Programme and new Single Homelessness Accommodation Programme. An additional 131 homes for rough sleepers were also completed.
- In 2023-24, the Mayor's Care and Support Specialised Housing Fund achieved an additional 37 starts and 275 completions for homes for older and disabled Londoners.

- During 2023-24, over 20,000¹ survivors of domestic abuse in London have been supported through the Mayor's Domestic Abuse Safe Accommodation programme, as part of his Part 4 duties under the Domestic Abuse Act 2021.
- During 2023-24, 66² social housing tenants were supported to move to a new home in the capital through the Housing Moves scheme. This prioritises former rough sleepers ready to move on from supported housing; and victims and survivors of domestic abuse ready to move to safer homes.

Objective 3: To address the specific barriers that prevent some rough sleepers exiting rough sleeping and rebuilding their lives.

- In 2023-24, the Mayor's Life Off the Streets core services worked with 5,062 individuals on the streets of London; and supported 3,031 former rough sleepers in their tenancies.
- In 2023-24 the GLA Pan-London Youth Hub supported 92 young people aged 18-24 who were previously sleeping rough or at immediate risk of sleeping on the streets, helping 65 of them move into settled accommodation.
- The GLA continued to commission specialist support for non-UK nationals sleeping rough through the Roma Rough Sleeping Team and the Holistic Assessment Service; and commissioned a training programme on migrant homelessness. In 2023-24, the GLA launched the Migrant Accommodation Pathways Support Service; this supported over 400 migrants sleeping rough in London, and other professionals working with them, to identify suitable routes off the streets. The GLA also worked in partnership with London Councils to continue funding the Sub-regional Immigration Advice Services programme; in 2023-24, this supported 1,369 individuals sleeping rough (or at risk of sleeping rough) to access immigration advice.
- By the end of 2023-24, there were two new specialist services launched for newly recognised refugees experiencing rough sleeping in the North East and South East sub-regions: the Supported Lodgings Scheme delivered by Housing Justice, and the Private Rented Sector scheme delivered by Refugee Council.
- In 2023-24, the GLA funded the Outside Project's supported housing service for LGBTIQ+ people who are sleeping rough or at risk of sleeping rough. This by-and-for service provides short-to-medium-term accommodation, with support onsite, in order to end people's homelessness. The Outside Project established its first LGBTIQ+ homeless shelter with the support of the GLA; and moved into a new permanent site in north London in 2023.
- In 2023-24 the GLA worked in partnership with Solace, Single Homelessness Project and London Councils to deliver the second Women's Census following a successful pilot in autumn 2022. The Women's Census is aimed at better quantifying women's homelessness and rough sleeping, in the knowledge that women's homelessness is expressed differently to men's and is often much more hidden.

Objective 4: Improve Londoners' air quality and access to green space and lower the city's carbon emissions so that inequalities in exposure to harmful pollution and climate risks are reduced.

Air quality

¹ MOPAC is undertaking further verification and checks to ensure performance data is robust. At this time, these figures should be considered provisional.

² This figure is provisional, as final lettings from 2023-24 are being confirmed.

- On 29 August 2023, the Ultra Low Emission Zone (ULEZ) was expanded London-wide, to help the 5m people living in outer London breathe cleaner air. After one month of operation, 95 per cent of vehicles seen driving in the zone met the ULEZ standards. This is up from 91.6 per cent in June 2023; and 39 per cent in February 2017, when changes associated with the ULEZ began.
- To help Londoners, charities and small businesses prepare for the London-wide expansion, the Mayor provided funding for a scrappage scheme. The Mayor also extended existing grace periods for charities and disabled drivers; and introduced new grace periods to cover more disabled people and all wheelchair-accessible vehicles. This aimed to give these groups more time to adapt to the changes.
- Following the launch of the ULEZ scrappage scheme in January 2023, the Mayor expanded the eligibility for scrappage grants several times ahead of the August ULEZ expansion, to help more people; and provided additional funding to bring the total pot available to £210m.
- The Breathe London Network's roll-out of low-cost air-quality sensors continued during 2023-24. The monitors are at priority locations, such as schools and hospitals, where more vulnerable Londoners are likely to be. During 2023-24, 20 additional free sensors were awarded to community groups, enabling local action, through the funding partner Bloomberg Philanthropies. This brought the network's total to over 400 sensors.
- The GLA commissioned and published several pieces of research and analysis on air pollution and exposure, including an updated [report on inequalities in exposure to pollution in London](#); a review of the [health impacts of air pollution across the life course](#); and updated forecasts of [pollution concentration and related exposure for London in 2025 and 2030](#).
- In February 2024, the Mayor announced £2.7m in funding to launch a pilot project across 200 schools, to fit PM2.5 filters in every classroom. A research project was launched to ascertain the best type of filter to use, and filters are expected to be rolled out to schools later in 2024.
- In February 2024, the Mayor launched new air-quality alerts targeted to directly notify clinicians in GP practices and emergency departments about high and very high pollution episodes. This will help recipients increase their patients' awareness about the health impacts of air pollution; and better support those at greater risk, such as adults and children with heart or lung problems.
- In March 2024, the Mayor announced the 17 borough-led projects selected to receive a share of £5.3m in funding from the Mayor's Air Quality Fund. Project aims include reducing particulate matter emissions, running more sustainable events, improving indoor air quality, and protecting the most vulnerable Londoners from pollution in locations such as schools and hospitals.

Climate change and energy

- The Mayor supported fuel-poor households through his Warmer Homes programme, providing heating and insulation improvements to 2,232 fuel-poor homes between April 2022 and September 2024. Nearly 80 per cent of eligible applications were from Black and racially minoritised backgrounds.
- Since 2018, the Mayor's [Warmer Homes Advice Service](#) has supported over 24,000 households with small-energy measures and advice on energy-bill savings. This has been done through connections with over 300 referring bodies, including housing associations, the NHS and voluntary-sector organisations. The service worked with Londoners who are most in need of support and advice, including through personalised home visits.

- In November 2022, the Mayor launched Energy Advice London, an online and telephone advice service that has supported over 14,000 Londoners. It was the first London-wide service in a decade. Run by the Energy Saving Trust and supported by the Mayor of London, it offers free and impartial advice to help all Londoners manage their bills and make their homes more energy-efficient. In this way, it is helping to tackle the fuel-poverty crisis. Its information is available in widely spoken non-English languages; it also offers a translation service and BSL videos.
- The Mayor launched the seventh round of the [London Community Energy Fund](#). This offers funding of up to £385,000 to support the installation of up to 450 kW of community-owned solar photovoltaic (PV). This has benefitted schools, community centres, GP surgeries, churches and sports centres. The face-to-face support provided by community energy groups to low-income and fuel-poor households has played an important role in supporting Londoners through the cost-of-living crisis.
- In July 2023, the Mayor wrote to 48,000 Londoners living in basement properties to urgently raise awareness of flooding risks, and give practical advice to help them prepare in the event of a flood. The Mayor worked with organisations such as Age UK and the British Red Cross to deliver 7,000 extra leaflets to the most vulnerable Londoners.
- In June 2023, the Mayor commissioned the independent London Climate Resilience Review to make recommendations on London's preparations for more extreme weather. An interim report was published in January 2024. It recommended that London's climate change adaptation take a people-centred approach; be locally led; and reduce socio-economic and racial inequalities in vulnerability. The final report will be published later in 2024.
- The [Mayor's Future Neighbourhoods 2030](#) programme has delivered funding for local community-driven projects to support vulnerable communities in Notting Dale in Kensington and Chelsea, and Somers Town in Camden. Both areas have high levels of deprivation and climate vulnerability. Examples of projects include providing triple glazing for social homes on an estate where more than 40 per cent of households have at least one vulnerable resident; and a cycle training project in Somers Town, which helps empower women from ethnic minorities and deprived communities.
- The Mayor published a [report](#), Properties Vulnerable to Heat Impacts, which maps London's heat risk in homes, hospitals, care homes and neighbourhoods in the wake of climate change. London's boroughs can use the data to support occupants who are vulnerable due to factors such as age, disability, ill health, isolation, and living in properties vulnerable to heat impacts.

Green infrastructure

- In 2023-24 an additional £3m of funding was made available through [phase two of the Green and Resilient spaces programme](#). The funding was to deliver four large-scale greening projects; and fund the development of a further nine. As well as improving climate resilience in areas vulnerable to climate risks such as flooding and extreme heat, the projects will improve access to green space, build green skills, and promote health and wellbeing.
- In 2023-24, 15 young people aged 16-25 from underrepresented communities engaged in London Wildlife Trust's 'Keeping it Wild' traineeship scheme. The current phase of the programme began in 2021, and runs until October 2024. The Mayor has provided funding of over £300,000 to towards the London Wildlife Trust's to support a total of 40 paid traineeships.
- The Mayor convened a London Rewilding Action Group to support development of a large-scale rewilding project, following on from the Mayor's 2023 London Rewilding Taskforce report. The group includes members representing communities, and social and environmental

charities. These members help ensure that local and young people are involved early in project development; and that the group is representative of London's diverse communities.

- In support of recommendation 3 of the Rewilding Taskforce Report, the Mayor committed £200,000 in grant funding towards community science rewilding projects that engage with diverse audiences and encourage anyone to take part. Projects (which will be in delivery through 2024-25) will focus on supporting activities that enable underrepresented communities to better access and/or engage with nature.
- The Mayor is supporting under-represented and deprived groups to access and increase their knowledge of trees and woodlands via projects delivered by the London Urban Forest Partnership's 'Trees Call to Action Fund' (TCAF) programme. The TCAF programme started in November 2022 and will run until March 2025. It encompasses nine projects, three of which are designed to have a particular impact on under-represented and deprived groups: the Communities Blossom, the Generation Tree and the Urban Forest Community Volunteers projects. Outcomes from the past year (2023-24) are as follows:
 - The Communities Blossom project has engaged with 7,024 individuals (including 5,825 children, of which 1,491 are eligible for free school meals) in Lewisham and Southwark, targeting wards with high levels of deprivation and low tree-canopy cover. The project also recruited 40 local volunteers to look after the newly planted trees during their establishment period.
 - The Generation Trees project has targeted areas with low canopy cover to deliver engagement events, many of which targeting young people aged 16-24, designed to connect people with trees and nature on their doorsteps. Over 2,536 people (including over 1,050 children) have taken part in these events, which included activities such as tree identification walks and tree planting. Surveys run during events in the second half of the year showed that 35 per cent (Q4) to 50 per cent (Q3) of participants identified as belonging to one or multiple minority ethnic group(s).
 - The Urban Forest Community Volunteers project has engaged 122 woodland volunteers involved via one-to-one conversations; 154 people via presentations/events/youth engagement/informal training; 48 people at the launches of the Woodland Condition Self-Assessment tool; and 47 people via formal woodland management training (total: 371). EDI data from the one-to-one conversations and one school-based event showed the project had reached 17 individuals from an under-represented group. Most of the engagement work planned for this project is due to take place in 2024-25

Green jobs and skills

- The Mayor's £5m [Better Futures](#) and £2m Better Futures+ programmes have been running since 2017 and have helped over 300 businesses to take their cleantech products and services to market. Cleantech or climate tech are innovative products or services that have a positive environmental impact. 2023-24 saw the beginning of the third phase of the programme, which is supporting 157 eligible businesses to receive intensive cleantech support and 425 businesses who will be supported on their emissions reduction journey and help build the market for the low-carbon environmental goods and service businesses. Better Futures has actively sought to improve diversity in the 'cleantech' sector. Businesses led by women or Black and racially minoritised people accounted for 51 per cent of companies supported by Better Futures, and 76 per cent of those supported by Better Futures+. The Mayor's Skills Academy (MSA) green hubs are supporting learners from underrepresented groups. For example, as of December 2023, 44 per cent of Londoners supported into employment, an apprenticeship or paid work placement through the MSA green hubs were from a Black and racially minoritised background.
- In the 2023-24 academic year, the Mayor's Adult Education Budget (AEB) invested just under £32m in green skills, supporting over 30,700 learners into training. This included courses in retrofit, recycling, landscaping and environmental sustainability, along with

important construction trades (such as electrical installation) and digital skills. In 2022-23, just under 70 per cent of all AEB learners were female; and around 60 per cent were from a Black or racially minoritised background. Most learners were aged 24-49.

Objective 5: To ensure that investment in London's high streets is delivered in a way that can benefit the most deprived parts of London and can meet the expressed priorities of society's most marginalised or underrepresented groups.

- The Mayor's [Good Growth Fund](#) and [High Streets for All Challenge Fund](#) programmes have continued to deliver impactful regeneration projects across the city. Five of these have won London awards and two have won national awards for architectural design excellence.
- Projects include the West London Disability Hub; new community-led cultural spaces designed with, and for, young people; and new affordable workspaces to support creative enterprise.
- The 2023 London Made Me Retail Business Development programme, part of the Mayor's Creative Enterprise Zones, supported 12 artists and makers from across the 12 zones to learn the ropes of high street retail, and gain first-hand experience of trading in iconic Carnaby Street during the festive period. Half of the participants were from a Black or racially minoritised background; three-quarters were women; and a third were from the LGBTQ+ community.
- In 2018, London was accredited as a UN Safe Cities and Safe Public Spaces city. However, the Mayor has stated, through his Violence Against Women and Girls (VAWG) Strategy (2022-25), that more needs to be done in this regard. He also stated that he will work to make public spaces, including online spaces, safer for women and girls. The Mayor commissioned two projects (2024) focused on understanding, exploring and improving women's public safety. This includes the [Women's Night Safety Charter](#), formed of seven pledges, which provides a framework for organisations and businesses to help women feel safer.
- The Mayor's Office for Policing and Crime (MOPAC) and Transport for London (TfL) commissioned the development and delivery of localised women's night safety audits in community locations across London. The aim is to better understand the experiences of women, girls and gender-diverse people in public spaces. The audits began in January 2024 and will conclude in autumn 2024.
- The Mayor spearheaded hugely successful campaigns to confront and challenge misogynistic attitudes and behaviours within society, particularly amongst men and boys in London. This includes the #HaveaWord (2022) and Say Maaate to a Mate (2023) campaigns. These shifted the onus onto men, and encouraged them to call out and challenge misogyny when they see it, to mitigate the escalation of VAWG. The #HaveaWord campaign video was shared 15,000 times by major celebrities and global businesses, with a total of 15m views across all campaign activity. The campaign won a Cannes Lions Glass award for culture-shifting creativity. Polling found that after seeing the campaign video, 85 per cent of men said they would call out misogynistic behaviour if they saw it. Polling following the Say Maaate to a Mate campaign shows that 18-to-24-year-old men have become the most likely group to intervene when a friend is behaving inappropriately (this compares with April 2022, when they were the least likely group to do so).

Objective 6: To address the specific barriers faced by those groups of Londoners most likely to experience financial hardship, helping them understand and access their entitlements and available support.

- Following his initial investment of £2m in 2022, the Mayor invested a further £2.5m to boost the capacity of London Citizens Advice (LCA) and London Legal Support Trust (LLST) law centres to respond to the cost-of-living crisis. Up to the end of March 2024, the programme had provided Londoners with more than £13m in income gains. Preliminary demographic data suggests the grant-funding has been effective in supporting a more diverse demographic than advice agencies usually reach. Where ethnicity was recorded, 46 per cent of LLST and 51 per cent of LCA clients were Asian, Black African or Black Caribbean, compared to Citizens Advice's London-wide average of 36 per cent.
- The Mayor continued his support for partnerships between advice providers and community organisations through the Advice in Community Settings programme. Up to the end of March 2024, the programme supported nearly 6,151 Londoners to achieve cumulative income gains of over £4.1m. Where ethnicity was reported, 34 per cent were Black, 28 per cent were White, and 20 per cent were Asian. Of those seen, 60 per cent had never accessed advice before; 41 per cent spoke a first language other than English; 39 per cent were disabled; and 70 per cent were women.
- In October 2023, the Mayor relaunched the [Cost-of-Living Hub](#). With this, Londoners struggling with the rising cost of living can obtain information on available forms of support. The Hub includes tailored information for Deaf and disabled Londoners; migrant Londoners; and those experiencing mental ill-health. The Hub received over 200,000 total users in 2023-24. Following user testing, the relaunched Hub featured a new design, making it easier to navigate. This led to significant improvement to engagement rates – for example, before redesign, the page on the Hub covering how to claim benefits had an engagement rate of 46 per cent. This has now risen to 84 per cent. The Mayor also developed a hard-copy leaflet that was sent to 250,000 households, targeted using the digital exclusion map developed by the London Office of Technology and Innovation.
- In December 2023, the Mayor launched the second phase of an innovative data-driven Pension Credit awareness-raising campaign, in partnership with London's boroughs. Funding has been allocated to work with 23 boroughs to reach an even greater number of older Londoners. For phase one of the campaign, just over 8,200 households were contacted, with 2,165 older Londoners supported to make a successful claim. This generated just under £8.4m in additional annual income. Full results for phase two will be gathered and published later in 2024.
- In October 2023, the Mayor launched a third phase of the Food Roots programme, which supports local food partnerships to embed more sustainable and resilient approaches to tackling food insecurity in their communities. The current phase includes a specific focus on uptake of Healthy Start vouchers, which support low-income families to afford healthy food.
- The Mayor has overseen investment of £263m in a broad range of services supporting victims and survivors of VAWG. The investment in 2023-24 was £59.72m, and includes the following:
 - £15m of funding awarded to support a range of projects providing support to survivors of domestic abuse. This includes over £4m for specialist 'by and for' services that provide specialist support to underserved communities (including LGBTQ+ survivors; survivors from minoritised backgrounds; men; and those with insecure immigration status).
 - £6m delivered through the Mayor's VAWG Grassroots Funds across 2021-25 to support projects providing vital services for women and girls, including those experiencing domestic abuse and sexual violence. The investment is part of the Mayor's dedicated and

targeted action to support local community organisations who are working with women and girls from Black and racially minoritised communities and other minoritised groups, including the LGBTQ+ community.

- A £1m VAWG Cost-of-Living Fund launched in 2023. This has provided support to specialist services across the capital, after they reported that women and girls were finding it increasingly difficult to safely flee domestic abuse and violence due to the disproportionate impact of the cost-of-living crisis. The fund has helped 44 services to ensure over 5,000 women and children can gain access to financial assistance to help them rebuild their lives after experiencing violence and abuse.

Objective 7: Remove the barriers preventing children and young Londoners from realising their potential now and in later life.

- In January 2024, the Mayor announced the extension of [Universal Free School Meals](#) for another academic year. This £140m programme will ensure that children in state primary schools across the capital receive a free nutritious meal for another year – saving families up to £1,000 over the two years. This ensures that parents aren't worrying about how they're going to feed their children. It is also providing a healthy, nutritious meal – meaning pupils don't go hungry in the classroom and can better concentrate on their studies.
- In April 2023, the Mayor launched the Free Holiday Meals programme, which delivers free, nutritious surplus food, pre-prepared meals and recipe kits to low-income families across London during the school holidays and at weekends. In its first year, the project provided the equivalent of 12.3m meals. Funding for a second year of delivery was announced in January 2024. There is no formal eligibility criteria for families; but provision continues to target areas of highest need and deprivation, based on assessments of need and demand. Between September 2020 and April 2024, the Mayor invested over £34m in his New Deal for Young People (NDYP); over £12m of this was spent between April 2023 and March 2024. Focused on increasing the quality, quantity and sustainability of the mentoring and youth sector, with an ambition to provide high quality mentoring to 100,000 disadvantaged young Londoners by the end of 2024.
- Between April 2023 and April 2024, over 35,000 disadvantaged young Londoners aged 10-24 had access to high-quality mentoring, bringing the total number of young people reached through NDYP to over 82,000. Mentoring has enabled these young people to build trusted relationships. This work supports the development of skills, confidence, access to positive opportunities, and an improvement in mental health and wellbeing.
- The Mayor has created a Mentoring Quality Framework, a tool to support the quality of mentoring across London; and invested in a Mentoring Support programme that includes training, networking and resources for youth-mentoring organisations. Between April 2023 and March 2024, over 350 organisations downloaded the Mentoring Quality Framework and/or received support, through the mentoring support programme, to improve the quality of their mentoring practice. In 2023-24 the Mayor invested over £700,000 in the [School Superzones programme](#). A further 22 grants were made to boroughs, resulting in 86 Superzone schools across 28 boroughs. These schools are in the most disadvantaged areas; the work focuses on improving the surrounding environment for students, and includes healthier food options, more green spaces, cleaner air, increased safety, and reduced exposure to smoking and vaping.
- The Mayor has funded the [Healthy Place, Healthy Weight](#) mission, which is making it easier for children, young people and their families to eat healthier food. In 2023-24, funding of nearly £94,000 covered work including: support for a convenience store project that helped them increase the range and sales of healthier products; and support for the Healthier Catering Commitment that helps fast food outlets make small changes to the way they cook and serve

food to improve their customers' health. Boroughs also received support to adopt healthier advertising policies.

- Early in 2024, the Mayor gave further funding to the digital wellbeing resource hub, Good Thinking, to better signpost their resources to children and young Londoners. This aims to help young people, their parents and their teachers to know where to go if they are experiencing mental health or wellbeing issues.
- The Mayor funded UNICEF UK a total of £31,460 during 2023-24 to support eligible London boroughs to achieve or retain its Baby Friendly Initiative (BFI) accreditation. BFI is an evidence-based infant-feeding programme, enabling public services to better support families with feeding, and developing close and loving relationships, so that all babies get the best possible start in life. The Mayor's funding was targeted at boroughs not receiving the government's Family Hub funding for breastfeeding services. In total, 14 boroughs accessed support via a range of sessions and courses.
- On behalf of the Mayor, responses were submitted to government consultations on early years foundation stage regulatory changes and early years funding for the extension of early years entitlements, in summer 2023. Responses called on the government to: increase overall funding to the early years sector, to a level adequate to deliver high-quality provision for families; work closely with the sector, to ensure the necessary infrastructure is in place to support early years providers to deliver the places that families need; and ensure reform of the early years sector serves to reduce inequalities, rather than widen them.
- The Mayor has continued to promote childcare support offers and entitlements through his Cost-of-Living Hub – signposting users to the government's Childcare Choices website for more information.
- The Mayor continued to fund the GLA's [Children in Care with Immigration Needs programme](#) (MD2973). An evaluation of the programme was launched at City Hall; and Coram Children's Legal Centre was funded to continue delivering pan-London training to local authorities, ensuring children in care across London are supported through early intervention and appropriate referrals. The Mayor's [Peer Outreach Workers](#) team is a diverse group of young people aged 15-25, many of whom are not in employment, education or training. They are paid the London Living Wage for their services, in recognition of their value and contribution. They play a vital role in shaping policies, strategies and services for the Mayor. In 2023-24 the group, working with the GLA Infrastructure and Planning team, has: brought youth voice into work on design and planning in London; contributed to MOPAC's policy around missing children in London; and assessed applications for the London Borough of Culture 2025 and 2027, and for funding for mentoring projects. The team's work has been independently evaluated, the economic value of civic engagement of young people has been highlighted.
- The London Partnership Youth Board supports the work of the London Partnership Board and ensures that young people's voices are included in addressing some of London's challenges. The group played a pivotal role in helping the London Partnership Board identify their priorities: housing, cost of living, and opportunities for young people. In March 2024, the group assumed leadership of the Board; and facilitated workshops on key issues for young people and for London, around green skills and enterprise. The work of the Youth Board ensures that the voice of young people is heard at a strategic level, and influences the Mayor and leaders in the city.
- The Lynk Up Crew (LUC) represents and amplifies the often-unheard voices of young Londoners aged seven to 14. LUC's impactful work directly bolsters the Mayor's programmes, including his Free School Meals initiative; and, in doing so, plays a crucial role in elevating children's voices as a key partner, within the GLA and beyond. This year, the LUC conducted a Children's Rights Inquiry at Parliament during Youth Parliament Week; and hand-delivered a letter to Downing Street, advocating for universal free school meals.

- As part of his [refreshed VAWG Strategy](#), the Mayor committed to proactively reaching out to schools to encourage them to join the drive to tackle misogyny; and empower them to address any form of VAWG. MOPAC worked with [Tender](#) to develop the VAWG Prevention Toolkit for Teachers. The Secondary School Toolkit, launched in March 2023, equips teachers with the knowledge and skills to educate young people on healthy relationships, reducing the likelihood and impact of gender-based violence. Work is being undertaken to adapt and create a version of the Toolkit for primary schools, to teach younger children about healthy and unhealthy relationships.
- The Mayor invested in the development of the CouRAGEus programme. This programme provides a safe and confidential space for groups of young Londoners (women, and LGBTQ+ and disabled individuals) from Black and minoritised communities who are worried about, or have experienced, violence, abuse and/or exploitation; and who are experiencing trauma and emotional distress. This programme is young people-centred, with an intersectional approach rooted in Black feminism, antiracist practices, systemic change and an informed trauma approach. It offers one-to-one specialist advocacy, counselling support and community engagement work.
- In May 2023, [Unpacking the Credits](#) was launched. The programme for young Londoners raises awareness of a range of careers available across the creative industries. It worked in partnership with HBO, Bloomsbury Publishing, Disney's The Lion King, Sony Music, the Grimshaw Foundation and Yinka Ilor to distribute six short films and educational resources. These were distributed to secondary education institutions – including mainstream schools, pupil referral units (PRUs) and alternative provisions across all London boroughs. Since the launch, the programme has had a social media reach of 2.9m; eight facilitated workshops in PRUs have been completed and continue to run; four events have been held with the GLA Careers Hub; and there has been one mentorship course with a young ambassador from the Violence Reduction Unit (VRU).
- A strategic aim of This Is Croydon, London Borough of Culture 2023, is to develop cultural leadership and invest in the creativity of young people. Over the course of the year, 14,482 young people were involved, through active participation, in programmes via co-creation; performance; training; workshops; attendance at a sector development and careers roadshow; and a young producers' programme.
- Between 1 April 2023, and 31 March 2024, the Mayor invested over £200,000 into the after-school robbery programme. This programme delivered borough-led interventions to tackle after-school robberies of children and young people, with a total investment of more than £515,000 into local authorities between June 2022 and January 2024. Working with five local authorities, the programme delivered a variety of interventions.
- The Mayor continued investment in Empower, which supports girls, young women, and non-binary people who are the victim of, or at risk of, sexual exploitation – typically in the context of gang association. It received 109 referrals in 2023-24. Safer London is the primary provider, delivering the service across 16 boroughs. The programme was first commissioned in 2014, and the current agreement will run until June 2024. MOPAC has uplifted investment over the life of the programme to £414,000 in 2017-18 and to £552,000 from 2018-19. The budget for 2023-24 is £552,000. The majority (93 per cent) are young women/girls, trans or non-binary. As many as 72 per cent of accepted cases are under 18. Two-thirds (63 per cent) are from a Black or racially minoritised background.
- MOPAC has committed £350,000 to support the delivery of an innovative two-year housing pilot commissioned by the London Borough of Lambeth. This service, which opened in November 2023, is a specialist housing-related support service for young men who have a housing need, but who are not safe in the borough due to serious youth violence. This provides a radically different model of holistic, trauma-informed, and multi-disciplinary housing-related support.

- The Mayor continued investment in London Gang Exit (LGE), which provides support for children and young adults involved in, or at risk of, gang-related violence or exploitation. LGE received 534 referrals in 2022-23, and accepted 219. Safer London is the principal provider of this pan-London service. MOPAC has funded £10.8m to date since 2015; funding ends June 2024. The budget for 2023-24 is £2.18m. As many as 45 per cent are young women/girls, trans or non-binary. Over half (56 per cent) are 17 or under. Over two-thirds (76 per cent) were from a Black or racially minoritised background.
- The Mayor maintained investment in the Response & Rescue (R&R) service. This is the first pan-London county lines support service, and provides one-to-one support for children and young people exploited by county lines drug distribution networks. Its work includes specialist provision for girls and young women impacted by exploitation. In 2023-24, R&R received 386 referrals, and supported 84 children and young people. Of these 386 referrals, 38 per cent were aged 18-25; this is a marked increase from the previous year, and more in line with the wider county lines cohort (42 per cent). Of the 386 referrals, 49 per cent were Black, (compared to the wider county lines cohort of 43 per cent); and 76 per cent young men or boys, compared to 24 per cent for young women or girls.
- The Mayor continued the investment of £500,000 in the Lighthouse, a multi-agency service whose work is based on international best practice. It supporting victims and survivors of child sexual abuse aged under 18 (or 18-24 where there are additional vulnerabilities that would benefit from a paediatric approach). The Lighthouse remains England's only 'Child House' multi-agency co-located service of its kind. Over the course of the year, over 600 children were supported by the service. Of these, 67 per cent were girls; 60 per cent were aged 12-16; and 60 per cent were from a Black or racially minoritised background.
- In 2023-24, the Mayor continued funding of £650,000 for children and young people who have survived child sexual abuse across four Child Sexual Abuse Hubs providing early emotional support across London. During the year, these four hubs have supported 400 survivors under 18.
- The VRU commissioned research that led to the launch of [London's Inclusion Charter](#). The research heard from nearly 4,000 young people, parents/carers and educators, with representation from every London borough, to understand what is important for belonging and safety in London schools. The Charter aims to improve inclusion and engagement in education; and reduce the disproportionate impact of crime on children and young people at risk of, or experiencing, all forms of exclusion and absenteeism.
- The Bambu programme works with children and young people who have been experiencing domestic abuse in the home through trauma-informed therapeutic support. This programme has received 304 referrals and has successfully engaged 182 children and young people across a range of backgrounds. In 2023-24, individuals aged 16-24 were able to access individual trauma-focused cognitive behavioural therapy sessions; Child and Adolescent Parent Violence programme sessions focusing on non-violent resistance techniques; trauma-focused group-work; and restorative family sessions.
- The Social Switch is a partnership initiative that provides training for young people and youth workers on how to positively engage with social media. As of 2023-24, 361 trusted adults from across 29 boroughs are equipped with the skills and knowledge to advise young people on how to navigate online risks and opportunities. In this period, 254 young people have undertaken skills development, and personalised mentorship, to enter sustainable careers within the digital sector. 27 young people have been supported into jobs or have set up their businesses.

- In partnership with London's education sector, the VRU has developed a PRU Mentor Programme. This programme establishes a peer mentor scheme, offered to schools with a particular focus on PRUs (this is where young people who have been excluded from mainstream education are typically sent). Mentors provide holistic personalised support, enabling young people to re-engage with education; build relationships with peers and adults; improve their mental health and wellbeing; develop their socio-emotional skills; and build skills for employment or the transition to further education. In 2023-24, mentoring was delivered in 22 boroughs, supporting 878 young people.
- The VRU is funding a youth work service in all four major trauma centres in London, as well as seven accident and emergency departments. The VRU also funds a Youth Domestic Abuse Service at the major trauma centres. The aim of the project is to support young people who come to hospital with an injury caused by violence, exploitation or domestic abuse. In 2023-24, 1,250 young people were supported through a range of one-to-one interventions, depending on their needs. This included crisis support; housing advice and support; mentoring/casework; education and employment support; and onward referral into community organisations.

Objective 8: To help Londoners at risk of marginalisation in the labour market to get the skills and support they need to secure good quality jobs.

- Through the circa £318m AEB, and in parallel with several other adult skills programmes, the Mayor funds the delivery of education and training for Londoners aged 19 and over. The AEB is a key lever in supporting Londoners to get the skills they need to find good jobs; and can support learners to improve their wellbeing, self-efficacy and support them to participate in their communities.
 - As of May 2024, data is only available for the first half of the 2023-24 academic year (i.e., August 2023 to January 2024). The mid-year data shows that there were 158,970 AEB-funded learners in London during this period. This represents a 2 per cent increase in total learner participation, compared to 156,550 in the same period in 2022-23.
 - This data also demonstrates the diversity of learners participating in AEB-funded learning in 2023-24, where:
 - 70 per cent were female
 - 61 per cent were from a Black or racially minoritised background (including Mixed, Asian, Black and Other Ethnic Group learners)
 - 60 per cent were aged 24-49
 - 15 per cent considered themselves to have a learning difficulty and/or disability and/or health problem
 - 48 per cent were eligible for disadvantage uplift funding
 - 7 per cent received learner support to enrol in 23,920 courses.
- As of January 2024, adult skills programmes managed by the Mayor have reached over 1m learners since delegation in 2019-20, demonstrating the investment's huge impact on London. This has been enabled by introducing flexibility into the AEB rules, making London's AEB the most accessible in the country. Examples of these changes include extending the financial eligibility threshold for AEB learners to London's Living Wage; funding Deaf Londoners, and Londoners who are on low incomes or unemployed, to take courses in British Sign Language; fully funding people seeking asylum for AEB-funded provision; and removing the three-year residency requirement for Londoners on certain immigration schemes.
- £38m of London's UK Shared Prosperity Fund (UKSPF) has been allocated to the Mayor's People and Skills investment priority, to fund employment and skills activity until March 2025. £25m was awarded to London's four sub-regional partnerships in 2023-24, to provide intensive and holistic employment support to over 7,000 economically inactive and unemployed people in their local areas, with a focus on supporting disadvantaged groups

(such as refugees, and people with mental or physical disabilities). Over 1,000 participants have been supported so far, of which 70 per cent are from Black and racially minoritised backgrounds, and 20 per cent have a disability or health condition.

- In 2023-24, the Mayor's UKSPF Support for Young Londoners Programme awarded over £11m to 23 lead providers delivering across London. This funding supports over 4,000 young people not in education, employment or training (NEET); and delivers quality work experience to 4,000 students at risk of NEET. The programme's targeted NEET strand will work with young people further from the labour market, experiencing multiple forms of disadvantage, including care leavers, young people who are homeless, involved in substance misuse and/or criminal activity, young carers, and those with special educational needs and disabilities (SEND).
- No Wrong Door (NWD) is an initiative that helps bring together employment and skills providers, funders, and other public services in London. In 2023-24, the NWD Integration Hubs (covering London's four sub-regions) strengthened their reach and engaged with over 3,000 residents and 2,000 partners through activities. In September 2023, an interim independent evaluation was completed; this reviewed the Hubs' progress and made recommendations for future delivery. A second interim evaluation report, provided a general programme update, with case studies, and analysed the economic value of the programme. The third interim revaluation is due in March 2025 which will explore how well the hubs have embedded themselves into the community what the future of No Wrong Door should look like along with the role of the GLA. In December 2024 it was decided that the NWD programme would be extended by 6 months with the new end date the end of September 2025.
- In March 2024, as part of the Mayor's grand challenge for 2024-25, the Mayor launched a £450,000 NWD Open Innovation Challenge. This supports up to 15 innovators to develop or scale fresh or creative ways to improve and better integrate London's skills and employment support system. The NWD Open innovation challenge is looking to give 50 per cent of seed funding to innovators who are female; Deaf and/or disabled; Black or racially minoritised; or marginalised. This initiative ensures representation of the priority groups we aim to support with this challenge. We received 83 applications from innovators trying to complement the work of the NWD programme. By the end of May, up to 15 successful innovators were selected; and the programme officially started on 5 June. On the 10 September the GLA hosted a Pitch Day at City Hall and invited a range of stakeholders from the Employment Support space who might be interested in collaborating with or investing in the organisations. On the 14 October we started phase 2 of the challenge where 3 of the 15 innovators received a further £50,000 in grant funding and one-to-one support from various experts in the area to scale across more of London or deeper into their community. The NWD challenge is due to end on the 31 Jan 2025. The Skills for Londoners Community Outreach Programme offers small grants to community organisations to raise awareness of London's adult education opportunities, increase participation in adult learning skills provision, and help to build sustainable links between providers, community groups and the Londoners they work with. To date in 2023/24 the community outreach programme invested around £700k and supported 28 organisations across all London boroughs to engage learners. In May 2024, applications will open for a new funding round in 2024-25.
- Since launching in 2022, the Mayor's London Multiply programme has enrolled over 30,000 Londoners, supporting them to build the numeracy confidence and skills needed for everyday life and work. London is leading the way: in the first half of the 2023-24 academic year, the capital enrolled over 9,700 learners and accounted for 25 per cent of all enrolments nationally.³ The Mayor has tailored this programme to ensure it is also reducing negative perceptions of numeracy, and running wider engagement and outreach activity, so all

³ Department for Education, FE and Skills Mid-Year Data, 2023-24

Londoners are supported to access London Multiply provision. This activity includes the following:

- The London Multiply roadshow: a series of free, fun and family-friendly numeracy events across the city, and an accompanying awareness-raising campaign. In February and March 2024, the roadshow (working with community organisations) ran 16 events across 11 boroughs.
- London Multiply has part-funded the Mayor's Community Outreach Programme. From October 2023 to April 2024, the programme has been reducing barriers to numeracy learning; and supporting Londoners into London Multiply provision.
- The Mayor secured £18.9m grant funding from the Department for Education to deliver the Skills Bootcamps for Londoners Programme. Skills Bootcamps are short courses helping Londoners aged 19 and over to enter employment, upskill or change career. Bootcamp training courses provide access to in-demand, sector-specific skills training; and provide a guaranteed job interview on completion. The programme enrolled 3,994 learners in the academic year 2023-24. To date, more than half of learners are aged under 34; one-third are female; three-quarters are from a Black or racially minoritised background; and one in ten report having a learning difficulty or disability.
- The Mayor has secured a further £21.6m grant funding to deliver Skills Bootcamps for Londoners in 2024-25. Commissioning is currently under way in preparation for enrolments beginning in summer 2024.
- The [MSA programme](#) supports Londoners into good work in sectors key to London's recovery and long-term economic growth (creative, digital, green, health and social care, and hospitality). The programme also aims to support specific groups of Londoners to overcome the barriers to entry they may face in the sectors identified.
 - It achieves this through various interventions:
 - Hubs: funding staff resource to lead hub partnerships in which employers, education and training providers, and sector bodies work together to develop clear pathways into employment to address employer skills gaps. There are currently 24 hubs delivering across London across the priority sectors.
 - Quality mark: an accreditation that identifies and recognises industry-relevant, high-quality and accessible skills training provision in London. There are currently 58 quality mark accreditations held by 31 training providers across London.
 - Bespoke support for underrepresented groups: the Workforce Integration Network (WIN) support to employers to ensure groups underrepresented in the labour market are supported through measures to promote workforce EDI, including in terms of retention and progression. The WIN offer includes sector-specific research; employer toolkits to support recruitment; retention and progression; and Design Labs for large employers.
 - From Q4 2021-22 to Q3 2023-24, the MSA programme supported:
 - over 74,500 Londoners participating in training – of which over 20,200 are in new or adapted training as a result of hub activity
 - over 10,900 Londoners into good work – of which over 6,200 are from groups underrepresented in the programme's target sectors.
- London's Careers programme was established in October 2021. The London Careers Hubs programme supports 698 state-funded secondary schools, post-16/FE colleges, and alternative provision and special schools. The hubs help these institutions raise standards of employment-focused careers education. This in turn helps students achieve informed choices, and take their next best steps into education, training and employment pathways.
- The Careers programme also includes special projects – such as a pilot providing young Black students in alternative provision with innovative mentoring and employer engagement.

This supports them to remain in education; and supports positive transition to further education, training or employment (including apprenticeships). The project won a Careers and Enterprise Company national award for innovation in March 2024.

- In June 2023, the Mayor published the Rights and Risks research documenting migrant labour exploitation in London. The Mayor also invested £95,000 in a training programme to build capacity, and strengthen referral pathways and collaboration between the migrant and employment rights sectors, to better identify and support migrants facing labour abuse and exploitation.
- The Making London a Living Wage City Programme, part of the wider Living Wage campaign, addresses the objective through employer engagement. The programme launched in 2021, and the Mayor is co-chair of the steering group. Sector-specific action strands focus on promotion of the Living Wage in low-pay sectors also characterised by highly diverse workforces – including hospitality, service provision, health and social care, and creative and cultural industries. Top-level milestones by spring 2024 were achieved two years into the programme:
 - Accredited 1,000 new Living Wage Employers (3,700 total)
 - 50,000 more Londoners uplifted to the Living Wage (164,000 total)
 - 250,000 more people employed by newly accredited Living Wage employers (1.4m total)
 - A stretch ambition of 75,000 people uplifted to the living wage, now in place to guide further activity for the programme
 - Through the wider Living Wage campaign, over 140,000 Londoners have received a pay rise, due to the uplift in the London Living Wage rate
 - Living Wage accreditation is embedded in the Good Work Standard as a mandatory criterion; as of April 2024, 156 employers are accredited to the Good Work Standard, employing 260,000 Londoners.
- The Mayor's Employment Rights Hub collates information about workers' rights and entitlements, including signposting users to trusted, up-to-date information about their rights at work. It continues to be promoted to groups of Londoners that are most likely to experience abuses of their rights at work (or who work in higher-risk sectors), including younger and older workers; migrants; disabled Londoners; women (particularly those who are pregnant/new parents); and Londoners from diverse ethnic backgrounds. Since its launch in October 2019, there have been over 280,000 unique page views of the Employment Rights Hub.
- The GLA Group creates training, skills and jobs within its supply chain; and works to improve access to employment opportunities for underrepresented groups. The Responsible Procurement Policy includes training and employment opportunities in relevant contracts. In 2023-24 there have been 848 apprenticeship starts across the GLA group, with 766 being delivered within TfL's supply chain. Similarly, GLA group contracts have delivered 1,024 job starts in 2023-24 with 836 linked to the TfL supply chain.
- The GLA Group has been actively engaging with its supply chains to advance 'green' skills and job opportunities in London. For example, London careers hubs are promoting green careers: in 2023-24, 8 per cent of TfL's 766 supply chain apprenticeships (59) were green roles.
- TfL launched the Supplier Skills Programme to enhance diversity and address skill gaps in London's transport and infrastructure sectors. It includes skills and employment requirements in supplier contracts based on value; and has led good practice across the GLA Group. In the financial year 2023-24, there were 766 new apprenticeship starts in TfL's supply chain and 836 job starts. Of the apprenticeship starts, 69 per cent were from a Black or racially minoritised background; and 18 per cent identified as female.

- As part of National Apprenticeship Week, TfL hosts an annual Apprenticeship Fair. Over 1,000 people attended the fair in February 2024. There were 35 organisations at the fair, including TfL's supply chain partners, London Fire Brigade (LFB) and the Metropolitan Police Service (MPS), showcasing over 500 jobs, apprenticeships and training opportunities.
- TfL Pre-Employment programme highlights:
 - In 2023-24, 12 candidates from underrepresented groups were supported to pursue careers in transport and the built environment, with nearly half securing full-time employment.
 - The Women into Transport and Engineering programme encourages women to pursue careers in transport and construction, offering tailored training and work placements. In round six, held from November to December 2023, there was participation from three TfL suppliers and one GLA Group supplier from LFB's managed fleet service supplier, offering HGV engineering and technical roles.
 - In November 2023, TfL organised an Infrastructure Information Day, in collaboration with Morgan Sindall Infrastructure and its supply chain partners. The event was hosted by Buildforce, an organisation dedicated to aiding service leavers, veterans, reservists and their families in transitioning to long-term careers in the construction sector. Attended by 40 candidates, the event offered a valuable opportunity to gain insights into the transport and infrastructure sectors.
- The New Talent – Future Leaders five-year programme (developed with East Bank partners on the Queen Elizabeth Olympic Park) will train 350 individuals, and secure 230 jobs for young people in the Olympic host boroughs (Newham, Hackney, Tower Hamlets and Waltham Forest) over five years. The programme offers apprenticeships; internships paid at the London Living Wage; technical skills training; freelancer support; education bursaries; and teacher development.
- The programme has trained 83 individuals since 2021, aiming to connect young people in the Olympic host boroughs to diverse career opportunities. The five-year initiative emphasises equitable and inclusive opportunities for all Londoners, focusing on underrepresented groups. Achievements delivered by the end of year two include:
 - creation of 44 London Living Wage paid internships through the Shared Training and Employment programme
 - 30 individuals supported by the Freelance Academy, 26 of whom have progressed to work at London Living Wage or higher rates
 - the launch of a Shared Apprenticeship programme in September 2023, committing to deliver 220 apprenticeships
 - seven local participants completed a horticultural training programme, Future Gardeners; six of these secured sector employment through guaranteed job interviews with Queen Elizabeth Olympic Park horticultural employers and partners, and the seventh is continuing their training
 - the Workforce Diversity programme funded the Creative JobCentre Project delivered by Film London's Equal Access Network; delivered Breaking the Glass Ceilings – a mid-career, leadership-development programme for film/TV and gaming professionals from Black and racially minoritised communities; and procured an evaluation and impact report for the two programmes. The programme also delivered Unpacking the Credits, a series of six industry-led films to raise awareness of creative careers among 11-15-year olds; this included delivery of workshops to PRUs and delivering events in partnership with the GLA's Career Hub team.

Objective 9: To ensure London's workforce reflects its population at all levels and in all sectors

- The Mayor's Good Work Standard (particularly the Diversity and Recruitment, and Skills and Progression pillars) includes criteria and tools to help employers diversify their workforce and leadership in a way that better reflects London's population. Employers of all sectors and sizes are encouraged to publish their ethnicity pay gap; and demonstrate their commitment to preventing discrimination. Employers are also encouraged to analyse workforce data by diversity and inclusion, and benchmark themselves against others. The Good Work Standard's output includes the following:
 - Employer engagement, including workshops and toolkits, support accredited employers to improve access to their workforce from potentially marginalised Londoners.
 - In response to the cost-of-living crisis and a tough economic climate, the Mayor and the GLA Group have reinforced their commitment to fair and inclusive work practices through the Responsible Procurement Policy, driving good working standards through the supply chain.
 - In 2023, a standard contractual clause was introduced across the GLA Group, mandating new suppliers on specific contracts to start the Good Work Standard accreditation process within an agreed period of contract initiation. So far, 47 suppliers from the GLA Group are accredited as Good Work Standard employers.
- The Fairness, Inclusion and Respect programme – a joint initiative by TfL, HS2, National Highways and Network Rail – continues to drive diversity improvements across the supply chain and provide comprehensive resources and support. The programme's annual workforce diversity survey became the UK's largest of its kind, and captured data from over 525,000 employees. The data shows:
 - more than 332,220 employees from 89 TfL supply chain organisations, increasing from 160,000 individuals across 68 suppliers in previous years.
 - an increased female representation in the built environment sector – from 23 per cent in 2022, to 29 per cent in 2023.
- The Mayor of London's Solar Skills London SSL programme set out to develop: a solar PV learning curriculum; a series of introductory workshops for potential new solar industry trainees; an online solar training and careers hub; and a small grants scheme to help London's solar businesses provide training for their employees. There was EDI embedded at every stage of the programme. The construction industry currently lacks diversity.
- Working with delivery and curriculum partners, two courses were developed. One was a two-week introductory course, in which participants were certified for working at height, and received a CSCS card that enables them to access construction sites. The other was a six-week course that aimed to develop a smaller cohort, working towards industry apprenticeship opportunities. This was accompanied by the launch of an online solar training and careers hub; and a grants scheme designed to help London-based solar installation businesses train their employees. All marketing material was purposefully designed to show women from Black and racially minoritised backgrounds in leading roles.
- In November 2023, the WIN launched its [Inclusive Employer Toolkits](#) on [london.gov.uk](#). These are open-access digital resources with practical actions and guidance for employers on driving forward workforce EDI. The toolkits are sector-specific, and tailored by business size to address EDI challenges in five key growth industries for London (the creative, health, hospitality, green and digital sectors). The toolkits have been viewed online over 500 times.
- In July 2023 the WIN relaunched the Design Lab programme, a 10-month bespoke offer to help businesses in London's growth sectors improve their work on EDI and anti-racism. The programme supported 11 of the largest NHS hospitals and trusts in London, representing

more than 100,000 employees, to develop 13 projects addressing barriers to career progression, inclusive recruitment, and organisational practices for Black and racially minoritised staff. The programme is also supporting 11 leading businesses in the creative industries, representing around 9,500 employees.

- The VAWG sector is increasingly stretched due to growing demands on services. In his refreshed VAWG Strategy (2022), the Mayor committed to support the development and resilience of the VAWG workforce. This includes work to: attract more people to consider careers in supporting survivors of VAWG; encourage professionals in statutory services to specialise in VAWG; and support increased diversity to improve victim and survivor choice. As an example of this work, MOPAC is continuing to support the development of a leadership training programme for Black and minoritised colleagues working in domestic abuse perpetrator behaviour-change programmes
- In September, October and November 2023, the GLA Equalities team delivered a suite of learning events focused on challenging businesses, including small and medium-sized enterprises (SMEs), to gain a deeper understanding of the legal perspective for positive action in workforce inclusion across intersectional themes of race, disability and gender. These challenge events were delivered to support progress on the Building a Fairer City Plan.
- Delivered in partnership with the Mayor's London Infrastructure Group (LIG), the pilot Building Future London schools outreach programme highlighted an interest among primary school children from backgrounds currently under-represented in the construction and infrastructure sectors. Following the pilot's success, a curriculum is being developed by the Infrastructure team in partnership with the LIG. This will be deployed by London's infrastructure providers to enhance their existing school outreach activities or develop new programmes, raising career aspirations for the next generation.

Objective 10: To increase the number and proportion of diverse-owned businesses within the Mayor's main supply chain.

- The GLA Group Responsible Procurement Policy commits the GLA Group to ensuring our procurement processes are accessible and inclusive, and support supplier diversity. This includes, but is not limited to, businesses majority-owned or led by women, Black and racially minoritised people, and disabled people; and diverse-owned businesses. The policy, and its implementation plan, outline specific commitments and activities to improve access for increasing the number of diverse-owned businesses in the Group's supply chain, including meet-the-buyer events; simplified procurement processes; committing to pay SMEs within 10 days; online training to promote greater supplier diversity; and reserving under-threshold contracts for small and diverse-owned businesses. Suppliers are also supported to upskill their knowledge, including via guidance on public sector procurement and social value; and improve their own employment practices, by encouraging uptake of the Good Work Standard and Living Wage accreditation.
- The London Anchor Institutions' Network (LAIN) brings together some of the capital's biggest organisations, who are working collaboratively to address long-standing social and economic inequalities and the growing climate emergency. LAIN aims to support inclusive economic growth by buying a greater share of goods and services from London-based micro, small, medium-sized and/or diverse businesses. Anchor signatories have committed to allocating 20 per cent of their procurement spend with small and/or diverse-owned businesses. Implementation is monitored by the programme's Procurement Working Group. Collaborative efforts have led to some significant impacts:
 - The London Legacy Development Corporation has spent 70 per cent of its addressable procurement spend with SMEs in 2023-24.
 - The MPS exceeded its target for 2023-24, spending over £300m with SMEs.

- LFB is tracking SME spend directly and via key contractors; this has increased its 2023-24 spend to nearly 34 per cent of total addressable spend when including subcontracted spend
- TfL and the GLA continue to use the option to reserve under-threshold contracts (as afforded by the Government's Policy Procurement Note 11/20); in 2023-24m TfL and the GLA reserved £243k worth of under-threshold contracts specifically for SMEs.
- The Old Oak and Park Royal Development Corporation (OPDC) received a £36m grant to develop a district heating network in the OPDC Opportunity Area. This project aims to use the waste heat from the area's numerous data centres to provide zero-carbon heating to homes in the local area. The OPDC identified a third party facilitator, RenKap, that connects organisations with vetted smaller suppliers providing surveying services; this simplifies the process for smaller suppliers to compete for public-sector contracts.
- RenKap acts as a broker service, streamlining the procurement process with a single point of access and a list of suppliers compliant with required standards. This benefits smaller suppliers who may face challenges competing with bigger firms; for the buying organisation, it offers competitive pricing and ensures pre-qualification requirements are met. Since its launch in year 2023-24, the OPDC has spent over £40,000 with micro and SMEs via this route.
- The My Architecture and Urbanism Framework Panel is a pre-procured list of businesses providing design services that can support public commissioners to deliver high-quality capital projects. The framework aims to improve representation in the built-environment sector. In the first year since its launch in February 2023, 29 procurements have been completed; 12 are in progress; and 15 are in the pipeline. Of these 29 procurements, 90 per cent have been commissioned by the GLA Group, London boroughs or London-based public institutions. The total fee value of all procurements, completed and anticipated, is £5.18m. Of the completed procurements, 72 per cent of the suppliers who have won work have been small or micro-sized businesses; 58 per cent of framework places are held by diverse-led businesses; 31 per cent of places are occupied by female-led businesses; and 31 per cent are businesses led by Black or racially minoritised people.
- Grow London Local, a new support service for small businesses, delivered by London & Partners, was launched on 30 January 2024. This builds on the Mayor's London Business Hub, and brings to life the Mayor's manifesto commitment for a 'single front door' to help small businesses across the capital access the right support, in the right way, at the right time. The Mayor has invested £8.7m UKSPF funding to create Grow London Local, an online and in-person 'one-stop shop' for all small business support needs, giving business owners the connections and advice they need to thrive. London & Partners, working with London boroughs, has brought together various schemes and business-support packages under a single Grow London Local banner. Grow London Local prioritises financially vulnerable and under-served entrepreneurs in the 'everyday' economy.

Objective 11: To support those most at risk of digital exclusion by promoting a consistent approach to addressing access needs, and upskilling those lacking basic digital skills.

- Through the AEB, the Mayor funds a legal entitlement for essential digital skills training. This means any Londoner with digital skills assessed at below level one can access a free course. In the first half of academic year 2023-24, 3,230 learners accessed learning through this entitlement.
- To help organisations and individuals in London understand, explore and improve London's green infrastructure, the Mayor has made available a series of useful [digital maps and tools](#) available for anyone to use, including a London Street Tree Map and Green Cover Map. He

has also published a digital map, [London is green, wild and free](#), which helps people find spaces to visit close to where they live.

Objective 12: To address the reasons for health inequalities that cause some groups to experience poorer physical and mental health outcomes.

- Through his Health Inequalities Strategy, the Mayor has published a new implementation plan to set out his commitments on tackling health inequalities during the Mayoral term (2021-24). These include the following:
 - By the third and final year of the Health Inequalities Strategy Implementation Plan 2021-24, the Mayor had successfully delivered on each of his six key health inequalities commitments, and on the many other commitments he made in 2021.
 - Much of what has been achieved has been facilitated by strong partnership working across London's health and care organisations, with leadership through the London Health Board.
- The Mayor recognises the invaluable contribution made by London's voluntary and community sectors (VCS) in tackling health inequalities. He has continued to invest in these sectors to build capacity and strengthen their voice in the London health inequalities landscape. In 2023-24 the Mayor's investment included funding:
 - the London VCS & Health network – bringing together its almost 500 members with regular communications and online events
 - a learning network to support community development approaches to tackling health inequalities.
 - a learning programme to support a race equity approach to community-level health inequalities activity.
- In 2023-24, over 100,000 Londoners participated in Mayoral-funded mental health and wellbeing activity through accessing resources; attending events and training; joining networks; and delivering grassroots mental health projects, bringing the total number of Wellbeing Champions to over 240,000. The mission was designed to be as inclusive as possible, with consideration taken to acknowledge and address the barriers to participation that many Londoners may face.
- Through the Right to Thrive programme, the Mayor has resourced grassroots projects that support the mental health and wellbeing of those experiencing higher levels of unfair treatment and discrimination. A £90,000 investment in 2023-24 funded 13 projects focused on supporting LBGTQ+ communities; racialised and minoritised communities; disabled Londoners; those with long-term conditions; and children and young people. As of March 2024, over 1,400 Londoners have benefitted from this investment. The reach and impact is expected to grow as delivery continues into 2024-25.
- The Mayor has supported Thrive LDN to develop free digital training on trauma-informed practice for frontline and support staff and volunteers. As of March 2024, almost 12,000 Londoners have taken the training. In January 2024, a supplementary resource to facilitate a trauma-informed approach in youth and education settings was launched and shared with over 12,000 educators across London.
- The Mayor's Creative Industries & Culture Unit co-produced the Rewire Youth Summit with a youth panel and cultural partners. This explores how creativity and culture can be the catalyst for tackling the acute youth mental health crisis in London. The summit took place in February 2024 and was attended by more than 50 young people and 80 stakeholders over two days.

- The Mayor has funded a targeted programme of work aimed at supporting the mental health of Londoners dealing with the cost-of-living crisis and emerging economic pressures. Thrive LDN's Economic Wellbeing Forum has brought partners together to shape the response, which has included updating and disseminating borough-specific cost-of-living and signposting resources; delivering six webinars for frontline staff in resilience and conflict resolutions (with 1,600 attendees); and launching a pilot with Clean Slate to support Londoners on lower incomes through a money-guidance programme across three London boroughs.
- As of March 2024, 390,563 Londoners have taken suicide awareness and prevention training through the Mayor's #ZeroSuicideLDN campaign. In 2023-24, over 48,000 Londoners participated, with efforts targeted around the cost-of-living crisis and boosting suicide prevention training in local authorities and higher education settings.
- The Mayor has supported mental health responses to global and geopolitical events. In 2023-24 Thrive LDN developed, translated and/or disseminated resources to London's communities impacted by global natural disasters and conflicts. The Mayor also continued to fund programmes of work supporting the mental health needs of those arriving in London from Hong Kong, Afghanistan and Ukraine.
- The Mayor recognises the acute, causal relationship between people's health and poverty – a toxic mix that causes and widens health inequalities, and is exacerbated by the cost-of-living crisis. The Mayor invested in building the evidence on what works to mitigate the health-inequalities impact of the cost-of-living crisis. He funded the Institute of Health Equity's independent report, *The Rising Cost of Living: A Review of Interventions to Reduce Impacts on Health Inequalities in London*.
- Subsequently in 2023, the London Health Board challenged London's health and care system to act on the evidence. It set up a task-and-finish group to drive this work forward, resulting in a commitment for all London integrated care systems to produce plans to improve access to social, welfare and legal advice services.
- In 2023-24, the Mayor invested in the London Anti-Racist Collaboration for Health (LARCH). This peer collaboration brings together colleagues from across the health, care, VCS and race equity sectors, to demonstrate and act on their commitments to being anti-racist organisations. LARCH creates the space and the opportunity to share and learn together. It seeks to challenge and support us all to go further and faster in our commitments to being anti-racist and tackling racism as a determinant of health. LARCH was launched in November 2023. Following initial Mayoral leadership and investment, this important work now has year-one funding from the health and care partnership.
- In 2023-24, work continued to support and inform the development of a structural racism and health inequalities evidence base for London. The Mayor further funded a parallel co-production project to ensure that communities, and those with lived experience of racism and ethnicity-related health inequalities, are informing the next steps for acting on the evidence.
- In December 2023, the Mayor used his [six tests](#) to respond to an NHS consultation on proposals for the future location of very specialist cancer treatment services for children in south London and much of South East England. He called for further analysis on inequalities in the current service, and for specific plans and targets around reducing inequalities through the future service. This work was undertaken in the following ways:
 - In January 2024, the Mayor used his six tests to respond to an NHS consultation on proposals for the future of acute adult mental health services in North West London. He called for the final plans to directly address structural racism; and for analysis of the factors driving inequalities in the current service.
 - In March 2024, the Mayor used his six tests to respond to an NHS consultation on proposals for the future of maternity and neonatal services in North Central London.

He called for the adoption of clear plans and targets for reducing health inequalities through the future service.

- Established in 2022, the GLA Group Public Health Unit continues to provide the Mayor, the London Assembly and the GLA Group with expert advice to support London's response and resilience to public-health threats that disproportionately impact diverse communities and contribute to widening health inequalities. Work includes providing guidance and advice to support vulnerable Londoners during periods of extreme weather; monitoring cases of flu, COVID-19 and measles, and amplifying prevention advice; and advising on the London Climate Resilience Review, and facilitating engagement with the health and care sector.
- The GLA Group Public Health Unit has continued to engage with teams across the GLA Group to socialise and embed a 'health in all policies' (HiAP) approach across different policy areas, including air quality, community safety, homelessness and mental health. The HiAP approach is being further progressed through the development of the HiAP skills programme. As part of this, the Unit delivered the first HiAP skills masterclass for GLA Group officers in October 2023. Furthermore, to support diversity across the public health workforce, the Unit established a Public Health Practitioner Apprenticeship in January 2024.
- The Mayor has taken a public health approach to ending VAWG. In 2023 MOPAC organised a landmark summit bringing together directors of public health; local authority community safety and safeguarding leads; NHS London; and integrated care boards. All representatives have committed to [six pledges to tackle VAWG](#). This partnership commitment is the first of its kind in England and Wales.
- Working in partnership with NHS South East London and the six local boroughs (Greenwich, Lambeth, Lewisham, Southwark, Bexley and Bromley), the GLA embedded a creative health role to support artists, cultural organisations, and health and social care professionals to connect vulnerable Londoners, and those experiencing health inequities, to improve access to culture and support their health and wellbeing. The role-holder commenced in November 2023, and sits alongside the VCSE and Partnership Director for NHS South East London until December 2025. Rebel Led, an equity-led consultancy, was commissioned to create an evaluation framework to support impact mapping of this initiative the report is due to be received by partners in February 2025. .

Objective 13: That Londoners from all walks of life feel heard, and see themselves reflected in the public realm.

- The GLA's Deaf and Disabled People's Organisation Forum has continued to meet quarterly. The forum ensures that the views and experiences of Deaf and disabled Londoners help inform the design and delivery of the Mayor's strategies, policies, projects and programmes. Some of the topics explored in 23-24 include policing and crime, the Building a Fairer city programme, concessionary travel, transport and planning.
- In May 2023, the GLA launched its Make it Accessible toolkit. This provides a tailored set of guidelines for GLA staff on best practice in developing communications, events, meetings and consultations that are inclusive and accessible. It equips GLA staff with the information and tools required to embed disability-inclusive practices into their ways of working. The toolkit has improved staff knowledge and confidence in these areas; and is ensuring access and inclusion of Deaf and disabled people in all our work.
- On 14 November 2023, the Mayor and the Deputy Mayor for Communities and Social Justice, Debbie Weekes-Bernard, were joined at City Hall by over 70 Deaf Londoners, for the signing of the Charter for British Sign Language. The Charter has been designed by the [British Deaf Association](#) as one way to address discrimination; empower Deaf communities; and build stronger relationships between organisations such as the GLA and the wider Deaf community. This signing ceremony kickstarts the process of fulfilling the Mayor's

commitment to adopt the Charter; and has been highly anticipated amongst London's Deaf communities. The GLA's Equalities team has worked closely with the British Deaf Association to enable the adoption of the Charter. The GLA will be taking forward a set of actions aimed at improving access and inclusion of Deaf Londoners in our information and services.

- On 30 November 2023, CLEVER Cities, a five-year EU-funded project, came to a close. Over the lifetime of the project, GLA staff worked in partnership with Peabody, Groundwork London and local residents to design and implement nature-based solutions in the South Thamesmead Garden Estate. The project sought to promote sustainable and socially inclusive urban regeneration, with demonstrator projects launched in London, Hamburg and Milan.
- The Good Growth by Design Programme continues to publish process notes that support public commissioners to invest in quality when delivering public realm and high street improvements. [Commissioning Co-Design](#) was published, and Setting up Community Review Panels was commissioned. Both will help ensure that Londoner's lived experience is better represented in the design of our city. Related work includes the following:
 - In May 2023, the Good Growth by Design programme commissioned research to address London's specific need to design and develop spaces for a wide spectrum of Deaf and disabled people, who are still, in many cases, not given equity of experience in the built environment. A forthcoming public-facing report will set out key principles to underpin London Plan Guidance development, informed by engagement with Londoners with lived experience of disability. This covers, for example the role of the built environment in challenging negative perceptions of disability by affirming a positive identity.
 - Through the Good Growth by Design Programme, the GLA continued to explore the safety of women, girls and gender-diverse people in public-realm design, through 10 live projects across London. We have been engaging across the GLA Family to better understand how insights from the work so far can have the best impact on our future work.
- The MOPAC VAWG VCS Expert Reference Group (ERG) is an independent non-statutory group of VAWG experts. Its role is to ensure that those with expertise in VAWG have a strong voice and representation that are fed through to activity. The ERG's role is to advise MOPAC and the MPS on their work, including the VAWG Board (see Partnerships Board, below, for further information); the Tackling VAWG Strategy; and the refreshed Domestic Abuse Safe Accommodation Strategy.
- The ERG has a highly significant role in representing the voice of the VAWG sector in interactions with MOPAC, the Mayor, the MPS and the London Victims' Commissioner. It facilitates consultation and engagement with the VAWG sector (for and on behalf of MOPAC/the Mayor); and provides a communications channel to identify and respond to emerging issues. It is an integral part of the governance and accountability structures, such as the VAWG Board, and is represented at the London Policing Board.
- The Mayor's Office has commissioned a Domestic Abuse Safe Accommodation Needs Assessment; and begun work on refreshing the Mayor's Safe Accommodation Strategy. This work has been led by the experience and voices of victims/survivors from a wide range of London's communities; local authority partners who represent those communities; and specialist grassroot services that support them.
- The MOPAC VAWG team hosts partnership boards and forums with stakeholders from across sectors in London. This seeks to ensure a collaborative approach to tackling VAWG, and the consideration of different interests and views. Such partnership working consists of the VAWG Board, which includes representatives from the VAWG VCS – allowing for the voices of victims-survivors to be integrated into decision making. Additionally, MOPAC hosts the

quarterly VAWG Coordinators Forum, bringing together the VAWG leads for the local authorities to discuss pan-London VAWG topics.

- The Mayor's annual community events programme attracted over 2m people, helping London's diverse communities feel heard and reflected in the public realm. The community and cultural engagement in, and the community-led approach to, our community events programme continued to bring Londoners together around celebrations and commemorations, including, amongst others, Eid, Vaisakhi, Diwali, Chanukah, a ceremony marking the UNESCO International Day for the Remembrance of the Transatlantic Slave Trade and its Abolition, and the inaugural Black On The Square. Partnerships continued with other major community-led events including Notting Hill Carnival, Chinese New Year and Pride.
- Liberty Festival, the Mayor's free festival celebrating D/deaf, disabled and neurodiverse artists, took place in September 2023 as part of Croydon's year as London Borough of Culture. Curated by Croydon-based Drunken Chorus, the festival (celebrating its 20th anniversary) showcased work from over 60 D/deaf, disabled and neurodivergent artists.
- In September 2023, the Mayor delivered on his manifesto pledge to develop a public event that specifically celebrates Black culture and creativity. The result was the first Black On The Square event at Trafalgar Square, curated by a commissioned Black creative programmer and supported by a newly established Cultural Advisory Group. Not only did this event showcase Black culture and creativity, it also supported employment opportunities; small Black businesses selling goods; and intern and training opportunities provided within the event production, an industry sector that is significantly underrepresented by Black talent. The event saw 15,000 people attend across the day. With over 70 per cent of the audience from London's Black communities, the event truly helped this community feel seen and heard. Following the success of its first event, Black On The Square returned in September 2024.
- During 2023, the Mayor refreshed and expanded some events' community advisory groups, including for Eid, Vaisakhi and the event marking the UNESCO International Day for the Remembrance of the Transatlantic Slave Trade and its Abolition. These groups are integral to ensuring the Mayor's events programme both engages and reflects London's diverse communities.
- The Commission for Diversity in the Public Realm was established to review and improve diversity across London's public realm. This included delivering the Untold Stories grant programme for community-led projects. The Commission engaged with over 23,000 Londoners across the year through Untold Stories (with a total of 41 projects completed in 2023-24) and wider programmes. Work high-profile unveilings, including the new signage for the New Cross Fire Memorial on Hackney Downs; and the launch of a new Trailblazing Women of Hackney walking tour.
- This Is Croydon, London Borough of Culture 2023, has so far reached audiences of over 500,000 (308,508 in person and 295,105 online); recruited 875 volunteers; involved over 14,482 young people; and engaged with 120 schools (figures up to the end of February 2024). Liberty, the Mayor's free festival celebrating D/deaf, disabled and neurodiverse artists, took place in Croydon on 1-3 September 2023 as part of This Is Croydon. The festival took place over three days, in five venues; 83 artists, supported by 15 volunteers, were involved in 42 events including workshops, installations and artist commissions.
- In November 2023, the Mayor launched his [Action Plan](#), setting out how he will make London one of the world's leading cities in which to grow old. The plan was a result of collaboration with a wide network of partners and older Londoners; and of London's membership of the World Health's Organization's Global Network of Age-friendly Communities.

- The plan was launched at City Hall, at a [two day age-friendly UK conference](#) co-hosted with the Centre for Ageing Better. The conference comprised the launch of the [State of Ageing](#) report; the annual UK Age-Friendly Communities conference; and a London-focused event. Around 80 attendees heard from the Mayor's Office, boroughs, a health-sector body and older people's organisations about their involvement in London's age-friendly programme. The event also explored how other boroughs, sectors and older people can become involved, and the support available to them to do so.
- As a member of [the City Hub and Network for Gender Equity \(CHANGE\)](#), the Mayor continued to work alongside the other co-founding cities to identify common disparities amongst city partners; and to develop initiatives to address gender inequality in 2023-24. The network offers assistance to other cities that wish to implement system-wide change, meaning London remains a world leader in the pursuit of gender equality.

Objective 14: To ensure London's diverse communities have the knowledge, networks, and volunteering opportunities they need to thrive.

- The Mayor has invested £6m through two rounds of the VAWG Grassroots Funds (£3m covering 2021-23 and a further £3m for 2023-25) to specialist organisations delivering services to prevent and end VAWG in minoritised and marginalised communities. Recipients have the opportunity to take part in a learning programme that seeks to build capacity and knowledge. The programme offers training and learning sessions; networking opportunities and wellbeing; and one-to-one support. Grantees have fed back that these sessions provided opportunities for learning and knowledge sharing, and for building networks; and enabled access to key decision-makers.
- The Mayor's Civil Society Roots programme offered funding and support for groups to invest in their roots and foundations. The programme, in its third funding cycle as Civil Society Roots 3, was a £1.1m fund partnership between the GLA, the City Bridge Trust and the National Lottery Heritage Fund. For every £1 of its funding into 10 cold spots (where funders struggle to reach community groups – Bromley, Enfield, Harrow, Havering, Hillingdon, Hounslow, Newham, Redbridge, Sutton and Wandsworth) the GLA leveraged £3 investment from partners into civil society groups. The funding was awarded to 31 organisations that support communities of people with protected characteristics affected by structural and disproportionate inequalities. This will put these organisations in a stronger place to respond to, and serve, the increasing and ever-changing needs of our communities.
- The Civic Strength Index is a framework and index, designed with Londoners, to better understand and measure civic strength and its components across the capital. The tool is currently managed by the GLA's Community Engagement Team, and its Data Explorer Hub has been co-designed by the City Intelligence Unit. The Index defines 'civic strength' according to what Londoners value; and offers a way to measure it at a borough level/across London in a way that complements, or offers an alternative to, traditional tools that often focus on economic outcomes. It also helps to understand where good conditions for civic activity exist to make those conditions more visible; and reflect the mixes of these factors by borough and ward. In doing so, it facilitates stronger asset-based community development; and sparks deeper conversations about social outcomes among policymakers, community leaders, and everyday Londoners. The London Borough of Waltham Forest has used the Index to inform its 15-minute neighbourhood strategy, which is now a corporate priority.
- The Mayor's Culture and Community Spaces at Risk programme supports cultural and community organisations at acute and immediate risk of losing the space from which they operate. Since its creation in March 2020, the programme has provided tailored support to over 1,500 cases, including business planning and legal support; advice on navigating the planning and licensing systems; advocacy; and relationship building. At any given time, the

programme supports between 80 and 90 cases, with 80 per cent (as of Q4 2023-24) of supported organisations led by underrepresented groups.

- The Civil Society and Sport Unit funded 89 community-led projects through the Building Strong Communities (BSC) grants. The objectives of these projects were to help Londoners to support and shape their communities post COVID-19; amplify unheard voices so that communities have influence and control over decisions; support feelings of belonging; increase connections within and across communities; and reduce loneliness and social isolation. Between 1 April 2023 and 31 March 2024, 5,713 Londoners have benefited – with over 3,404 of these individuals identifying as part of a minoritised group. Over 645 volunteers supported BSC projects to date during that time. Between projects beginning in July 2022 and 31 March 2024, 9,373 Londoners have benefited from 127 community projects; and 1,298 Londoners have volunteered to support those.
- The Civil Society and Sport Unit worked in partnership with the National Lottery Community Fund (TNLCF) to deliver London's first Mayor's Community Weekend from Friday 23 June to Sunday 25 June 2023. TNLCF awarded £244,000 through 184 grants to community groups to host local events and activities with the aim of:
 - celebrating the resilience and diversity of London's communities, particularly the role young people can play in communities
 - bringing communities together – connecting and strengthening the relationships between neighbours and neighbourhoods
 - bringing together volunteers, and promoting volunteering
 - creating more chances for communities to enjoy green spaces.

The events were all linked to community activity, spaces/places and community cohesion; and nearly half had strong representation of young people. There was also strong representation from Black and racially minoritised communities; LGBTQIA+ communities; those with seen and unseen disabilities; and women and girls .

- The Civil Society and Sport Unit held two EDI Volunteer Managers Forums in 2023-24, with 52 organisations participating. These forums, designed and delivered by the members, bring together a diverse range of voluntary organisations and grassroots groups to learn about best practice around EDI, and how to implement these policies. The work encourages the sharing of knowledge, challenges and successes amongst this network, enabling them to feel more confident in EDI practices.
- The London's Lifelines website, launched in 2022, shared more than 100 stories. These showcase the scope and scale of volunteering in London to promote it; recognise the Londoners' contribution to their communities; and raise the profile of volunteering amongst the general public. As of March 2024, there have been over 5,000 visits to the site.
- The London Volunteering Strategy Group exists to champion and promote volunteering. It met three times in 2023-24 and expanded to grow representation. Current membership includes representatives from faith groups, young people's umbrella bodies, LGBT Consortium, and global majority groups.
- The Civil Society team has worked with Simply Connect over 2023-24 to develop a new volunteering platform for London, Simply Volunteer London. The site was launched on 27 February 2024. By 31 March 2024, 429 organisations had registered to promote their volunteering roles, as well as 4,500 interested volunteers. The platform will remove barriers to volunteering by making it easier for all Londoners to find appropriate volunteering roles.
- Acknowledging the positive outcomes volunteering offers in terms of wellbeing and skills, the Major Events and Volunteering team delivers a high-profile programme of accessible volunteering opportunities across London. In 2023-24 the team:

- recruited, briefed, and deployed 438 diverse volunteers to aid the delivery of the King's Coronation on 6 and 7 May; 212 of these (48.4 per cent) were from underrepresented groups
- provided 899 individual volunteers across 19 events/opportunities, who completed a total of 2,462 shifts; specific measures were taken, including creating a new recruitment approach and volunteer-selection process, to help the programme team ensure each volunteer event team reflected London's diversity as far as possible (in line with ONS 2021 Census data)
- facilitated volunteers supporting events that engage with London's diverse communities (including Black on the Square, Eid in the Square, Vaisakhi on the Square, and the UNESCO Day Remembrance of the Transatlantic Slave Trade and its Abolition).

Of all volunteers who participated across the year, 50.5 per cent identify as being from our targeted underrepresented groups (Londoners aged 18-24; from Black or racially minoritised groups; and/or identifying as having a disability).

- Sport Unites is the Mayor's flagship community sports programme. It supports his [long-term vision](#) to make London the most active and socially integrated city in the world. In 2023-24, work included the following:
 - The two-year NFL Foundation UK London Partnership Programme with investment from the Mayor's Sport Unites initiative was launched in March 2022. It focuses on supporting under-served young people through NFL Flag Football. By February 2024, 1,002 young people had regularly attended sessions; of these, 38.3 per cent were female; 75.6 per cent were from an ethnically diverse background; and 24.5 per cent were living in the top 30 per cent most deprived areas in London.
 - In March 2023, the London Coaches Programme was launched in partnership with the US National Basketball Association, and delivered by Basketball England. Between March 2023 and March 2024, this partnership supported 194 aspiring London-based coaches aged 16-30; and has mentored 4713 young people.
 - The London EmpowerHER Programme, in collaboration with England Rugby, launched in February 2024. The project involves non-contact rugby and will promote physical fitness, employability and leadership skills, for young women and girls in Redbridge and Brent. The project is creating safe spaces, and is committed to supporting London's campaign tackling VAWG by focussing on raising awareness and education.
 - The London Youth Games Disability Inclusion programme aims to improve accessibility to sport for disabled young people; talent pathways; and access to social action opportunities. Between March 2023 and February 2024, 1,451 disabled young people competed across 13 para-games events; and 160 competed across new events and sports. In addition, 85 volunteers with an identified disability have been recruited.
 - Model City London (years 5 and 6) is a place-based programme in partnership with Laureus Sport for Good and Nike, delivered in three London boroughs; Barking, Haringey and Hounslow. The programme improves participation in sport and physical activity, reduces social isolation, and improves mental health and wellbeing for young people. Between March 2023 and January 2024 633 participants engaged in activities and leadership opportunities designed by local youth forums.
- Using funding from MOPAC's VRU, and the Civil Society and Sport Unit, the Sport team has delivered the following:
 - London Sport Internships, launched in December 2023. This programme will enable 16 young people aged 18-24, from diverse backgrounds, to access high-quality 12-

month paid internships at seven different sporting organisations and national governing bodies. Each young person will be provided with a mentor.

- In March 2023 the Future Ready Fund awarded 13 organisations up to £25,000 each to pilot an after-school sports and mentoring programme. The programme focussed on supporting children who are in years 5 and 6 that are experiencing difficulties or may have been excluded in the short term. It supported their transition from primary to secondary education. In March 2024, eight of the organisations received a further £50,000 to continue their work over the next two years.
- The Mayor of London Sport Leadership Academy delivered leadership training and mentoring support to 120 young people from diverse and under-served backgrounds across London, providing additional support and skills to access employment opportunities within the sports sector, between April 2023 and March 2024.
- Go! London is a five-year, £19.5m partnership between the Mayor, London Marathon Foundation and Sport England. More than £4.4m has been awarded in its first year (2023-24) to organisations across 32 London boroughs. Its work is expected to reach 60,000 young people.
- In February 2024, ten young entrepreneurs were selected, in principle, for a year-long programme with support from the School for Social Entrepreneurs; they will receive grants of up to £15,000 each. Their ideas will be brought to life across communities, helping people from low-income families, ethnically diverse communities, and disabled Londoners to access sport and physical activity across the capital. The focus of the projects include:
 - Tackling the challenges Muslim, Black and racially minoritised women face in football, and providing an accessible space for all women to play
 - Creating safe spaces for young women aged 13 and over to learn boxing and muay Thai as a form of self-defence
 - Creating a safe space, and teaching football and basketball, to children aged 7-11 who are struggling with the pressures of secondary school
 - Building a digital marketplace that allows young people facing financial barriers to request equipment or financial aid; and helps local organisations and small businesses to donate items or provide sponsorship
 - Creating sportswear that is sustainable, affordable, modest and inclusive of different body sizes.
- The Mayor's Youth-led Social Action programme empowers underrepresented young Londoners to address local issues and amplify their voices. It works in the following ways:
 - Young Ambassadors connects young people to their communities through alternative provision and school-based social action. It has supported 8,295 young people, particularly those at risk of exclusion and with SEND, with over 131 grants awarded to schools for equalities projects between September 2022 and March 2024.
 - HeadStart Action engages those aged 14-18 in youth-led community social action, offering employability and training opportunities. Between April 2022 and March 2024 it supported 817 marginalised young people, through capacity-building support to 11 grassroots organisations in 13 London boroughs.
 - My London provides support and funding for community organisations to collaborate and designing local community action models to improve the mental health and wellbeing of vulnerable young people aged 11-24. It supported 428 marginalised young people across six London boroughs between March 2022 and March 2024.