

**MAYOR OF LONDON**

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# **Mayor's Equality Report 2024-25**

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## Mayor's foreword

London is the greatest city in the world, but we continue to struggle against the impact of deeply entrenched inequalities in this city. I have been committed to achieving real change in addressing these structural inequalities through my mayoralty.

This report provides a snapshot of work delivered across City Hall to reduce structural inequality including poverty, racism, disablism, misogyny and homophobia. It provides a summary of work delivered to fulfil my latest Equality Objectives, which were published in 2022.

Over the course of 2024-25, we increased the delivery of genuinely affordable homes from the previous year; provided up to 270,000 children with free school meals across primary schools in London; and launched a groundbreaking strategy to end rough sleeping in London by 2030.

I am proud of what we have delivered; and will continue to deliver my commitment to tackling inequality across the work of City Hall. This includes work to create opportunities for Londoners of all backgrounds; make London the greenest city in the world; and ensure that some of the most marginalised among us can access safety and security.

**Sadiq Khan**

Mayor of London

## Introduction

This report covers the period between 1 April 2024 and 31 March 2025. It summarises actions taken against the Mayor's statutory [Equality 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.

The Equality Objectives cover a broad range of work delivered by City Hall, across areas such as housing and homelessness; climate mitigation; access to public space; and creating opportunities for young people.

In 2024-25, the Mayor continued to work with partners across London to tackle the structural inequalities facing Londoners; and creating unequal outcomes between Londoners. The report below provides an update on work to deliver against the Equality Objectives and achieve change for Londoners from all backgrounds. As well as providing an update on the work delivered over this period against each objective, the report looks ahead at work that will be delivered to meet the objectives over the coming year and provides case studies to demonstrate the individual impact of programmes.

## Actions taken towards our equality, diversity and inclusion objectives

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

### Summary

The Mayor has continued to deliver genuinely affordable housing, addressing the need for those who live in overcrowded, poor-quality and unaffordable housing. In 2024-25, the GLA delivered 11,636 affordable homes – an increase from 10,949 in 2023-24. This work is supported by £4 billion funding secured from the government under the [Homes for Londoners: Affordable Homes Programme 2021-26](#).

### Impact for 2024-25 and wider progress

A total of 11,636 affordable homes were completed during 2024-25. Moreover, 6,681 – over half – were at social rent or London Affordable Rent levels. This is up from 4,653 in 2023-24, and is the highest number since 2011-12. A total of 3,690 affordable homes in the Mayor's programmes were completed by councils – the highest figure since GLA records on council delivery began in 2018-19. Of these council homes, 3,177 (86 per cent) were at social rent or London Affordable Rent levels.

Also in 2024-25, 3,991 affordable homes were started in London with GLA support – an increase from 2,358 in 2023-24. Of these, 2,907 were at social rent or London Affordable Rent levels – up from 1,705 in 2023-24.

Overall, since 1 April 2016 (to end of September 2025), around 85,000 affordable homes have been completed in London as part of the Mayor's affordable housing delivery. These include just over 27,600 homes at social rent or London Affordable Rent levels. The Affordable Housing Programmes have helped to meet the housing needs of over 150,000 people since 2016. There has also been progress in support for Londoners who rent. In summer 2024, the Mayor secured approval from the government to fund intermediate homes for long-term rent. This has created invaluable additional funding, from the Mayor, for homes for Londoners who are unlikely to secure social housing, or are struggling with

private-sector rents. Furthermore, between November 2024 and March 2025, the Mayor consulted on proposals for key worker Living Rent homes – a type of intermediate rented home, with rents linked to key workers' incomes. Plans for these homes are due to be confirmed in January 2026.

### Looking ahead

There are several upcoming funding streams that will create opportunities for new housing in London. There is continued funding available for the Affordable Home Programme 2021-26. In 2025, two 'top-up' payments were made by the government: £100 million (to deliver 400 more homes) and £60 million (the number of homes to be delivered by this funding is yet to be formally agreed).

In March 2025, the government announced (in its spring statement) that £2 billion would be immediately available for schemes, across the country, that can start in 2026-27, and be completed by March 2029. Ministers agreed to commit at least 20 per cent (£400 million) of this for London. The government also confirmed that London will receive a settlement of £11.7 billion in the next London 2026-36 Social and Affordable Homes Programme, up to 30 per cent of the £39 billion national programme.

As well as securing increases in funding, the Mayor is pursuing a range of responses to the current challenging conditions for housing development in London. This includes actively exploring building opportunities on carefully chosen parts of the green belt land to help support affordable housing delivery and address London's housing crisis.

The GLA is working with private developers, registered providers, local authorities and other public-sector bodies, to find ways to unlock and increase affordable housing delivery in the capital. The Mayor has established a [Land Fund](#), enabling the GLA to be more interventionist in its approach. The fund comprises at least £736 million, drawn from the GLA's housing and land resources alongside funds the Mayor has secured from the government.

The GLA is also working jointly with the government on its [New Homes Accelerator Programme](#); and engaging with them to help improve the efficacy and efficiency of the [Building Safety Regulator](#). With the government confirming its support, the Mayor is establishing a [City Hall Developer Investment Fund](#) to take a more interventionist role in increasing housing delivery in London. This includes through more collaboration between the public and private sectors.

Finally, in May 2025, the Mayor published his consultation for a new [London Plan](#). This aims to make the best possible use of City Hall's planning powers to fix the housing crisis in London. The London Plan will continue to build on existing efforts to increase London's affordable housing supply. The refreshed London Plan is due in 2026.

## 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.

### Summary

The Mayor has been working to increase affordable specialist and supported housing for Londoners who experience the highest barriers to accessing suitable homes. These include people experiencing homelessness, survivors of domestic violence, and disabled Londoners – all of whom require specialist provision.

### Impact in 2024-25 and ongoing progress

There has been tangible progress in supporting rough sleepers into specialist and supported housing. For example, 182 homes were completed in 2024-25 under a range of Mayoral programmes. These include the [Single Homelessness Accommodation Programme](#) (SHAP); the Move On Programme; and the Rough Sleeping Accommodation Programme. The Mayor also started 296 homes for rough sleepers through SHAP in 2024-25, compared to 50 in 2023-24.

The Mayor's [Single Homelessness Accommodation Programme](#) (SHAP) funds the Youth Housing First service in Islington to address a specific need of young people with experience of, or at risk of, rough sleeping.

The young persons' service is for people aged 18-25, with complex needs, who have already experienced multiple disadvantages (including care leavers). Traditionally supported housing has aimed to move people on within 12-24 months to increase 'flow'. This forward-thinking new service works with clients at their own pace, and is much more person-centred. The service opened in January 2025, after a long period of planning. It gives young people their own, high-quality studio or one-bedroom flat, with no target length of stay. The current funding is ongoing until at least December 2026.

The Mayor wants disabled people to have suitable housing, and a genuine choice of where to live. In 2024-25, the [Mayor's Care and Support Specialised Housing Fund](#) achieved an additional 346 completions for homes for older and disabled Londoners, up from 275 in 2023-24. His London Plan 2021 requires that 10 per cent of homes are 'wheelchair-user dwellings' and all other homes are 'accessible and adaptable dwellings'. The 2024 [London Plan Annual Monitoring Report](#), covering 2021-22 (the first year of implementation), confirms the completion of 2,872 'wheelchair-user dwellings' (9.6 per cent of total dwellings); and 15,578 'accessible and adaptable dwellings' (52 per cent).

Supporting survivors of domestic abuse is also a priority for the Mayor. During 2024-25, support was provided to over 18,000 survivors through the [Mayor's Domestic Abuse Safe Accommodation \(DASA\) programme](#). This included a total of 123 refuge bedspaces managed by members of the OYA consortium, a network of Black and minoritised organisations committed to ending violence against women and girls (VAWG). Overall, more than 23,500 victims and survivors have received support through the Mayor's DASA programme since its launch in 2021.

For social housing tenants, the Mayor's [Housing Moves](#) programme supported 97 tenants to move to a new home in the capital, an increase from 66 in 2023-24. The scheme prioritises former rough sleepers ready to move on from supported housing, and victims and survivors of domestic abuse ready to move to safer homes.

### Looking ahead

Work will continue to fund and provide specialist homes for Londoners experiencing barriers to securing suitable homes. In 2025-26, provision will continue under the [Single Homelessness Accommodation Programme](#), with up to 450 homes being made available to former rough sleepers. SHAP will continue to deliver three years of associated support, up to March 2028.

The GLA will provide capital and revenue funding for the [DASA Homes Programme](#), launched in March 2024, and running until March 2026. This will enable the delivery of new and improved safe accommodation, with associated specialist support services, to improve outcomes for survivors in London.

In March 2025, the Mayor launched a £6 million package of funding to support grassroots community organisations to deliver life-changing support for victims and survivors of domestic abuse and violence, across the capital.

In 2025-26, work will continue to understand and respond to the challenges facing disabled Londoners. City Hall will publish an analysis of secondary data on the housing circumstances of disabled Londoners, which will help to inform future work to address the housing needs of disabled Londoners.

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

### Summary

The Mayor has expanded the provision of pan-London rough-sleeping services commissioned and funded by the GLA. These services – which collectively form the GLA Rough Sleeping programme – are for people with experience of, or at risk of, sleeping rough. They are initiatives to tackle rough sleeping that cannot or would not be provided at a London-borough level, as they are either specialist or pan-London/multi-borough in their remit.

### Impact 2024-25 and ongoing progress

Progress was made in creating wraparound holistic support for rough sleepers, as well as young people and migrant rough sleepers. For example, the Mayor's [Life Off the Streets](#) core services worked with more than 4,000 people per quarter – providing immediate routes off the streets, specialist services, and support to help people maintain their tenancies and rebuild their lives. Since 2016, the GLA Rough Sleeping programme has supported over 18,000 people off the streets.

The GLA [Pan-London Youth Hub](#) supported 98 young people, aged 18-24, who were previously sleeping rough or at immediate risk of sleeping on the streets (an increase from 92 in 2023-24). The Hub helped 84 of them move into settled accommodation (an increase from 65 in 2023-24).

Migrant Londoners continue to present with significant need, as they are at greater risk of rough sleeping. This is due to the connection between insecure immigration status and barriers that prevent people accessing support to move on from homelessness. To address this, the GLA continued to commission specialist support for non-UK nationals sleeping rough, through the [Migrant Accommodation Pathways Support Service \(MAPS\)](#), which supported over 550 people to identify a route out of homelessness (compared with 500 in 2023-24). The [Roma Rough Sleeping Team](#) also commissioned a training programme on migrant homelessness.

The GLA has also worked with London Councils to continue funding the [Sub-regional Immigration Advice Services programme](#). This supported 930 individuals sleeping rough, or at risk of sleeping rough, to access immigration advice. The GLA also continued to fund two specialist services launched for newly recognised refugees experiencing rough sleeping in north east London and south east London: the Supported Lodgings Scheme

delivered by Housing Justice, and the Private Rented Sector scheme delivered by the Refugee Council.

A key barrier to former rough sleepers moving on and rebuilding their lives is people becoming 'stuck' in hostel accommodation. This also denies current rough sleepers alternative accommodation.

Thames Reach proposed a pilot to the GLA and London Councils to explore and address the barriers preventing people from moving on from hostels. In June 2024, the GLA funded the Resettlement Support Team, as a one-year pilot. Its purpose was to work in hostels across London, to help clients move on.

John\* had been living in a hostel for some time. He was assessed as being ready to benefit from move-on support, and was enabled to do so. He said:

"The support I had, once I moved, was really helpful. It would have been a lot harder with the bills and rent; also when I got stressed, it helped me to not be stressed. There was a lot that went wrong in the beginning, but we managed to get it sorted. I feel so lucky that I have moved now, it's so different to what I used to have. Now I have space to myself I can focus on living."

The pilot was a success; there are plans to replicate and build on this model in the future.

The Mayor's Office for Policing and Crime (MOPAC) continued to develop safe reporting practices. It also explored whether there could be a regional firewall between the Metropolitan Police Service (the Met) and Immigration Enforcement, for persons with insecure or unknown immigration status fleeing domestic abuse, through the [London Holistic Advocacy and Wrap Around Service](#).

The GLA also provided support for LGBTQI+ people by funding the Outside Project's supported housing service for LGBTQI+ 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, to end homelessness. In 2024-25 18 people were supported, compared with 13 in 2023-24.

The GLA worked in partnership with Solace, Single Homelessness Project and London Councils to deliver the 2025 Women's Census. This is a survey that seeks to understand and address women's experience of rough sleeping. It was successfully piloted in autumn 2022. Over a week in September 2024, the census collected 371 responses. Over the past three years, the London Census has heard from over 900 women experiencing rough sleeping, who may not otherwise have been engaged with.

## Looking ahead

The Mayor will continue to expand the provision of pan-London rough-sleeping services commissioned and funded by the GLA. A bold example includes the [Mayor's Rough Sleeping Plan of Action](#), a commitment to ending rough sleeping by 2030. This will include a renewed focus on preventing people from rough sleeping; implementing systemic change; and working in partnership with local and central government.

The Mayor has committed additional funding from the GLA budget towards opening a fifth [No Second Night Out hub](#), as part of a new network of Ending Homelessness Hubs. These provided an assessment and reconnection service for people who have recently started sleeping rough.

Finally, as part of the Mayor's commitment to equality, diversity and inclusion, the GLA's Specialist Housing and Services team is undertaking a review of how it commissions and funds services. This will measure the impact of these activities on marginalised and under-served groups. The review will help identify any changes to commissioning priorities or practices that could improve outcomes in this area.

## Objective 4: To 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.

Climate change risks, the lack of green space and pollution disproportionately impact low-income Londoners living in deprived areas. The death of Ella Roberta Adoo-Kissi-Debrah underlines the need for action. Ella's death from an asthma attack was found to have been caused by pollution – the first ruling of its kind in the UK. Londoners living in deprived areas are also less likely to have access to green spaces; the Mayor has been working to make neighbourhoods greener, healthier and more climate-resilient.

### Air quality

#### Summary

The Mayor has worked to address the unequal impact of carbon emissions on minoritised Londoners, through measures that reduce pollution and improve air quality.

#### Impact in 2024-25 and ongoing progress

The Mayor has delivered several programmes addressing the impact of carbon emissions. The [Ultra Low Emission Zone \(ULEZ\)](#) was expanded London-wide in September 2023, benefitting 5 million people living in outer London. In March 2025, 97 per cent of vehicles seen driving in London met 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).

Through ULEZ, the Mayor has improved air quality for some of the most deprived communities living near London's busiest roads, where there's been an estimated 80 per cent reduction in people exposed to illegal levels of pollution (compared to a scenario without the ULEZ in 2023). There has been a wider impact for all Londoners.

Concentrations of harmful roadside nitrogen dioxide are estimated to be 27 per cent lower across the whole of London and 54 per cent lower in central London in 2024, compared to a scenario without the ULEZ. There is also a tangible improvement in concentrations of roadside nitrogen dioxide for inner and outer London in 2024. Compared to a scenario without the ULEZ, concentrations are 29 per cent lower in inner London and 24 per cent lower in outer London.

There have been a series of wider measures related to improving air quality for Londoners in schools and hospitals. In 2024-25, 17 borough-led projects were selected to receive a share of £5.3 million in funding from the [Mayor's Air Quality Fund](#). The projects aimed to reduce particulate-matter emissions in schools and hospitals, to protect vulnerable

Londoners from pollution. Projects will run to 2028; and outputs will be published in 2028-29, once findings have been made.

In 2024-25, the Mayor announced £2.7 million of funding to launch his [School Filters Programme](#), which fits PM2.5 filters in schools; these reduce the indoor air pollutant fine particulate matter. The programme launched in 200 schools – this is 6.1 per cent of all schools in London, including 11 per cent of all state primary schools (which are the main, but not exclusive, focus of this programme).

In February 2024, the Mayor launched air-quality alerts to notify clinicians within GP practices and emergency departments about high and very high pollution episodes. This information is then passed on to patients.

The [Breathe London Network](#) is funded by the Mayor of London to monitor air quality. There are over 400 sensors at priority locations, including schools and hospitals (where vulnerable Londoners are likely to be). The monitors provide Londoners with local air-quality data, showing how clean the air is in their area; and the impact of local initiatives to improve air quality.

### Looking ahead

The Mayor will continue to work on improving air quality through the Mayor's Air Quality Fund, which will be delivered over the next three years. Installation of PM2.5 filters was rolled out to schools from April 2025. The Breathe London Network will continue delivery for another four years, to expand the coverage of its work. The GLA is running an in-depth engagement programme for sensor hosts (boroughs, hospitals and schools). This will ensure they have the tools and resources needed to understand the data; and can use it to call for local action.

### Green spaces

#### Summary

The Mayor is improving access to green spaces for Londoners by funding large-scale innovative enhancements to green and blue spaces in deprived areas. This work will also help address pollution, and create climate resilience.

#### Impact in 2024-25 and ongoing progress

The Mayor has delivered several programmes to improve access to green spaces in this period. In 2024-25, the [Green and Resilient Spaces Fund programme](#) supported the delivery of four large-scale projects to create more green space. The four projects collectively delivered 20,750 square metres of newly accessible green space; and improved the quality of 231,693 square metres of existing green space. The programme

ended in March 2025, having awarded £6.9 million to 35 projects during its lifetime; created more than 40,000 square metres of newly accessible green space; and improved the quality of 700,000 square metres of existing green space. For example, new green space will be created between Consort Park and Dr Harold Moody Park in Southwark, by closing a road to motor traffic and merging the two adjacent parks together. This will turn grey space into green space; and encourage sustainable, active travel.

Tottenham Hale is an ethnically diverse area of London; more than 80 per cent of the population does not come from a White British background. In 2023-24, with the help of a development grant in round one of the Green and Resilient Spaces Fund, the community and local partners co-designed a shared vision for a park in the heart of Tottenham Hale.

Round two funding of £750k, in 2024-25, transformed the north-east of Down Lane Park, as a first phase of a wider improvements. There are new biodiverse rain gardens, and a network of new footpaths, connecting to a mile-long chain of green routes that link Tottenham's residents to the Lee Valley. A programme of community-led activities tackled barriers to using the park, as experienced by some residents; and supported the development of a fairer, greener neighbourhood.

None of London's 41 key rivers currently meet good ecological status. Low-income Londoners are more likely to live near polluted waterways; but have less access to safe blue space. In 2024, the Mayor launched the [Clean and Healthy Waterways](#) programme and convened over 50 partners – including community, youth and environmental organisations – to co-develop a 10-year plan. The programme will support inclusive riverside events, safety improvements and community-led water monitoring; and increase participation from underrepresented groups.

The Mayor convened a [London Rewilding Action Group](#) to support development of a large-scale rewilding project. He committed £200,000 towards community science rewilding projects that engage with diverse audiences. Projects concluded in March 2025 and engaged 1,000 Londoners, and over 530 schools. A further 21 projects involving Londoners in improving biodiversity across the capital were funded by the [Rewild London Fund](#). The programme concluded in 2025 and helped restore and create wildlife habitats across the capital and enhanced 144 of London's Sites of Importance for Nature Conservation.

The [Trees Call to Action Fund](#) (2022-25) was designed for underrepresented groups to protect trees and engage with nature. Projects such as Communities Blossom targeted wards with high levels of deprivation and low tree-canopy cover in Lewisham and Southwark. They engaged 38,158 individuals, including 11,902 children (3,180 of whom are eligible for free school meals). This was an increase in the numbers who participated in 2023-24, when the project engaged with 7,024 individuals, including 5,825 children

(1,491 of whom are eligible for free school meals). Overall, an estimated 66,500 people (including at least 26,122 children) engaged with Trees Call to Action Fund projects.

## Looking ahead

In 2025-26, the Mayor will publish London's first city-wide plan for clean and accessible waterways. The [Clean and Healthy Waterways](#) programme is helping reframe rivers as vital health and climate infrastructure and to ensure that the benefits of cleaner, healthier waterways are shared equitably across London. The new [Green Roots programme](#) will launch a fund for projects that will contribute to ensuring that all Londoners can access green and blue infrastructure and its benefits.

## Climate change and energy

### Summary

The risks of climate change and energy poverty have a disproportionate impact on minoritised Londoners, who are more vulnerable to these risks. The Mayor's approach to fuel poverty, and longer-term solutions such as net zero, is informed by the understanding that there must be an equitable transition by working with, and for, communities.

### Impact in 2024-25 and ongoing progress

The Mayor has delivered a variety of innovative projects to address the impact of climate change and energy poverty on Londoners. Several programmes prioritise improvements to Londoners' homes and neighbourhoods. The Mayor continued to support fuel-poor households through his [Warmer Homes programme](#). The programme provided heating and insulation improvements to 349 fuel-poor homes in 2024-25; 260 in 2023-24; and 89 in 2024-25. Warmer Homes London, which launched in February 2024, is a partnership between [London Councils](#) and the Mayor to continue this work. Over £213 million of central government funding was matched by social landlord funding to support home improvements to approximately 12,000 homes, over three years. [Warmer Homes London](#) will implement the first year of its three-year programme to improve the energy-efficiency of homes for residents on a low income.

Moreover, in August 2024, the Mayor wrote to 56,000 Londoners living in basement properties to urgently raise awareness of flooding risks. This increase from the 48,000 people contacted in the previous year was possible due to more accurate data. The information gives practical advice to help Londoners prepare in the event of a flood. The Mayor worked with organisations such as Age UK and the British Red Cross to deliver 9,000 extra leaflets to the most vulnerable Londoners.

The Mayor's [Future Neighbourhoods 2030](#) programme has supported Londoners to co-design visions for their local areas in 2030. It has ensured that communities are directly involved in delivering a just and fair transition to a cleaner and greener city. It is a £7.7 million programme providing funding to 12 Future Neighbourhoods. This includes a project that oversaw the introduction of sustainable drainage systems at Levita House in Somers Town, which was previously prone to flooding.

There has also been positive progress on tackling climate change through work delivered to address the transition to net zero, and energy-efficiency. The Mayor's [Better Futures project](#) provided direct support to climate-technology small and medium-sized enterprises (SMEs) in London. Between 2017 and 2025, the programme supported non-climate-tech SMEs to innovate towards low-carbon business models, and adopt low-carbon technologies. Over 57 per cent of the businesses supported were run by women; disabled people; or people from a Black, Asian or ethnic minority background. Furthermore, by the end of March 2025, the seventh round of the [London Community Energy Fund](#) had awarded a total of £244,000 to community energy projects. This funding will support the installation of community-owned solar photovoltaic panels, as well as other low-carbon heating and energy-saving measures at schools, places of worship, leisure centres and other community buildings. Since the London Community Energy Fund launched in 2017, £2.5 million has been distributed to fund 194 projects.

Finally, in July 2024, the Mayor published the independently commissioned [London Climate Resilience Review](#). This contained 50 recommendations to guide London's preparations for more frequent and intense climate impacts. The report argues that adapting to climate change must take a people-centred approach; be locally led; and work to reduce vulnerability and to address socio-economic and racial inequality.

### Looking ahead

The Mayor will continue tackling climate change and helping Londoners adapt through the [London Climate Resilience Review](#). A key recommendation has led to the first London-wide surface water flooding strategy to address the risks related to flooding. There has been £1.5 million of funding committed by the surface water strategy partners for delivery throughout 2025 and to be reported in 2025-26.

## 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.

### Summary

The Mayor is working to rejuvenate London's high streets through an approach that most benefits deprived areas. Investment is happening through a targeted approach to combat long-standing inequalities and support areas undergoing change and renewal.

### Impact in 2024-25 an ongoing progress

There has been progress, during this period, on investing in London's high streets – and, by extension, supporting marginalised and underrepresented groups. The Mayor's [Good Growth Fund](#) and [High Streets for All Challenge Fund](#) programmes were succeeded by a new [Civic Partnership Programme](#). A total of £12.4 million was allocated in 2024 to support five London boroughs to transform public spaces and deliver environmental improvements with benefits to London's high streets. Overall, the fund awarded more than £70 million to 81 projects – 40 per cent of which went to initiatives in the top 20 per cent most deprived neighbourhoods, where 3.5 million Londoners live.

The Good Growth Fund (2017-25) was the Mayor's flagship regeneration fund. It empowered communities and grew prosperity through place-based projects that improved social infrastructure; supported local businesses; created affordable workspace; and celebrated culture. A total of £1.1 million was awarded to UK Harvest and Groundwork to tackle food poverty, combat social isolation, and provide education and training programmes in LB Hammersmith & Fulham via the 'Nourish Hub'. A further £1.5 million was awarded to Kingsley Hall in LB Barking and Dagenham, which offers facilities and support to incubate local social enterprises. The projects were developed, and are being delivered, in partnership with those that are structurally least engaged in development, including young people and migrant communities.

Twelve creative participants – some of them collectives – received support through the [London Made Me Retail Business Development programme](#), part of the Mayor's Creative Enterprise Zones. Of these 12, 83 per cent were women; 40 per cent were from a Black, Asian or minority ethnic background; and 25 per cent were from the LGBTQ+ community. In addition, 160 square metres of vacant retail space was activated. In February 2025, a comprehensive impact and value-for-money assessment of the programme was commissioned, with a focus on post-delivery results.

Delivery of the [High Streets for All Challenge](#) was completed in March 2025. Since its inception in 2021, 34 high streets were allocated funding of £20,000 each to develop their partnership, engage locally, and develop their ideas. Of these, a cohort of 22 exemplar projects across 21 London boroughs went on to receive a further share of over £3.3 million in funding, for the preparation of detailed strategies and proposals.

### Looking ahead

The Mayor will continue to ensure that the renewal of high streets engages and benefits Londoners living in socioeconomically deprived areas. The development of five key [Civic Partnership Programme](#) grant-funded projects will continue. The projects are based in Hoxton, Neasden, Ilford, Lewisham and Croydon. They aim to expand the public realm, and address climate and ecological emergencies, by working with and for communities including Black and minoritised communities, and younger and older Londoners.

Understanding the impact of [London Made Me Retail Business Development programme](#) is essential for future delivery plans. The evaluation report will assess the impact of the first three years of the programme; it will be published in December 2025. Consultation on pedestrianisation of Oxford Street closed in May 2025. The Mayor will work with the government to establish a new Mayoral Development Corporation for Oxford Street.

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

### Summary

The Mayor is striving to help Londoners in financial hardship to understand and access all the financial support they are entitled to. He is doing this through a pan-London approach that supports the provision of advice and support services embedded within communities.

### Impact in 2024-25 and ongoing progress

The Mayor continued to support Londoners through several programmes to increase access to, and uptake of, high-quality advice. This includes the Cost-of-Living Hub, which provides advice on income maximisation for low-income Londoners. He has also continued supporting advice and community partners to enable minoritised people to access embedded advice and support. Furthermore, following his initial investment of £4.5 million in 2022 and 2023, the Mayor invested a further £2.7 million in 2024 to boost the capacity of London Citizens Advice and London Legal Support Trust law centres to extend free advice and support services across London. Up to the end of March 2025, the programme provided Londoners with more than £32.2 million in cumulative income gains. Preliminary data showed that 70 per cent of those supported through advice were from a Black, Asian or Minority Ethnic background.

The Mayor's Cost-of-Living Hub supports Londoners struggling with the cost of living to obtain information on support available to them. The Hub includes tailored information for Deaf and disabled Londoners; migrant Londoners; and those experiencing mental ill-health. The Hub website received 250,000 views, from 165,000 users, in 2024-25. The Mayor also developed a hard-copy leaflet that was sent to 260,000 households in 2024; this was targeted at households at risk of being digitally excluded, and on low incomes.

The [Advising Londoners Partnership](#) has delivered advice to Londoners that has increased their incomes by over £15 million in 2024-25, building on £13 million in 2023-24. Delivery of advice through the Advising Londoners Partnership in 2024-25 has reached a higher proportion of clients from Black, Asian and Minority Ethnic backgrounds than in the previous year (70 per cent of clients in 2024-25, compared to 49 per cent in 2023-24), who we know are traditionally under-served by advice. The Mayor's [Pension Credit awareness-raising campaign](#) saw older Londoners being supported to claim a total of £9.5 million in benefit claims in 2024-25, building on the previous year's £8 million. Over 2,100 households made successful claims, with an annual average of £4,394 per claim. In addition, all were able to claim Winter Fuel Payment, totalling £200 per household.

The Mayor continued support for partnerships between advice providers and community organisations through the [Advice in Community Settings](#) programme. This programme enables minoritised Londoners to access advice and support. Up to the end of March 2025, the programme has supported nearly 11,000 Londoners to achieve cumulative income gains totalling over £6.6 million. Where ethnicity was reported, 26 per cent were from Black backgrounds; 20 per cent White; and 16 per cent Asian. Of those seen, 64 per cent had never accessed advice before; 44 per cent spoke a first language other than English; 40 per cent were disabled people; and 60 per cent were women.

The Mayor has delivered several programmes focused on access to food. The Mayor's [Food Roots programme](#) has this year supported local food partnerships, across 22 boroughs, to embed more sustainable, resilient approaches to tackle food insecurity in their communities – including through wraparound support. The programme used grants, mentoring, expert learning sessions and peer support to build sector capacity, developing robust cross-sector partnerships. Moreover, the Mayor's [emergency free holiday meals programme](#) helps plug gaps in the government's existing Holiday Activities and Food programme, reaching London's children and families with highest need levels. As financial hardship is food insecurity's main driver, the programme provides information for families, signposting them to advice. The Felix Project and the Mayor's Fund for London worked in partnership to deliver the programme; it has delivered 9.9 million holiday and weekend meals to low-income families in this programme's second year.

Inclusive growth is a key priority for the Mayor of London, ensuring that all Londoners can benefit from wealth created in London. In February 2025, the Mayor launched the [London Growth Plan](#) with London Councils. The collective ambition is to create an economy that works for all Londoners, making the city more equal as well as more prosperous. It aims to grow London's economy by £100 billion and put an additional £11,000 a year in the pocket of every Londoner by 2035.

Overall, the Mayor's funding for services to help Londoners access advice and support and claim their rights and entitlements, has helped Londoners increase their incomes by over £60 million in total. This includes financial gains from all advice programmes and the Pension Credit benefit take-up programme. In 2024-25 alone, the programmes have helped Londoners increase their incomes by over £28 million.

As well as increasing their incomes, the impact of advice on people's financial security, wellbeing and confidence is well-evidenced in programme outcomes.

Jasmine\* is a full-time carer of a disabled child and has health issues; as a result, she has been unable to work for a long time. She is not confident using digital technology, which made it difficult for her to quickly deal with her debt and benefit issues.

Jasmine contacted her local Citizens Advice because of two issues she was facing. She was being evicted from her home; and she had received a large overpayment of Housing Benefit from her local council. She was extremely stressed about the risk of being made homeless, as well as facing a large amount of debt that she could not clear.

The Citizens Advice caseworker helped Jasmine make a homelessness application online, and as a result she was contacted by her local council's housing options team and advised on the available options to her. The caseworker also helped her to understand the Housing Benefit overpayment issue and to challenge it. Consequently, the debt was reduced by £17,000.

### Looking ahead

In 2025-26, the Mayor will invest £2.6 million in support to help Londoners maximise their incomes and access their rights and entitlements. This will include investment in proven interventions such as funding for advice and support; data-driven benefit take-up campaign activity; and promotion of information through the Cost-of-Living Hub.

Jay\* is a single retired man, living in a Housing Association flat and receiving two small private pensions. He attended a Citizens Advice outreach event, to get support and advice, because he was struggling to afford the essentials. He wanted help to apply for Pension Credit, because his initial application was refused. The Department of Work and Pensions had asked him to fill in several complicated forms to send to the providers of his private pensions, and he did not know who they were.

With the help of the Citizens Advice adviser, the private pension providers were located and Jay was helped to complete and submit the relevant forms. Several weeks later, Jay was told that he had been successful and would receive Pension Credit. He also found out he was entitled to Housing Benefit, which helped him pay his rent. This support made it easier for him to stay afloat and took away great deal of stress.

\* Not their real names

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

Children and young Londoners face several barriers that prevent them from fully realising their potential. From those whose families are struggling with the cost of living, to those experiencing a lack of safe and trusted spaces and exposure to violence – young people face many challenges. The Mayor has focused on ensuring that children and young Londoners benefit from policies such as Universal Free School Meals, mentoring and wider wraparound support.

### Summary

The Mayor wants to ensure that children and young Londoners have the opportunities they need to fulfil their potential. From interventions such Universal Free School Meals, and opportunities including the provision of mentoring, the Mayor is working to provide young people with the comprehensive support they need to thrive.

### Universal Free School Meals

#### Impact in 2024-25 and continued progress

The Mayor's [Universal Free School Meals](#) (UFSM) programme has demonstrated significant success over the last year, benefitting up to 270,000 children every day. Through the programme, all children at Key Stage 2 (KS2) in London's state primary schools are enjoying free lunches at school every day. This is helping families struggling with the cost of living, and ensuring children do not go hungry. According to polling from the National Education Union, 54 per cent of London parents said the Mayor's UFSM programme has improved the variety in their children's diet. In that same poll, 78 per cent of families reported their budgets easing somewhat or significantly due to the intervention.

The Mayor funded over 42 million meals in the 2024/25 academic year (September 2024 – July 2025). This takes the total number of Mayoral funded meals in the first two school years of the scheme to over 86 million (September 2023 – July 2025). Sadiq Khan has committed to continuing a universal offer for London's state-funded primary schools for as long as he is Mayor, until at least 2028. An [independent evaluation](#) of the UFSM programme's first year, conducted by Impact on Urban Health, was published in November 2024. It found the policy is easing pressures on family finances; improving children's health and wellbeing; and strengthening school communities.

Cost projections suggest that households could save upwards of £500 per child in KS2 education each year. Cost savings will be particularly significant for low-income

households; Black, Asian and Minority Ethnic households; single-parent households; and/or disabled households. Key information about UFSM was translated to ensure accessibility for parents and families for whom English is not their primary language.

### Key impacts of the UFSM programme

- Among surveyed families, 84 per cent said UFSM helped or significantly helped household finances; and 33 per cent said it meant they had less personal debt. For those families it meant more money for other household essentials.
- Families living on low incomes, who are struggling to get by, benefitted most from the policy. Parents receiving Universal Credit were more likely to say the policy was 'significantly helping' household finances.
- By guaranteeing that children will have access to at least one meal a day, the health and wellbeing of those currently experiencing food insecurity is expected to continue improving. This will bring benefits for children's growth and development, and educational attainment; it will also create mental health benefits for their families, by reducing concerns about food insecurity.
- Increased FSM provision has helped with children's readiness to learn. Parents, school staff and children in most schools noticed positive shifts in concentration and energy levels. Among parents surveyed, 34 per cent of parents felt that UFSM meant their child could concentrate better in lessons.
- The policy has significantly addressed issues of dinner money debt; parents who had previously avoided contact with schools, due to debt, reported feeling able to come into school.
- Families told evaluators that UFSM enabled them to afford healthier food at home: 60 per cent of parents surveyed said they were able to spend more on food for their families.
- Parents across the income spectrum talked about how their children were eating more varied food; 55 per cent thought their children were trying new foods because of the policy (for families receiving Universal Credit, the figure was 63 per cent).

Josephine is a working mother of five living in London with her partner. Despite being employed, her household income places her just above the national threshold for free school meals – meaning that, before the UFSM programme, none of her children qualified. This left her family in a precarious position, struggling to afford daily school lunches while managing other essential costs. At times, Josephine felt compelled to keep her children at home to avoid the shame of sending them to school without adequate food. This highlights the emotional toll and stigma associated with food insecurity.

The introduction of the UFSM programme has been transformative for Josephine's family. Her three primary-aged children now receive free, nutritious meals at school, significantly easing financial pressure. The policy has enabled Josephine to redirect limited resources towards other essentials such as clothing, food and childcare costs for her youngest child. She describes the change as "a weight off [her] shoulders" – she no longer faces difficult conversations with school staff, or the internal conflict of choosing between meals and uniforms.

Beyond financial relief, the programme has had a positive impact on the whole family's wellbeing. Josephine reports reduced stress, improved morning routines, and greater inclusion for her children – who now eat alongside their peers, with no separation between packed lunches and school meals. Her children are trying new foods, including one with autism who has become more open to different meals. The policy has also helped her feel more confident and less judged as a parent.

Josephine's experience exemplifies how UFSM can help to remove barriers to participation, dignity and opportunity for families just above the eligibility threshold. It supports children's development, reduces inequality, and enables parents to focus on nurturing their children's potential – now and in the future.

### Looking ahead

The Mayor has committed to providing funding for UFSM for as long as he is in office. Addressing the cost-of-living crisis will remain a key objective. However, given the longer-term nature of the policy, there is also an opportunity for the programme to influence the wider benefits identified in the programme's Theory of Change, such as education, and health and wellbeing outcomes.

Additional funding will remain available to cover the higher price of providing Kosher meals. Jewish state-funded schools will receive an extra 85p, totalling £3.85 per meal. Special schools can also apply for exceptional costs to support any possible higher cost of meals for pupils with special educational needs and disabilities (SEND), where needed.

As part of the funding agreement, London boroughs will be required to implement an approach to UFSM universal registration, by October 2025. This is to protect pupil premium grant income for schools, which helps to improve educational outcomes for disadvantaged pupils. This will also ensure families receive all benefits they are entitled to.

Recognising London boroughs are all at different stages of implementing UFSM universal registration, in summer 2025 the GLA commissioned a practical support programme including workshops, tools, and peer learning. This builds on the £20,000 offered to boroughs in 2024-25 to help implement auto-enrolment. The GLA is also commissioning a series of work to further understand the barriers to access and provision for children with specific dietary needs. Solutions will be co-produced to support delivery partners to ensure that delivery of the UFSM scheme is as inclusive as possible.

## Positive opportunities for young people

### Summary

The Mayor wants all young Londoners to have access to safe spaces, trusted relationships and positive activities. He aims to keep young people safe in and out of school; and to provide positive opportunities to tackle the complex causes of violence.

### Impact in 2024-25 and ongoing progress

#### Tackling violence

The Mayor delivered a number of programmes to address serious youth violence over the year. The [MyEnds programme](#) delivered hyper-local interventions in neighbourhoods with high levels of need and sustained violence. Between April and December 2024, the programme delivered 107 interventions benefitting more than 15,000 people. The programme specifically supported children and young people who:

- are involved in the criminal justice system
- are not in employment, education or training (NEET)
- are excluded, or at risk of exclusion, from education
- are experiencing mental health challenges
- are looked-after children
- have special educational needs
- are facing insecure housing or homelessness.

The Mayor invested £3.6 million into the programme, which worked with 11 community-led consortiums comprising of 57 partners. The [DIVERT](#) and [ENGAGE](#) programmes delivered

'teachable and reachable moment' interventions through embedded youth workers in police custody suites. The interventions benefitted 6,315 young people – an increase of 22 per cent from 2023-24. DIVERT focused on securing education, training and employment opportunities for young people aged 18-25. Of those who received information, advice and guidance from DIVERT in quarter four of 2024-25, 27 per cent progressed into positive education, training or employment outcomes. Of those supported by ENGAGE in quarter four of 2024-25, 78 per cent were not re-arrested within 12 months.

The Mayor has delivered a number of programmes to address domestic abuse. This includes the [Youth Domestic Abuse Service](#), supporting young people who come to hospital with an injury caused by violence, exploitation or domestic abuse. Over the course of the year, 1,539 young people were supported. The Mayor also invested £2.5 million in a youth work service in eight A&E departments, and four major trauma centres, across London. In 2024-25, the programme engaged 1,125 young people presenting at London's major trauma centres and A&Es; 66 per cent of these were from Black, Asian or minority ethnic backgrounds.

Furthermore, in October 2024, the Mayor extended the [CouRAGEus programme](#). This provides a safe and confidential space for groups of young Londoners (women, LGBTQ+ people, and disabled people) from Black and minoritised communities who are:

- worried about, or have experienced, violence, abuse and/or exploitation
- experiencing trauma and emotional distress.

With the Mayor's £1.7 million investment, the programme has been extended until March 2027.

The Mayor invested £648,960 in a targeted programme teaching conflict resolution and healthy relationships, through [Inclusive and Nurturing Schools](#). This programme was delivered in 70 schools across seven local authorities. It benefitted more than 11,000 young people across primary, secondary and alternative provision. After the sessions on healthy relationships, 85 per cent of pupils said they could recognise early warning signs of abuse in a relationship – up from 64 per cent before the sessions.

The VAWG [Prevention Toolkit for Primary School Teachers](#) was launched in October 2024. It equips teachers with the knowledge and skills to educate children on healthy relationships, reducing the likelihood and impact of gender-based violence. In March 2025, the Mayor increased his £1 million investment by a further £250,000, to develop the programme and expand access to more schools across London.

## **Mentoring and support**

Access to mentoring is a key pillar of the Mayor's support for young people. In 2024-25, the Pupil Referral Unit mentoring programme engaged 1,211 young people across every

borough in London, with 60 per cent of these showing a significant improvement in their mental health. From 2020 to 2024, over 24,000 disadvantaged young Londoners aged 10-24 received access to high-quality mentoring through the Mayor's £34 million [New Deal for Young People](#). The programme reached young people who are most in need and who face structural inequalities, including those:

- from low-income families or living in poverty (42 per cent)
- experiencing poor mental health or wellbeing (20 per cent)
- affected by violence (15 per cent)
- with special educational needs or disabilities (15 per cent)
- excluded from school, or at risk of exclusion (14 per cent)
- that have a social worker (7 per cent).

Over 74 per cent of young people reached were from Black, Asian, Mixed or 'Other' ethnic groups.<sup>1</sup>

£800,000 was invested to deliver mentoring and peer support to girls and young women affected by, or at risk of, exploitation and abuse in their intimate or familial relationships. It benefitted 189 girls and young women – 34 per cent of whom had an identified mental health need upon referral. Self-reported data shows that 100 per cent of those mentored now know what a healthy family relationship looks like; and 80 per cent know what a healthy romantic relationship looks like.

The [Mentoring Quality Framework](#) was downloaded by over 150 organisations. Over 1,000 care-experienced young people accessed mentoring. In 2024, the Mayor introduced his flagship discount for Care Leavers aged 18-25 on buses and trams. As a key leadership partner in the Pan-London Care Leavers Compact, the Mayor supported the housing, health, employment, immigration and relationships working groups to create a more consistent offer for care leavers across London.

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<sup>1</sup> The data is representative of projects that are directly funded by the New Deal for Young People, and that reported on the relevant demographics and outcomes for young Londoners.

### New Deal for Young People National Youth Theatre mentoring programme participant

I wasn't in the right headspace and I found it really hard to find my own safe space to fit in. I've been denied a lot of job opportunities, in my life and I haven't found a lot of places to feel support for my wellbeing and actually feel needed, loved and cared for. I didn't have a community much in my life and, well, I have found it! I hope that my experiences with this programme will lead me on to bigger and better things: getting some good qualifications on my CV and, hopefully, finding a job in a production.

### Looking ahead

The Mayor's Violence Reduction Unit will build on learning from data and insights that have come from underrepresented voices. This ensures community-led responses are rooted and shaped by the people closest to the issues. This includes supporting schools to engage with young people with diverse needs, including neurodiversity and SEND. Through the Mayor's New Deal for Young People, another 15,000-plus young Londoners most in need are expected to access high-quality mentoring by March 2026.

The Mayor will continue to deliver on his commitment to create another 250,000 positive opportunities for under-served young Londoners over his remaining term. He will continue to build on his work to improve the quality and sustainability of mentoring through a new Mental Health Training pilot. This will increase the capacity of London's mentors and youth workers to respond to the increasing mental health and wellbeing challenges faced by young Londoners.

### Youth engagement

#### Summary

The Mayor wants children and young people from all backgrounds to play an active part in City Hall's efforts to address some of the city's biggest challenges.

#### Impact in 2024-25 and ongoing progress

A number of initiatives delivered this year embedded young people in the Mayor's work. The [London Partnership Youth Board](#) is a group of diverse young Londoners, aged 16-25. It was created to amplify youth voice, and influence the London Partnership Board's city-wide decision-making – thereby contributing to the development of London's missions. It also collaborated with policy teams on the development of the London Growth Plan, contributing insights to ensure the plan reflects the needs and priorities of young people.

The [Peer Outreach Workers \(POWs\)](#) are a dynamic and diverse team of young people aged 15-25 – many of whom are NEET, and/or bring a range of lived experiences, including being young carers and young parents. As of December 2024, the Mayor fulfilled his pledge to ensure at least 13 per cent of POWs were care-experienced. They took part in over 50 positive opportunities aimed at shaping decisions on key issues such as care leavers and the care system; the environment; mental health; mentoring; and more. Furthermore, the [Lynk Up Crew \(LUC\)](#) represents different and often unheard voices of children and young people, aged seven to 14, from diverse backgrounds. This offers valuable insights to the GLA and partner organisations on issues affecting their age group. The group met monthly as a group of – on average – 25 children and young people. The LUC inputted directly into GLA programmes, including the Heat Plan for London which aims to help protect communities across London from rising temperatures.

The POWs and the LUC have shaped City Hall decisions that impact children and young people over the Mayor's three terms in office. One example is the [London Assembly's Police and Crime Committee's Missing Children](#) report. This made 17 formal recommendations to the Mayor, MOPAC, and the Met. Another example is A New London Plan.

### Looking ahead

The Mayor will continue to ensure that children and young Londoners are engaged with, and have a say in, the work of City Hall, through the continued work of the London Partnership Youth Board, POWs and the LUC.

## 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.

### Summary

All the Mayor's skills and employment programmes are designed to tackle structural inequality and create a more inclusive economy by improving access to learning, training and employment for all of London's communities.

### Impact in 2024-25 and ongoing progress

The Mayor delivered a number of programmes to address labour market inequality. This includes resource for education and training for Londoners aged 19 and over, through the [Adult Skills Fund](#) (ASF) (£320 million per year), and in parallel with several other adult skills programmes. Data for the first half of the 2024-25 academic year (August 2024 to January 2025) shows 156,240 ASF-funded learners in London. Of these, 69 per cent were women; 63 per cent were from a Black, Asian or minority ethnic background; and 16 per cent had a disability or learning difficulty.

The Mayor secured a further £21.6 million grant funding to deliver [Skills Bootcamps for Londoners](#). The programme provides free courses, aimed at helping Londoners aged 19 and over to enter employment, upskill or change career. It enrolled 3,970 learners in the academic year 2024-25. Of these, 54 per cent were under 35; 24 per cent were female; 73 per cent were from a Black or racially minoritised background; and 10 per cent report had a learning difficulty or disability.

There was also £38.1 million allocated to the People and Skills priority via that [UK Shared Prosperity Fund](#). A total of 21 projects supported 6,357 young Londoners aged 16-24, who were NEET, to develop their interpersonal skills and increase their employability. Of these, 3,203 entered education, training or employment following support. In addition, 1,182 young people aged 16-19, at risk of becoming NEET completed at least 10 hours of work experience.

Furthermore, the Mayor's [Skill's academies 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) and supports specific groups of Londoners to overcome the barriers to entry they may face in the sectors identified. In total, 54,070 Londoners participated in training; of these, 19,040 were in new or adapted training as a result of Skills Academies hub activity in 2024-25. Over 5,940 Londoners were helped into good work, of which over 3,900 were from groups underrepresented in the programme's target sectors as a result of Skills Academies hub activity in 2024-25.

Work was delivered to connect up the different aspects of the skills and employment system. [No Wrong Door](#) (NWD) Integration Hubs brought together employment and skills providers, funders and other public services, to enable individuals to access skills and employment support, regardless of their initial point of contact. Their activities strengthened their reach to engage with 3,000 partners and over 17,000 residents, including refugee job seekers and disabled Londoners.

The Mayor's NWD [Open Innovation Challenge](#) fund of £450,000 gave over 50 per cent of seed funding to innovators who are female, Deaf and/or disabled, from a Black, Asian minority ethnic community, or are from an otherwise marginalised group. In autumn 2024, the government also announced that London will trial five of the [Trailblazers](#) cited in the government's Get Britain Working White Paper. An investment of £30 million will allow testing and implementing of innovative approaches to reduce unemployment, tackle economic inactivity, and improve job opportunities for young people.

Work was also delivered to increase access to apprenticeships and employability. There were 494 apprenticeship starts across the GLA group under the [Supplier Skills Programme](#), with 445 being delivered within TfL's supply chain. Similarly, GLA group contracts delivered 1,024 jobs – with 722 linked to the TfL supply chain. Under TfL's Pre-Employment programme, 64 candidates from underrepresented groups were supported to pursue careers in transport and the built environment. Over a third of these secured full-time employment. Work to increase employability was also delivered in partnership with all regions of London. The four sub-regional partnerships (Central London Forward, South London Partnership, West London Alliance and Local London) and their boroughs were allocated £25 million to deliver bespoke employment support to disadvantaged groups. 9,983 adults received support to gain employment or engage in job searches and increase their employability, with 1,898 entering employment following this support. Of those who received support, 48 per cent were women, 68 per cent were Black, Asian or minority ethnic and 22 per cent had a disability or health condition.

The Mayor continued to offer advice for workers. The Mayor's [Employment Rights Hub](#) signposted users to trusted, up-to-date information about their rights at work; and drew over 43,000 users in 2024-25. It was 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.

### Looking ahead

In 2025, the Mayor will publish his [Inclusive Talent Strategy](#). The strategy will set out a long-term vision to create an integrated and responsive skills and employment system that works for all Londoners. It will seek to join up adult education, employment support, careers advice and health provision – making it easier for Londoners, particularly those facing disadvantage, to navigate support and progress into good work.

The five trailblazers will run from April 2025 to March 2026. They will support young people who are NEET; care leavers; people with disabilities and long-term health conditions; older Londoners; Black, Asian and Minority Ethnic Londoners; women; and people with caring responsibilities. They will aim to reach 5,000 Londoners to empower them to contribute to the economy, and achieve sustainable, meaningful employment.

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

### Summary

The Mayor wants to create a workforce that better reflects London's diversity; and to improve underrepresented groups access to and progress in good quality careers.

### Impact in 2024-25 and ongoing progress

Over the course of the year, the Mayor has continued to deliver several initiatives that work with employers to support Londoners into good careers. His flagship [Workforce Integration Network \(WIN\) Design Lab](#) maintained its bespoke support for employers, to ensure that their workforces better reflect London's diversity. This support helped businesses explore, in an evidence-based way, the causes of underrepresentation in their workforces. This enabled them to design and test approaches to tackling this issue. For example, 11 large employers in the creative industries graduated from the programme in September 2024. These were post-production, media and cultural organisations – including the National Theatre, Framestore and M&C Saatchi. Employers developed 13 projects covering a combined workforce of over 10,000 employees. Since 2021, the WIN Design Lab has worked with 56 large employers, delivering work to impact on their respective workforces (totalling more than 150,000 employees). These employers have been within priority growth sectors for the Mayor and London more broadly; the programme has supported them to develop approaches that tackle underrepresentation and build more inclusive cultures.

The Mayor is supporting the development of a green sector that reflects London's diverse communities. A cohort of employers in the Design Lab green economy strand graduated in March 2025. Participation came from six large employers in clean construction, engineering and green spaces, including Lendlease, Ferrovial UK and Glendale. Participants developed six projects with the potential to impact 11,000 employees. This work built upon the cohort of 11 health trusts supported over 2023-24, with a combined workforce of 100,000 employees. In the 2024-25 academic year, the Mayor's Adult Skills Fund invested just under £39 million in green skills, supporting 35,880 learners into training. This was an increase on the £32 million invested, and the 30,700 learners supported into training, in 2023-24. Green skills courses included retrofit, recycling, landscaping and environmental sustainability, along with important built environment trades and digital skills.

WIN launched an Implementation Support Service to help employers understand how to make the most of its [Inclusive Employer Toolkits](#). These provide expert-led advice for employers across sectors to improve inclusion within their workforce. The service ran until

March 2025. It provided open-access digital resources, with practical actions and guidance for employers on promoting inclusion and positive outcomes across their workforces.

WIN also commissioned participatory action research to understand the career aspirations of Bangladeshi and Pakistani women in London; the barriers they face to pursue and advance in good work; and policies and practices needed to tackle these, due to their low level of participation in the labour market. WIN also commissioned data analysis to measure the opportunity cost of unemployment and underemployment of minoritised Londoners. Both reports are due to be published in 2025. These will inform the evidence for the Mayor's work to tackle labour market inequality, and promote inclusive growth across London.

Employers of all sectors and sizes were encouraged to publish their ethnicity pay gap; demonstrate their commitment to anti-racism; prevent discrimination; and analyse workforce data by diversity and inclusion, and benchmark themselves against others, by adopting the Mayor's [Good Work Standard](#) (GWS). At the end of March 2025, over 170 employers were accredited to the GWS – between them, employing more than 310,000 people. Since March 2021 to March 2025, 58 GLA Group suppliers were accredited to the GWS. Relevant GLA Group suppliers were identified and encouraged to join the GWS community via communication campaigns; supplier engagement events and drop-in sessions; and contractual requirements. Ten drop-in sessions were delivered in 2024-25. The number of GLA Group suppliers accredited to the Good Work Standard more than doubled from 26 in 2023-24 to 58 in 2024-25.

Casual and informal recruitment practices in the creative industry are very common, and can lead to employees being hired on the basis of being known to the employer – more so than capability. Banijay, a TV production and distribution company that participated in the WIN Design Lab programme, recognised this. It also realised that hiring managers had little experience of a formal job-interview process. The risks of this included decision-making based on unconscious bias.

Banijay sought to address this by formalising and professionalising its recruitment processes. It overhauled its practices from end to end; and mandated all hiring managers to complete inclusive recruitment training.

Their team also developed a suite of standard questions for each job role. This aimed to democratise the process; shift more towards a skills focus; and reduce bias. Interviews are now held in a formal manner, moving away from "cafe style" chats, with at least two people involved in the decision-making process.

Banijay is now attracting a more capable and diverse talent pool, as a pipeline for the whole TV production industry.

## Looking ahead

The next Responsible Procurement Delivery Plan, currently under development, will include activity to double the number of GWS employers and continue to promote the Workforce Integration Network's Inclusive Employers Toolkit and the Disability Confidence scheme across the GLA Group and its suppliers.

The WIN Design Lab is continuing to deliver in the coming year, focusing on building upon its impact within the NHS. WIN will also deliver a new service, directly connecting underrepresented beneficiaries with employers seeking to fill vacancies. It will deliver this service by strengthening its partnerships with community organisations that support jobseekers with employability training. TfL will continue to support the Fairness, Inclusion and Respect programme to drive diversity improvements across the construction and infrastructure sector. The Mayor's London Infrastructure Group will work with WIN to continue making a positive impact in the construction and infrastructure sector.

The WIN-commissioned research on Bangladeshi and Pakistani women in the labour market, and on the cost of unemployment and underemployment of minoritised Londoners, will be published in 2025-26. Both pieces of research will continue to inform the Mayor's work on ensuring London's workforce is representative of the city.

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

### Summary

The Mayor seeks to ensure the GLA Group's procurement processes are accessible and inclusive to support supplier diversity. This includes SMEs majority-owned or led by women; Black, Asian and minoritised ethnic people; disabled people; and people from the LGBTQI+ community.

### Impact in 2024-25 and ongoing progress

The Mayor has brought together some of the capital's biggest organisations to tackle supply chain inequalities. Organisations can support inclusive economic growth by buying a greater share of their goods and services from London-based micro businesses, SMEs and diverse-led businesses. Members of the [London Anchor Institutions' Network](#)'s (LAIN's) procurement working group have committed to spend up to 20 per cent of procurement budgets with diverse-owned businesses. In the first half of 2024-25, LAIN members spent £143 million in this way, awarding 74 contracts to London-based SMEs. They supported over 4,000 apprentices, and transferred £2.8 million of apprenticeship levy to SMEs to fund apprenticeship training. Since the work of LAIN's Procurement Working Group began in 2021, LAIN members have awarded over £2.7 billion worth of contracts to SMEs and diverse-owned businesses.

The [Architecture and Urbanism Framework Panel](#) – launched by the Mayor in 2023 – procured design services to deliver high-quality capital projects from diverse suppliers. During 2024-25, a total of 21 procurements were completed, with a total fee value of £4.65 million. In 2023-24, 29 procurements were completed, and the total fee value of all completed procurements was £5.18 million. Since its launch, it has awarded 50 procurements, for a total fee value of £9.54 million. 70 per cent of projects awarded were to small or micro-sized businesses; 58 per cent of framework places were held by diverse-led businesses; 31 per cent were women-led businesses; and 31 per cent were businesses led by Black, Asian or minority ethnic people.

Overall, the collaborative efforts of LAIN's Procurement Working Group and the Architecture and Urbanism Framework Panel have led to a greater share of the spend on goods and services being supplied by SMEs and diverse-led businesses. The framework from March 2024-25 has resulted in £4.6 million of business for suppliers. Of this, 31 per cent has gone to diverse-owned businesses.

**Grow London Local** has provided small businesses with an online and in-person 'one-stop shop' that has supported their needs; and provided them with connections and advice to enable them to thrive. It has reached over 247,000 entrepreneurs, and helped over 20,500 to access the support they need. Of those helped by the in-person service, 88 per cent were from communities that face additional barriers, including Black, Asian and Minority Ethnic groups; disabled people; and women.

Finally, further progress was made on the Mayor's [Race Equality in Music Event Licensing](#) project's commissioned research to identify the impact of licensing policies on Black, Asian and ethnically diverse music events.

### Looking ahead

The Mayor will continue to support diverse-owned businesses through LAIN, and wider investment in programmes such as Grow London. The Mayor has invested an additional £4.8 million with funding from the UK Shared Prosperity Fund to continue to support Grow London Local in 2025-26. The Mayor's Race Equality in Music Event Licensing research will be published with findings and recommendations on how these issues can be addressed, later in 2025.

One of LAIN's priorities next year is for members to increase their spend with diverse-led SMEs. Members are actively exploring how to improve data-collection systems, to better monitor spend with diverse-led businesses. A suite of activity is also planned to increase engagement with diverse-led businesses on supply-chain opportunities, including a Small and Diverse Suppliers Market Engagement event.

## 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.

### Summary

With virtually every aspect of life now expected to be conducted online – from work to socialising, and from education to shopping – those who are not online are more disadvantaged than ever. The Mayor recognises this, and has made bridging the digital divide a priority for London.

### Impact in 2024-25 and ongoing progress

The Mayor has led significant progress on tackling the risk of digital exclusion, as well as promoting a consistent approach to access needs and improving digital literacy. This improvement is being driven by improved skills provision and support for people to get connected.

The [Adult Skills Fund](#) funds a legal entitlement for essential digital skills training. Any Londoner with digital skills assessed at below level one can access a free course. In the first half of the academic year 2024-25, 2,630 people accessed learning through the digital skills entitlement. Of these, 74 per cent were female. Where ethnicity was reported, 29 per cent of learners were Black; 25 per cent Asian; 23 per cent White; 14 per cent from other ethnic groups; and 7 per cent of mixed heritage. 15 per cent of learners considered themselves to have a learning difficulty, disability and/or health problem.

[Get Online London](#) – in partnership with the London Office of Technology and Innovation and the Good Things Foundation – has established a Digital Inclusion Service for Londoners. This offers access to refurbished devices, free mobile connectivity and digital skills they may need to get online. It directly supported 76,094 Londoners with a device, data sim and/or digital skills training. The Good Things Foundation reports that indirect benefit from the programme helps a further 240,000 Londoners.

The programme has also supported 1,106 community-based Digital Inclusion Hubs across London, many of which provide free mobile data through Databanks. There is now a Databank in every London borough. Support from the hubs – which are voluntary or community sector organisations – can be broken down as follows:

- 55 per cent support Londoners aged 65 and over
- 56 per cent support disabled Londoners

- 57 per cent support children and young people
- 58 per cent support unemployed people
- 47 per cent support homeless Londoners
- 35 per cent support women.

In February, the Mayor donated over 750 devices, from across GLA offices, to the programme. These will go to digitally excluded Londoners. The Mayor led a campaign to urge businesses and large organisations to follow suit, and donate end-of-life devices to the programme.

### Looking ahead

The Mayor will continue to address the risks of the digital divide, to ensure all Londoners can access the skills, training and resources they need. The Get Online London programme, due to end in summer 2025, has been extended by 18 months, following a successful bid for Department for Science, Innovation and Technology funding.

Through the forthcoming Inclusive Talent Strategy, the Mayor will set out how London's skills, careers and employment ecosystem can join up to support Londoners into work. This will include a focus on essential skills, including basic digital competencies to support Londoners on pathways towards work, further learning and in accessing services.

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

The Mayor has focused on several key areas in his work on health inequalities in London, to improve outcomes for communities experiencing disproportionately worse physical and mental health outcomes. This work – from embedding action on health inequality at the GLA, to collaborating with health and care partners to address health inequalities – is ongoing.

### Summary

The Mayor is working to use all his levers to reduce health inequalities across the city by delivering targeted projects; strengthening partnership working; and applying a 'health in all policies' approach.

### Health in all policies

#### Impact in 2024-25 an ongoing progress

The Mayor is adopting a 'health in all policies approach' to ensure the GLA is addressing health inequalities systemically. This work is being driven through the Mayor's role in leading partnership working, with the GLA convening key partners to make pan-London change.

The [GLA Group Public Health Unit](#) was established in 2022 as a shared service, supporting the GLA Group to fully play its part in improving the health and wellbeing of Londoners – by keeping Londoners safe, preventing ill health, and tackling health inequalities. The Unit has progressed the Mayor's commitment to a 'health in all policies' approach across a range of policy commitments, including housing, planning, environment, active travel, community safety and air quality.

Key activities included supporting the Mayor's new action plan on rough sleeping, continuing to facilitate multi-agency partnership action on drug-related harms and crimes across London, contributing to the London Plan refresh, and providing expert support to the Mayor's independent London Climate Resilience Review for London. The Unit worked closely with health partners to monitor emerging health protection risks, such as mpox and measles, while amplifying prevention advice by, for example, supporting campaigns such as the flu vaccination programmes.

The [London Anti Racism Collaboration for Health](#) (LARCH) was launched, working with the Race Equality Foundation and a range of partners across health and social care. It

held webinars on engaging with communities to reduce health inequality; and on ethnicity and health inequalities data. It published a summary of the latter and launched its [Race Equity Maturity Index](#). LARCH's learning programme and resources have helped advance action to address systemic ethnic health inequalities and improve the lives and health of the majority Black, Asian and Minority Ethnic health and care workforce.

A [London Health Inequalities Snapshot](#) was published in July 2024; and a new implementation plan for the health inequalities strategy was scoped and developed. A series of [evidence reviews](#) were completed, in collaboration with the Institute for Health Equity; these focused on London's health inequality priorities. Each review applied a protected characteristics lens, with a particular emphasis on race equity.

### Looking ahead

The [Health Inequalities Strategy Implementation Plan 2025-2028](#) was published in June 2025. This sets out City Hall's priorities to help reduce health inequalities in London. It's the Mayor's contribution to the incredible amount of work being done in London by health, care and other partners.

The [GLA Group Public Health Unit](#) will support teams across the GLA Group to deliver the 'health in all policies' work. Its impact will be reported annually to the Group Collaboration Board. The Unit will work closely with health partners to monitor emerging health protection risks.

LARCH will be delivered as a key commitment; areas of focus will include Black maternal outcomes and mental health support.

### Supporting mental health and wellbeing

#### Summary

The Mayor wants to ensure Londoners, especially children and young Londoners, can access the help and support they need for mental health and wellbeing.

#### Impact in 2024-25 and ongoing progress

The [Right to Thrive](#) programme was wound down. This promoted the mental health and wellbeing of Londoners who experience higher levels of unfair treatment and discrimination. The Right to Thrive programme ran from 2018 to 2024, and supported grassroots projects that promote the mental health and wellbeing of Londoners. The programme reached close to 8,000 people, with over £580,000 invested in projects supporting LGBTQ+ communities; Black, Asian and minority ethnic communities; disabled Londoners; people with long-term conditions; and children and young people.

The Mayor supported [Thrive LDN](#) to develop free digital training on trauma-informed practice, for frontline and support staff and volunteers. In January 2025, a new family liaison module was launched as part of the Gift of Reconnection training series. This provides a framework to support professionals working with children, young people and families following a traumatic bereavement. [Thrive LDN's Economic Wellbeing Forum](#), and funding from the Mayor, delivered a targeted programme that supported the mental health of Londoners dealing with the cost-of-living crisis and emerging economic pressures.

In 2024-25, the Mayor supported signposting for [Good Thinking](#)'s resources to children and young Londoners, contacting 4,000 education staff to ensure that teachers and young people alike understand the free resources available. Online signposting was directed via advertisements around high-stress times, such as exam results days and clearing processes.

The Mayor's Young Ambassadors mental health programme began and ended in 2024-25. It ran in 18 schools, with over 200 young people participating and over 2,000 people attending mental health events as part of the work. It ensured sustainability of its benefits with the creation of a Wellbeing Toolkit, co-designed by young people for young people.

In April 2024, the Mayor met his target of 250,000 [Wellbeing Champions](#). Londoners participated in Mayoral-funded mental health and wellbeing activity, by accessing resources; attending events and training; joining networks; and delivering grassroots mental health projects.

In 2024-25, over 51,000 Londoners participated in suicide-awareness and prevention training, through the Mayor's [#ZeroSuicideLDN campaign](#). As of March 2025, 449,976 Londoners have taken suicide awareness and prevention training, through the Mayor's [#ZeroSuicideLDN campaign](#), compared to 390,454 by March 2024. In 2024-25, over 51,000 Londoners participated, compared to 48,000 in 2023-24.

### Looking ahead

The Mayor will continue his work to reduce mental health inequalities; and ensure that more Londoners have access to the tools, support and networks they need to thrive. A legacy plan is being developed to sustain the impact of the Wellbeing Champions campaign, by raising awareness through projects such as [#ZeroSuicideLDN](#); and maintaining accessible training and resources through Thrive LDN.

Thrive LDN's Economic Wellbeing Forum will support the economic wellbeing and mental health of Londoners through proactively identifying and preparing for future challenges that Londoners may encounter. [Trauma-informed training](#) will still be delivered, and community resilience will be strengthened, particularly among Londoners affected by conflict and crisis.

The Mayor has renewed his commitment to the #ZeroSuicideLDN campaign, which will continue into 2025-26. He will encourage more Londoners to take suicide-awareness and prevention training.

## Physical health and wellbeing of children and young people

### Summary

The Mayor aims to support the physical health and wellbeing of children and young people by reducing child health inequalities.

### Impact in 2024-25 and ongoing progress

Progress has been made on addressing health inequalities through collaborative working with schools and in early years settings.

The Mayor's [Healthy Early Years London](#) and [Healthy Schools London](#) award programmes encourage schools and early years settings to support children's health and wellbeing. To date, over 4,500 schools and early years settings have registered for the programmes. Of these, 68 per cent were from the 16 most deprived boroughs, compared to 55 per cent in 2023-24. In 2024-25, 347 schools and early years settings achieved an award as part of the programmes. In 2023-24, 973 in-date Bronze Awards were achieved. In 2024-25, 210 new and renewed Bronze Awards were achieved, bringing the total to 1,183. This resulted in a 21 per cent increase in new and renewed awards, exceeding our 20 per cent target.

Under the Mayor's [Water Only Schools in London initiative](#), water is the only drink available during the school day (though there are also certain plain, reduced-fat milks), especially in more deprived areas. This encourages water intake and discourages the consumption of sugary drinks to help prevent obesity and tooth decay among children and young Londoners. The water-only policy, and its monitoring, were embedded into the Mayor's Healthy Schools London (HSL) programme. Thirty-two London boroughs have at least one water-only school. The Mayor's co-created [toolkits](#), supporting both primary and secondary schools to become water-only, were promoted on london.gov.uk.

[School Superzones](#) were introduced in 2018, primarily in disadvantaged areas of London. This approach tackles the challenge children and young people face, to staying healthy, in environments dominated by traffic, unhealthy fast-food outlets, polluted air and limited access to high-quality green spaces. They aim to create healthier environments for children and young people within a 400-metre radius of the school.

Over the year, 24 local School Superzone programmes continued, and an evaluation looked at the programme's overall impact and benefits. Between 2021 and 2024, the Mayor supported the expansion of School Superzones with the aim of making 50 grants to local authorities. In the event 51 grants were made, resulting in 87 Superzone schools

across 28 boroughs. There were 33 new businesses signed up to the Healthier Catering Commitment initiative; seven road improvement projects; and five new school streets.

### Looking ahead

The Healthy Early Years London and Healthy Schools London award programmes are being updated, to encourage schools and early years settings to support more children with their health and wellbeing. These updated programmes were launched in September 2025 – when the water-only policy was also embedded into an updated HSL programme.

Resources will be developed for boroughs that wish to maintain or develop local Superzones. These will comprise a web-based toolkit that sets out how boroughs and other interested organisations can implement a successful School Superzone. There will also be community of practice network – this will be a forum for sharing good practice and expertise, with action-learning sets on topics identified by participants.

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

It is important to the Mayor that Londoners from all walks of life feel heard and seen in their city. Work on this objective has progressed through continued engagement with Londoners on the policy issues that matter to them, so they are meaningfully informing the GLA's work. The Mayor has also focused on diversity in the public realm, to ensure that the built environment better reflects its residents.

### Engagement with London's communities

#### Summary

The Mayor actively seeks the views and experiences of Londoners from diverse backgrounds, to help inform the design and delivery of the Mayor's strategies, policies, projects and programmes.

#### Impact in 2024-25 and ongoing progress

The Mayor's approach to community engagement has ensured that the views and experiences of Londoners from diverse backgrounds inform the design and delivery of key Mayoral strategies, policies, projects and programmes, such as those mentioned above.

Our approach to community engagement is rooted in the fundamental understanding that those who experience an issue firsthand hold the deepest understanding of how to address it. Their voices are not just important – they are essential. Meaningful participation from impacted communities ensures that policies are not only responsive, but also effective. This leads to better outcomes for the GLA and for Londoners, and ultimately an increase in trust in the GLA and the Mayor.

The Mayor commissioned a [DASA Needs Assessment](#); and in March 2025, the Mayor's refreshed [DASA Strategy](#) was launched. This work was informed by the experiences and voices of victims/survivors, representing the wide range of London's communities. Through this engagement, the strategy promotes funded services designed for, and delivered by, Londoners with lived experience of domestic violence. This includes communities that identify as Black, Asian or Ethnic Minority; LGBTQI+ communities; those that are Deaf and/or disabled; migrants; those with insecure status; and those who belong to a faith group.

MOPAC's Expert Reference Group (ERG) informed the commissioning and consultation processes of the refresh of the VAWG and DASA strategies. The ERG also provided support on Operation Onyx, which focuses on sexual offence or domestic abuse cases

involving serving Met officers or staff. Beyond this, MOPAC works closely with VAWG VCS, which has provided insights, expertise and constructive challenge; and spoken with a collective voice across various platforms, including the VAWG Board.

The Mayor's [VAWG Board](#) – whose members enable the voices of victims-survivors to be integrated into decision-making – continued to drive delivery of the Mayor's VAWG strategy. The board worked to dismantle barriers, and increase the safety of women and children. It has informed the Met's work in relation to improving trust and confidence

The Mayor's Deaf and Disabled People's Organisation (DDPO) forum continued to meet quarterly. Topics explored included:

- the London Growth Plan
- TfL's Inclusive Design Centre for Excellence
- London's accessibility features
- policing
- the London Plan
- the Inclusive Talent Strategy.

One of the DDPO's key achievements was establishing MOPAC's disability co-production group. This was established following feedback from the DDPO forum, to inform the development of the Police and Crime Plan.

The Mayor's LGBTQI+ Forum was established in 2025. This will be held twice a year, to engage LGBTQI+ stakeholders who can directly influence Mayoral policy development. The first meeting took place in April 2025, and looked at health inequalities, the London Growth Plan and policing.

The third round of [Civic Futures](#) (which ended in October 2024) brought together inter-generational community leaders to explore how they could improve community voice and participation in their communities. It created a peer-learning syllabus for migrant-led organisations to deliver their work in a way that provides care, and builds practices that do not reproduce harm. It also brought back into print a community newspaper, the Barnet Post, with 165,000 free copies produced. There were 11 issues of the paper, with 29 articles by local residents. Civic Futures supported 116 fellowships over its five years of delivery.

The London Engagement Collaborative (LEC) was our pan-London, cross-sector network aimed at improving engagement practice and collaborative working. It ended in June 2025, after three successful years. LEC membership was drawn from across sectors and geographies; it includes GLA staff, local authorities, academics, community/arts

organisations, and community activists and engagement practitioners. Over 500 members were actively involved in the network's events and activities, by sharing their own experiences and expertise of engagement practice and communities in London.

The London Resilience Unit funded the London Boroughs Faiths Network to provide resilience training to four cohorts of faith leaders in five boroughs. Topics included hate crime, Martyn's Law, and psychosocial support. The Unit also commissioned Protection Approaches to help establish a London Resilience Forum equalities partnership. This ensured that the diverse needs of Londoners are factored into resilience planning and emergency response.

### Looking ahead

A [DASA](#) 'led by and for' grants fund, of £6 million per year, was launched in June 2025. To ensure the voices of Londoners using DASA provision is embedded within service provision, organisations will be expected to show how victim/survivor voices have informed their application.

The Mayor will provide an additional £350,000 to the VAWG VCS Expert Reference Group over the remainder of this mayoralty. This is in recognition of the group's vital role, and their breadth of involvement, in supporting the Mayor's strategic priorities on VAWG. New members will be invited to the VAWG Board, which will widen its diversity. Changes will be made to the terms of reference, and its workplan will align with the Mayor's VAWG Strategy.

Engagement with Londoners experiencing inequalities will be enhanced, including through a revised Mayoral Equality, Diversity and Inclusion Advisory Group; the LGBTQ+ Forum and forums for older Londoners; and the establishment of the London Resilience Forum's equalities partnership.

Co-production will be better embedded into how the GLA engages with groups of Londoners. For example, MOPAC has agreed to keep the MOPAC Disability Co-production Group running, and continues to work with them across their work.

### **Londoners see themselves reflected in the public realm**

#### Summary

The Mayor seeks to improve diversity across London's public realm, to promote quality and inclusion in the built environment.

## Impact in 2024-25 and ongoing progress

The Mayor has made progress on improving the diversity of the public realm. He has done this by highlighting and celebrating London's vibrant and diverse communities through the celebration of key faith, commemoration and community moments, bringing people together in a shared experience.

In August 2024, the Mayor revealed that [The Wake](#) by Khaleb Brooks had been selected as London's new memorial to honour enslaved Africans, trafficked as part of the transatlantic slave trade, and their descendants. Over 4,300 people took part in the six-week consultation on the artist shortlist, informing the final decision.

The Mayor contributed funding to Aids Memory UK to create London's first permanent [HIV/Aids memorial](#). This memorial will ensure we remember those affected; honour the ongoing fight against HIV/AIDS; and tackle the discrimination around it. In June 2024, Anya Gallaccio's Tree of Life was announced as the winning proposal for the memorial.

A further 17 [Untold Stories](#) projects were completed, and engaged almost 20,000 Londoners across the year. Projects completed include [the Islington Jewish Heritage Trail](#); a [Yoruba Heritage Walking Trail and Mural](#) in Southwark; a series of mosaics by learning disabled artists from Croydon; and a statue of Ella Roberta Adoo-Kissi-Debrah, erected in Mountsfield Park, Lewisham, in her memory.

The Mayor invested £2.6 million into the community events programme, which delivered or supported 28 high-profile events. These include:

- Eid
- Vaisakhi
- Diwali
- Chanukah
- St George's Day
- St Patrick's Day
- a ceremony marking the UNESCO International Day for the Remembrance of the Transatlantic Slave Trade and its Abolition
- Black On The Square.

Partnerships continued with other major community-led events, including Notting Hill Carnival, Chinese New Year and London Pride.

In November 2024, six new members were appointed to the [Liberty](#) Advisory Group, to support the development and delivery of Liberty, the Mayor's free festival celebrating D/deaf, disabled and neurodivergent artists. The Liberty Advisory Group, made up of leading disability arts specialists, guided and constructively challenged work on the festival by bringing their lived experience of disability and expertise to bear.

In February 2025, the Deputy Mayor for Communities and Social Justice hosted a community celebration breakfast hosted at City Hall, as the pre-launch of the "[Loved & Wanted](#)" campaign. The Loved & Wanted campaign reaffirms to Londoners that no matter who they are, or where they are from, they are loved and wanted in London.

The Mayor launched the world's first [Dementia Friendly Venues Charter](#) in 2021 to ensure that every one of the 78,000 Londoners with dementia, and their carers, have dementia-friendly cultural venues on their doorstep. The Charter was devised in collaboration with Alzheimer's Society and the London Museum. To date, 151 venues, large and small, have been accredited. As a result, venues are changing their practices to include dedicated dementia-friendly programming; clearer signage; designated chillout zones; and front-of-house staff training.

### Looking ahead

The Mayor will continue to ensure that Londoners see themselves reflected in the public realm. The Wake Memorial to Victims of Transatlantic Slavery will be installed outside London Museum Docklands; it will include a permanent artwork, satellite sites, and a learning and engagement programme. The Tree of Life HIV/Aids memorial will be on Store Street in Camden.

[Liberty 2025](#) took place in Wandsworth, as part of the [Mayor's London Borough of Culture](#), from Wednesday 24 September to Monday 29 September 2025. The [Mayor's Community Weekend](#) also took place in September.

Disability data will be collected at GLA-led community events in 2025-26, to provide a benchmark. This will give a better understanding of the make-up of our audience, and the extent to which we need to grow it for disabled people.

A public-facing report will set out key principles to underpin London Plan Guidance development, informed by engagement with Londoners with lived experience of disability.

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

The Mayor has worked to ensure London's diverse communities can make the most of volunteering opportunities in civil society, as well as working to strengthen and support civil society organisations.

### Supporting civil society and championing volunteering

#### Summary

The Mayor wishes to provide support to the civil society sector; and promote best practice, and increase collaboration, in the sector.

#### Impact in 2024-25 and ongoing progress

The Mayor has been working to drive collaboration by strengthening equity-led civil society infrastructure, by creating and delivering London-wide volunteering opportunities accessible to all Londoners. He has also been helping at-risk cultural and community spaces move from immediate threat towards long-term sustainability.

The third and final funding cycle delivered as [Civil Society Roots](#) 3 culminated in 2024-25. This was a £1.2 million fund partnership between the GLA, City Bridge Foundation and the National Lottery Community Fund. Across this cycle, 45 organisations from 10 London Boroughs received funding to strengthen their organisational capability to support communities of people with protected characteristics affected by structural inequalities. Support for Civil Society Roots grantees included over 110 hours of one-to-one coaching, 20 borough events, and more than 45 hours of workshops and networking opportunities. As a direct result, four grantees were able to unlock additional funding, totalling £621,000.

The [Equitable Volunteering Forum](#) (EVF) is a community of practice for volunteer managers, responsible for approximately 500,000 volunteers across London and beyond. Five forums were convened, with 55 organisations sharing knowledge, challenges and successes. This enabled them to feel more confident in equality, diversity and inclusion practices. Membership of the EVF grew from 25 in 2023-24 to 55 in 2024-25. Targeted efforts are growing diversity of membership, with 33 per cent of members identifying as having a Black, Asian or minority ethnic backgrounds; and 29 per cent as having a disability. 77 per cent of members agreed that their practice improved as a result of their involvement.

The [London's Lifelines](#) website, which promotes volunteering in London, showcases diverse voices and experiences, and highlights inclusive pathways into volunteering. It aims to create better representation from all communities; and a more connected, equitable city where all Londoners can participate. Over 152 stories were shared, with nearly 11,000 site visits. [Team London and Major Events](#) volunteers completed a total of 2,293 shifts – with 48 per cent of these shifts undertaken by volunteers from a Black, Asian or minority ethnic background; and 17 per cent by disabled people.

The Mayor's [Culture and Community Spaces at Risk programme](#) supported cultural and community organisations at acute and immediate risk of losing the space where they operate. In 2024-25, 87 organisations were supported directly; in 2023-24, around 200 were supported. This included organisations such as Common Press, an LGBTQ+ bookshop and events space registered at risk due to higher rents and lease re-negotiations. Since its creation in March 2020, the Culture and Community Spaces at Risk programme has provided tailored support to over 1,500 cases. At any given time, the programme supports between 80 and 90 cases, with 82 per cent of supported organisations led by underrepresented groups as of March 2025. This model has been adopted by the Mayor of New York.

### Looking ahead

Following a review of the Team London and Major Events programmes, their approach will be refocused and refreshed to increase their impact. This will include a revised training package for volunteers; increased collaboration across the GLA; and a diversification of volunteering roles. There will also be a targeted recruitment strategy to increase the representation of 18-24-year-olds among volunteers.

### Supporting young Londoners to be active

#### Summary

The Mayor wants young Londoners to be active – personally, and within their communities – by improving their physical and mental wellbeing through sport and physical activity.

#### Impact in 2024-25 an ongoing progress

The Mayor has been investing in opportunities to engage in physical exercise, and improve mental wellbeing through sport through equity-led organisations. He has also provided opportunities for young people to engage in their communities.

Go! London is a £22.5 million partnership between the Mayor, the London Marathon Foundation and Sport England. It provides funding for community organisations delivering sport and physical activity opportunities for under-served young Londoners aged 4-24. [Go! London](#) and [Sport Unites](#) have funded 70,000 physical activity opportunities. This is

working towards the Mayor's target of providing 250,000 positive opportunities to under-served young Londoners in the current Mayoral term.

Overall, 27,555 under-served children and young people participated in Go! London. Reported demographics include:

- Ethnicity:
  - Black: 30 per cent
  - White: 27 per cent
  - Asian: 24 per cent
  - Mixed or multiple ethnic groups: 13 per cent
- religion:
  - Muslim: 38 per cent
  - Christian: 33 per cent.
  - other religions: 16 per cent
- low-income families 44 per cent
- children with special educational needs 20 per cent
- 245 experiencing homelessness.

Go! London has awarded £2,001,265 of grant funding to 58 organisations (84 per cent of these equity-led) that prioritise youth voice, and are led by and for marginalised communities. In 2023-24, the first year of the fund, more than £4.4 million was awarded to

The Centre for Environmental Initiatives (EcoLocal) was one of the Mayor's Go! London Foundation grantees. It delivered an inclusive cycling programme for children aged 7-14, improving access to physical activity for those with additional needs.

EcoLocal set up a work experience scheme for young people aged 16-20, with special educational needs. They were involved in delivering the cycling sessions, having been referred by colleges and agencies. There were 16 taking part in 2024-25; so far, one of these has become a longer-term volunteer, running the sessions.

All the young people fed back that they had gained a range of skills. These include "working as part of a team", "skills in meeting and greeting", "learning to follow instructions", "working with other people" and "keeping the work area safe". Positive feedback from the referring colleges and agencies evidenced the benefit this is having on pupils.

118 organisations (88 per cent of these identified as equity-led); of these, 53 per cent had an income of less than £100k.

**Sports Unites** is the Mayor's flagship community sports programme. Its aims include strengthening connections and reducing loneliness. It supports the Mayor's long-term vision to make London the most socially integrated city in the world. This programme gave 2,641 women and girls (90 per cent from Black, Asian and minority ethnic backgrounds) non-contact rugby sessions, alongside leadership and essential skills in conjunction with England Rugby through [London EmpowerHER](#). It also created safe spaces, and supported London's campaign to tackle VAWG.

The Sport Unites programme also delivered the London Coaches Programme in partnership with Basketball England. It supported 212 coaches aged 16-30; and mentored 5,087 young people (85 per cent from ethnically diverse backgrounds). It enabled 1,681 disabled young people to compete across all events, through the [London Youth Games Disability Inclusion Programme](#). It recruited 124 disabled volunteers recruited and trained 21 new coaches to work with disabled young people. Finally, the programme empowered more than 800 young people through their participation in [Model City London](#); this aims to improve social integration through sport by empowering local people to drive the change they want to see in their community.

Through the Mayor's Sport Career Pathway Programme, eight community organisations were supported to run sport-based pre-employment programmes for 100 young Londoners, aged 18-24, from lower socio-economic backgrounds, who are NEET.

These programmes ensure young people are active, and use their love of sport as a hook to develop knowledge, networks and professional skills through a range of tailored opportunities. We partnered with Formula E to offer a week-long work-shadowing experience, providing insight into what it takes to organise the 2025 London E-Prix, the finale of the ABB FIA Formula E World Championship. Throughout their volunteer experience, participants learned how to engage with brands; run through a site safety assessment; and assisted with operations, broadcasting and fan experience over the race weekend. Through this opportunity young people developed essential skills; and gained insight into marketing, communications, technology and sustainability to apply to future jobs in the sporting workforce.

One participant said, "Completing this work experience at Formula E was one of the greatest experiences of my life, and I will take what I've learnt during my time working further with me into the future."

### Next steps and adjustments

The Go! London capacity building offer will be relaunched in September 2025. It will prioritise young people who want to start up grassroots organisations; and grassroots

organisations that have been operating for over three years, and need support to develop systems and processes for growth and increased resilience. The Go! London partnership will continue to seek opportunities for new partnerships and ways of delivering.

## Appendix 1 Community events programme

The table below highlights the breakdown of ethnic and religious backgrounds of attendees at some of the Mayor of London delivered events.

	Vaisakhi on the Square	St George's Day Festival	Eid on the Square	Black on The Square	Diwali on the Square	St Patrick's Day Festival
	%	%	%	%	%	%
<b>Ethnic origin</b>						
British	25	56	14	16	12	32
Irish						37
Other white	8	24	13	10	5	18
Indian	56	5	8	1	71	
Pakistani		1	27		2	
White Asian	3	2	4	1		
Other Asian	2	4	15	2	5	3
African	1	2	5	21		
Caribbean				32		
White Black			2	8		
Other Black				3		2
Chinese		2			1	
Other mixed	2	1	3	3		
Other		2	8	2		4
<b>Religion</b>						
Christian	12	49	11	58	9	52
Muslim	1	4	72	3	4	
Hindu	13	3	2	1	65	
Jewish				1		
Sikh	55				5	1
other	1	4	2	4	5	6
No religion	16	36	12	29	11	36

The table below outlines how audiences felt the events reflected the community they represented and whether they felt that they learned something about that community.

	Vaisakhi on the Square	St George's Day Festival	Eid on the Square	Black on The Square	Diwali on the Square	St Patrick's Day Festival
	%	%	%	%	%	%
Reflected the community fairly/very well	95	78	94	81	94	96
Learned something about the community – agree/strongly agree	85	54	72	53	76	63

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