



**The London
Community
Foundation**

Broadgate Community Fund

Round 2 - Impact report
01 November 2024

Registered Charity 1091263

Round 2

Introduction

This round of the fund supported 6 organisations with year-long grants to address **Employability and social mobility** and **Health and wellbeing** for communities in the Broadgate area (City of London, Hackney and Tower Hamlets). This report summarises the incredible work the organisations delivered with your generous funding and demonstrates the critical impact of your support.

Themes

The themes of the round were determined by the needs and challenges of communities and the context of the cost of living crisis. Organisations were awarded between £5,000 and £20,000 to deliver projects addressing:

Employability and social mobility: by improving access to training and employment opportunities for communities with a view to support social mobility.

Social inclusion: by improving the mental and/or physical wellbeing of communities through the delivery of social inclusion projects.



Funded projects

	Organisation	Project summary	Area of benefit	Amount awarded
1	Clapton Commons Community Organisation	Received a grant to continue the delivery of their 'Warm Welcome' hub. The multi-activity hub hosted weekly community meals, recreational activities and exercise classes as well as direct support and interventions to address housing, benefits and other key services.	Hackney	£19,700
2	Goldstar Creative Marketing	The grant enabled the delivery of the organisation's coaching, mentoring and employer engagement project (CMEEP).	Hackney	£19,625
3	Hackney People First	A core cost grant was awarded to support the organisation's operating costs. This included contributions to salaries, accounts, website costs and insurance.	Hackney	£5,000
4	MyBigCareer	The grant was used to support the delivery of their Careers Programme for 11-18 year olds. Funding supported project delivery and core costs.	Hackney	£20,000
5	Stitches in Time	The grant was used to deliver their 'Sewing for Work Skills' employment readiness training and support programme for long-term unemployed and marginalised women to support them to enter or get closer to the job market.	Tower Hamlets	£18,448
6	Streets of Growth	The grant supported an employability programme for young people with a personalised programme of support; career mentoring, accredited work skills training, life skills workshops and work placements.	Tower Hamlets	£19,902
	Total			£102,675

Round 2 in numbers



6

organisations
supported



1,818

service users
supported



£120,852

additional funding secured by
organisations through LCF and
other funders whilst on this
funding round.

Organisation name	Number of direct service users	Demographic/s of service users
Clapton Commons Community Organisation	120	Children, young people, adults and older people
Goldstar Creative Marketing	85	Young people not in education, employment or training (NEET)
Hackney People First	N/A - this group received a core cost grant.	N/A
MyBigCareer	1,293	Children and young people
Stitches in Time	154	Older BAME women
Streets of Growth	166	Young people not in education, employment or training (NEET)
Total	1,818	

Clapton Commons

Funded activities

As a result of the funding that we have received we have been able to sustain and develop the project longer-term. This includes building local community cohesion and addressing the support needs of those who are disproportionately impacted by the cost of living crisis, who are socially isolated and need a space to belong.

The Warm Welcome continued to build and create a safe and inclusive, accessible and trusted space for relationships and engagement to prosper. It also supports local people to set up a programme of mutual support, extending and enhancing services to reflect community need. This included weekly inter-generational community meals, craft classes, clothes alterations and wellbeing programmes. It also provides support and intervention around housing, benefits and access to other key services, working with council services such as housing and resident participation. The aim of these activities was to encourage social connection, alleviate loneliness and isolation and enhance the guests overall mental health and wellbeing.

We have learned that the practice of co-production, developing partnerships and collaborating with those who are direct beneficiaries of our projects is vital to shape long-term sustainability. The learnings from the past few years - in particular the rapid development of collaborative cross-sector working in response to the pandemic - has clearly emphasised the difference in impact between working for change individually versus a cross-sector coalition. This experience is something we will apply to the future development of our projects.

Benefits and outcomes

Through continuing to provide the Warm Welcome, we can offer a space to improve the conditions in which neighbours become more aware of one another and support those who are most isolated. As a result, and in light of the current cost of living crisis, we can reduce a culture where residents simply rely on projects and / or services we provide. We have sought to provide a support hub that is rooted in identifying where the potential lies (assets) in our neighbourhoods and then building on that potential through further connecting of neighbours - as well as coordinated community-centred actions - in a hyper-local area.



'A key part of our story as an organisation is about the practice of bringing different communities into a relationship with one another, and fostering a sense of trust and connection. Our delivery approach is about the importance of place, belonging and community and co-production, bringing residents from different communities and partners together that we can work closely with.'

Clapton Commons



Our approach to engaging with and targeting people and communities with lived experience is ensuring that we are working with all communities and individuals on low or no incomes, in poor housing situations and recognising the disproportionate impact of the cost of living crisis is having on Black and Global Majority communities.

With the neighbourhood we work in also being home to the one of the largest Ultra Orthodox Jewish communities in Europe, we worked hard to ensure that we were building partnerships with that community and creating spaces for dialogue and engagement around issues that we can all coalesce around. Cross-community engagement is often a challenge where there is occasionally low-level antagonism between the Jewish and the non-Jewish communities, somewhat exacerbated by the former often fearful of assimilation, which in turn creates challenges around relationship building and community cohesion. We have therefore invited community leaders through partners such as InterLink, into the Common Rooms space to engage with the Warm Welcome project and explore how we can take engagement and relationship building forward.

Challenges & learning

The accessibility of the Warm Welcome is attracting a diversity of guests; some of whom are experiencing complex social and economic hardship, as well as mental health issues. There has been a deliberate recognition by us as a team, with our volunteers, to understand and work within our limitations. However our Community Builder has worked hard with partners to establish some advocacy resources and guidance at the Warm Welcome that can begin to address these needs more appropriately.

Funding impact

We have secured a National Lottery grant over two years to help keep the project going. This was a £20,000 grant over two years, which means we are also having to secure other grants to help support the overall budget of the project which is increasing with the increased need and numbers using the programme.



Case study

Pete came to the Warm Welcome as a guest about a year ago. He has learning disabilities and lives in 'sheltered housing' which is provided by a housing association but wasn't effectively responding to his needs. He was socially isolated, clearly not able to look after himself very well and unable to advocate for himself on the issues that he was facing with his housing.

Pete worked with both our team of volunteers and our community builder to identify how we could properly support him. At the same time he became a regular attendee at the Warm Welcome, enjoying the weekly community meal as well as the various activities and programmes that were provided. Over the weeks we began to see an improvement in his confidence and his mental health. While he continued to struggle during the week and remained very isolated, the Warm Welcome became a safe space for him where he could meet other people, build relationships and begin to engage in and find ways to address some of the issues that he was facing.

After about six months, Pete was a regular attendee to the Warm Welcome and he expressed an interest in helping out with some of the food preparation and washing up. He began getting involved in supporting a few tasks alongside a couple of volunteers that he trusted. Following a few weeks, he decided that he would like to join the volunteer team, get some training so that he could learn new skills and further build up his confidence.

While Pete is still a guest, he also spends an hour volunteering at the Warm Welcome and has become a trusted member of the team.



Goldstar Creative Marketing

Funded activities

The grant enabled us to deliver our coaching, mentoring and employer engagement project (CMEEP) in Hackney. This enabled us to support young women who have graduated from our skills training programme by providing them with coaching and mentoring support during their job-seeking journeys, and during their first months of employment.

We supported 85 young people with twice-monthly coaching sessions, during which they received one to one support and guidance as they navigated their journey to employment. Types of support received ranged from discovery sessions to researching options and training opportunities and being signposted to further support.

The grant also supported our community volunteer mentoring scheme where young people were able to connect with employers and employees in different employment fields and receive targeted advice and guidance in their specific area of interest. This support was extremely effective, and for many young people it was an opportunity to receive hands-on and targeted support from people within the industry. For some it also led to networking opportunities and was the avenue through which they secured employment. Mentoring and coaching was offered beyond the job-seeking period and supported young people during their first months of employment. For many this intervention was critical and supported them in being better employees and advocating for their needs. On a broader scale the young people took part in six training events, offering them a social support network. These enjoyable and inspirational sessions helped them gain additional employability and job-readiness skills.

Benefits & outcomes

This project has been very successful and met our overall objective of supporting Charedi young women aged 16-25 to feel supported and receive guidance and assistance as they embarked on their job-seeking journey and/or their introduction to the workforce. Our goal was to motivate these young women and give them the confidence and skills to enter sustained employment by exposing them to inspirational role-models and providing them with one to one support and guidance at every stage of their journey into employment. Over 80% of the young women taking part in our programme reported an increase in skills critical to them securing sustained employment. Our work with young people resulted in an impressive over 70% into sustained employment rate, with 90% of employees reporting a positive work experience as a result of our coaching and mentoring support. Overall, participants overwhelming reported an increase in motivation and confidence, as well as career-readiness.



'Over 80% of the young women taking part in our programme reported an increase in skills critical to them securing sustained employment. Our work with young people resulted in an impressive over 70% into sustained employment rate, with 90% of employees reporting a positive into work experience as a result of our coaching and mentoring support.'



Challenges & learning

Initially we looked at this as an organic flexi programme where service users could reach out directly to volunteers from different employment sectors. However this didn't prove to be a good model. The main issue we faced was ensuring that the volunteer support was delivered effectively, and that service users were able to receive the level of support needed. Some volunteers were less available and/or only able to support a small number of service users, and over a shorter period of time. We resolved this challenge by having one of our staff act as a go-between for service users and volunteers, helping to ascertain the availability and suitability of mentors and then connecting them with service users. This helped us to supervise their progress and ensure that there was effective monitoring and evaluation. Moving forward we will further formalise the process and create a stronger mentoring structure.

Funding impact

This funding has enabled us to reinforce the work we were already doing, and to support the success of our skills training programme. It will ensure there is follow up, and that participants are being supported beyond formal training. This has created a sea change in the way we support our users, and enabled us to create a full support system, where young people are guided and supported throughout their employment journey. The impact has been significant, and is a result of us being able to embed skills that were taught, and to practically support users to use the skills that they gain through our training programme.

We have also secured a National Lottery grant of £20,000 over two years to help keep the project going. We will also have to secure other grants to help support the overall budget of the project which is increasing with the increased need and numbers of service users using the programme.

Case study

Leah graduated the Goldstar skills training programme last year, and although she felt empowered and knew that she had what it takes to find and secure sustainable employment things were at a standstill. She suddenly felt unsure of herself, and all the skills she had gained during her employment suddenly seemed very distant. She wasn't sure she could actually access and use these skills. When Leah was offered to participate in our coaching programme she immediately signed up. Her coach became her cheer leader – helping her access all the skills she had acquired and bringing them to the fore.

Although Leah knew that she wanted a job as a graphic artist she was daunted by the many options. Should she go freelance or apply to work as part of a team? With support from our career coach she did some market research and looking into the different options. She was then put in touch with a Eva who works in the graphics field, and was happy to act as a volunteer mentor and to guide and support her through the different nuances and help her to understand what type of graphic job would make the most sense for her. Some of the things they discussed was what further training to undertake and what to do to upgrade her graphics portfolio. They also spoke about the pros and cons of working solo vs. part of a team. Leah is now three months into her employment as a junior graphic designer at a local advertiser. She feels that it is the perfect fit – and credits Eva with giving her the networking leads and connecting her with her employer.

Hackney People First

Funded activities

As per our 6-month interim report, we received £5,000 to cover our core costs. This included contributions to salaries, payroll, accounts, website hosting, venue costs, utilities, and insurance.

Benefits & outcomes

The £5,000 grant for our core-costs has meant a certain amount of financial pressure on our organisation has been alleviated. Instead, we have been able to focus our efforts and attention on carrying out an organisational health assessment, with the help of a pan-London disabled persons organisation. This helps with our sustainability and puts us in a stronger position to deliver what is needed for the local learning-disabled community.

Challenges & learning

Securing funding to cover core costs is a constant challenge and we have made funding applications to cover these.

Funding impact

The funding has enabled us to cover a shortfall in our core costs and given us the freedom to explore further funding opportunities. We have made several funding applications, and applied to run a digital inclusion project (via the Adobe Community Fund delivered by LCF), and to cover our core costs (Lloyds Bank Foundation Trust). We have been successful with the Adobe Community Fund application and will receive £39,000 over 2 years. We will hear about the Lloyds application in December 2024

Case study

Although we did not receive funding to run a project, during the period of this funding round we did have a new beneficiary, Robert, join our regular weekly Better Together project meetings to help reduce his social isolation. We received a referral inquiry from Robert's brother in March 2024 who had found out about our service after doing a google search for activities for people with a learning difficulty in the London borough of Hackney. After meeting with the group, Robert said, 'they are lovely people'. Robert returned for the second time saying how much he really liked coming to the group and missed people from the group, mentioning this several times. On another occasion, Robert talked about how much he loved coming to the project and making friends with the group.



MyBigCareer

Funded activities

Continued funding on Round 2 enabled us to provide careers education, guidance and employability support for 1293 students facing economic and social disadvantage.

We were able to activate our programme in 5 additional schools, supporting 18 schools local to Broadgate, serving communities of multiple deprivation, with very high levels of Pupil Premium students. One example is Excelsior Academy, Hackney, where 55% of the students are eligible for Free School Meals, more than double the national average.

On Results Day in August we mobilised employers to provide volunteer advisors to go into Hackney and Tower Hamlets schools. Thanks to the awareness and engagement with Broadgate partners, fostered by The London Community Foundation and British Land, we also saw volunteers taking part for the first time from Sir Robert McAlpine, Bravura Solutions and SMBC Bank. As a result, 103 students were supported in navigating next steps to university and employment on Results Day.

Part of the grant supported core funding for our wider programme and enabled the roll out of new workshops introducing the working world to younger pupils aged 11-12, with 162 attending workshops delivered in Hackney and Tower Hamlets schools and over 1900 attending nationally. Your core funding also contributed to our most successful academic year - across the UK we supported 5,300 young people, the most in our history.

10 students, who had received one to one career coaching or attended Insight Days, then went on to gain additional placements in our partners' workplaces. One student applied and was successfully appointed to their first paid role with hospitality business XP Factory after attending our Hospitality Insight Day.



'I think it was an amazing experience and I learnt a lot.'

Student attendee



Benefits & outcomes

Results from over 900 individual student evaluations:

- **96%** of students found the sessions to be beneficial
- **86%** felt more confident as a result
- **91%** felt better equipped to shape career plans
- **87%** were more likely to achieve future career goals
- **100%** of teachers involved in the project said they would recommend to other schools
- **96%** said their students were now more likely to achieve future goals

Target: New Working World workshops for 200 pupils in Hackney and Tower Hamlets aged 11 and 12

Achieved: 162 pupils aged 11 and 12 attended the workshops

Target: 100 volunteer coaches to give online one to one coaching for 425 students

Achieved: 815 students benefited from coaching sessions with 101 coaches

Target: Mobilise employers to host four Insight Days for 125 under-represented young people.

Achieved: 143 under-represented young people were supported by employers who hosted seven Insight Days

Target: Help 50 students navigate next steps to university on A Level Results Day

Achieved: 103 students who hadn't achieved the grades they'd expected on Results Day were supported to navigate next steps to university or employment

Teacher feedback

"The activities were very engaging and students grew in confidence to speak in their group. The volunteers really engaged with our students and this helped all students to contribute."

"A big thank you for holding a very meaningful session for our students. The students are taking some very valuable information and knowledge with them."

"Good hands on tasks and practical learning. Great insights into the industry and lots of people for students to network with."

Challenges & learning

Although we were slightly below target of 200 pupils for the new workshops for 11-12 year olds delivery in the classroom is very effective as it allows us to reach a high number of pupils with each workshop, but requires a member of our staff team to facilitate every session. Staff capacity was very tight and constrained our ability to book and deliver the workshops in Tower Hamlets and Hackney. As workloads reduced slightly towards the end of the academic year we were able to deliver two pilot workshops, attended by 162 pupils, which were very well received.

Recruitment and deployment of volunteers for A Level Results Day is always challenging as it falls during school holidays in August. It also can be a daunting prospect for volunteers to go into schools to support young people who may be stressed or upset by their results. This year we began recruitment earlier and focused on promotion to our corporate partners to encourage their staff to get involved. As a result we deployed volunteers from 15 companies, our highest ever number. This year we saw a reduced number of students requesting support on Results Day to navigate the university clearing process which meant that some volunteers weren't needed for the whole day. With generally strong grades being achieved and an increase in university places being made available, a high number of students achieved their chosen place and this meant fewer needed to access UCAS clearing. We'll be applying this learning to our deployment for Results Day next year, working closely with the schools to help us better predict how many volunteers they'll need on the day. We are ready to flex our provision each year in response to fluctuating demand for the service from schools and students.

Funding impact

The Broadgate funding has been crucial to the ongoing success and expansion of our work in Tower Hamlets and Hackney, the two London Boroughs where we support the most young people in London. Funds contributed to improvements in our volunteer recruitment and deployment, better engagement with employers, and the expansion of our service from 13 to 18 schools. These factors combined to enable the project to support over 1,200 students, an increase of over 50% compared to the previous 12 months.

Your support for both project and core costs has enabled us to try new approaches - for example to trial using expert external facilitators to deliver Insight Days to help relieve team capacity.

We have also been able to pilot earlier intervention for 11-12 year olds in London with workshops delivered in Hackney and Tower Hamlets classrooms, where 89% of young pupils said they benefited. We have also been able to engage directly with Broadgate partners. Sir Robert McAlpine, Bravura Solutions and SMBC engaged in our volunteering programme for the first time on Results Day.

British Land has provided desk facilities for our team, given us networking opportunities and we are working together to deliver the Women in Broadgate initiative for female students in October 2024. Like many small charities we're facing a very competitive environment for fundraising, particularly with much lower approval rates from Trusts and Foundations who are swamped by applications. Your grant represented over 10% of the charity's total income for the year across all projects and was vital in maintaining our service delivery.



Case study

"I came to England when I was seven. I was born in Nigeria. I have an older brother, he is a year older than me and will be the first in our family to go to university. My mum is a carer for the elderly, and I have a little sister who is 7. She is lovely but it is hard to study with a little one in the house as she comes into my room all the time. We all live in Hackney.

I would really like to be a lawyer, but I think I would like to go down the apprenticeship route as I want to start working straight away and learn on the job. I want to be working with good people, for a company that has a good culture.

MyBigCareer helped me believe that you can bridge the gap between hardship and what you want to achieve.

They invited me to take part in an Insight Day at Wiggin LLP, which was a really inspiring experience for me because it was the first time I'd ever been inside the offices of a law firm. One of the firm's areas of expertise was gaming and I found this eye-opening as I had never thought about that specialism before. I was able to meet people from lots of different fields of law and understand exactly what they do. It was interesting to learn about their backgrounds and how they got to be in those roles. When I spoke to someone who came from Egypt I found their story really motivating and it made me realise how you can overcome barriers with the right support.

Law is much deeper than everyone thinks it is, and the Insight Day with MyBigCareer helped me see that even more."



Stitches in Time

Funded activities

Sewing for Work Skills added a holistic programme of employment readiness training and support alongside our existing textile and English-learning projects across Tower Hamlets. We were able to assist long-term unemployed marginalised women to gain transferable skills and get closer to the job market. We were also able to provide relevant volunteer/work placements, and activities to help support confidence building.

Over the 12 months we:

- worked directly with up to 154 women across 3 existing educational and skills-learning projects through one to one support and volunteer/work placements.
- delivered 1:1 CV support sessions, created learning plans, helped with job applications and further education or relevant work placements in external organisations.
- provided 130 supported volunteer/work placement days in our team or in trusted partner organisations.
- held a free term-time studio drop-in space to build practical and digital skills.
- delivered 6 specialist workshops for employment skills.
- ran 9 group trips to places in London to facilitate independent travel.

On our programme topics included:

- understanding the process of applying for a job
- finding and understanding job adverts and applications
- understanding terminology around skills sought by employers and information required for applications
- what a CV is and how to write one
- understanding freelance and PAYE work
- the relationship of working whilst in receipt of benefits
- preparing for interviews and familiarity with the digital world and skills

Volunteer and work placements across our projects and social enterprise supported service users to build vital workplace and soft skills. These placements helped us to support those with little to no experience of a work environment by helping them build a track record of work experience. Women were also supported through our Information, Advice and Guidance (IAG) services to open their own bank accounts, set up online banking and learn how to use a cash machine, something they had never done before.

Our group trips helped service users increase their confidence and social connections. Building confidence in independent travel was highly requested by the women engaged in our projects. The trips supported service users to understand and feel confident topping up their oyster cards, and navigating different forms of public transport.

Alongside this work, we developed workbooks in consultation with those in our network to allow all service users involved in projects to keep a record of their activities with us. We worked with them to highlight learning outcomes and transferable skills, helping them to see how this could create both a learning plan and be incorporated into a CV.

Benefits & outcomes

Our project improved access to training and volunteering, as well as directly placing marginalised long-term unemployed women in employment. Women were able to earn greater incomes, and contribute to local social and community resilience through greater financial stability for their families.

Service users we work with are often isolated, or experience marginalisation. They experience high levels of social isolation, and experience barriers to participation in the local community. They reported that opportunities to come to sessions and take part in activities such as group trips were invaluable in making them feel less isolated, increasing their social inclusion, giving them more confidence, independence and a new outlook on learning and work. This support has been in stark contrast to the kind of support they receive from job centres where they often feel confused, under pressure and disempowered. **"I feel like I have come a long way with my skills and want to study more."** Service user

- 100% of service users accessed at least one 1:1 support appointment.
- 78% of service users felt more confident in areas such as independent travel, English language, digital understanding & skills and work readiness.
- 77% of service users reported increased work readiness skills by coming to our sessions.
- 20% of service users progressed from the project into accredited and non-accredited education, because of the project.
- 6% of service users progressed to employment, because of the project.
- 100% of service users felt more supported, knowing where they can access accredited IAG advice if needed.
- 100% of service users felt less stressed and anxious.
- 100% of service users felt more hopeful about the future.
- 100% of service users felt less isolated.

Challenges & learning

One challenge that surfaced during the grant period was the best way to deliver the digital skills support. We trialled a few ways to do this from group workshops, a drop in session with access to computers and supported computer access. People's digital understanding and skills varied enormously so we had to start an earlier process of assessing service users needs in order to direct them to the right activity to support them and also identify when it wasn't just digital skills learning that needed support but perhaps access to our IAG services in regards to the problems people were looking to address. For example, understanding and accessing the online universal credit portal and needing to assess their housing situation which crossed over both the need to access a computer from our drop in sessions and an appointment with our IAG services. We have better streamlined these assessments and our communication with service users in regards to the offer from our activities and how best to access this, alongside assessing this workload across our team's capacity.



Funding impact

The Sewing for Work Skills programme has provided a much needed and much requested partnership project to our existing English Class and Sewing Class offer. It has allowed us to increase both the amount and quality of our support providing participants, with development in the area of work readiness and transferable skills for work and further learning. This has increased the reputation of our organisation, as a trusted source of support for women across our local community. It has helped us to better understand the challenges that this community faces. It has also allowed us to trial different ways to deliver activities, e.g. travel for independence and digital skills learning and effective monitoring. We have also been developing and revising our approach to data collection through NHS pro bono support. Trialling these new change ideas has provided us with an opportunity to look at how these ideas have been demonstrably effective and can have additional impact on the regular indicators that we record across our projects.

The work with this project has also contributed to our successful re-accreditation to the Matrix Quality Improvement standard for IAG. This process has definitely tested our capacity as a small charity, and shown the need to both refine and continue to develop our data collection and analysis processes. We have begun to look at comprehensive CRM systems that could be an important part of our growth, however this is a bigger piece of work. As we provide generalist support for such a wide range of often complex issues, it is important that we find the balance of measuring just enough of what we need to, whilst continuing to prove the efficacy of the work that we are doing across the board.

Case study

Jia came to the UK from Bangladesh a year ago, she joined our English Classes and was very keen to learn, asking to join as many classes as she could. She also took a keen interest when we talked about work readiness skills and opportunities. We noticed she was very capable but lacked confidence, so we offered her some further roles within our classes to help her move out of her comfort zone, e.g. greeting and welcoming attendees into class. She was nervous at first but really enjoyed it, so we supported her to take up volunteering opportunities within our project activities and when an opportunity arose she joined the local food co-operative that takes place in our building as a part time volunteer.

As part of our support we have worked with her on her personal statements, reviewed her CV, and practised interview scenarios, as well as providing references when needed. We are so pleased with Jia's progress and confidence and are looking forward to seeing her progress further with her ambitions.

'It would not have been possible to go out and ask for other volunteering opportunities if Stitches's hadn't supported me with joining the food co-op. I was so scared at first but at the end of it managed to use the till and serve customers, my English has improved so much. I am now volunteering at a charity shop in Watney market. I had the confidence to do this because of Stitches, I went and enquired about this myself.'

Streets of Growth

Funded activities

Over the funding period, 166 young people participated in structured activities designed to develop key employability skills. These activities included CV sessions, mock interviews, career insights, one-on-one mentoring, speed mentoring, work experience placements, and support for transitioning into employment and apprenticeships. Each young person was assigned an intervention coach who used various tools and spent over 7,500 minutes building trust and empowering them to change negative lifestyles, increase confidence, and achieve their goals. This consistent support helped improve self-esteem, self-management, communication skills, and time management.

We also use Pathfinder Career Mentors, a key part of our provision that now includes 85 mentors from BAME communities, with 80% representing the Southeast Asian Community. This strong support system guides and empowers young people to make informed career choices. Over the funding period, 65% of the young people received career mentoring from a volunteer mentor across various fields such as medicine, police, technology, law, teaching, and the creative sector.

Work experience was a significant component of the programme too, with 70% of the young people completing at least one placement with partners including Canary Wharf Group, Jason Bruge Studios, and the British Bangladeshi Fashion Council.

In total, over 1,000 hours of employability training were delivered, with 75% of the cohort completing AQA accreditation in employability skills, goal setting, communication, and interview skills. Additionally 80% of the cohort completed at least 15 hours of social action training and delivery of at least one social action project which helped to develop their employability skills and self confidence.



Benefits & outcomes

166 high risk young people engaged with the programme, with 60% of the cohort being referred by referral partners; namely London Borough of Tower Hamlets Social Services, Police, Youth Justice, Probation, Housing Anti-social behaviour teams (i.e., Tower Hamlets Homes), schools and the remaining 40% engaged via targeted street work, peer, and parent referral.

At the 12 month mark, of the 166 young people who had engaged with Streets of Growth's bridging programme and stages of change framework:

74% stated that they felt more positive regarding their career and future.

80% had no reported cautions or arrested in the previous 6 months.

82% had no reported crisis harm situations reported in the previous 6 months (self reported by parent/young person/teacher/social worker/YOT worker).

72% reported that they felt they had made substantial positive changes in their lifestyles (reported reduced mixing with negative peers, moving away from selling drugs, not carrying weapons).

79% had completed the staged based programming of the employability and life skills workshops.

65% of the young people who were still of school age at the point of engagement (year 11-13) successfully completed final year exams (GCSEs, A levels and BTEC).

99 young people had progressed into employment/apprenticeships or full-time education and the remaining 67 young people who were of school age successfully re-engaged back into education, improved attendance and completed final year exams (GCSEs, A levels and BTEC).

Challenges & learning

There has been a rise in young people at risk of criminal and sexual exploitation along with growing youth violence and a significant increase in anxiety, depression and self-harm affecting attendance and exam readiness. In response, we've implemented targeted interventions, demonstrating our commitment to addressing emerging issues and supporting our young people's wellbeing. Our commitment to offering diverse opportunities is evident through Insight Days, work experience placements, employability workshops, and mental health support. These initiatives have provided impactful experiences, equipping young individuals with practical skills and opportunities for personal and professional growth. We are proud of the strides made and remain committed to empowering our young people.

Funding impact

The key impact of the funds has enabled Streets of Growth to employ the Employability Programme Manager on a full-time basis. This has greatly enhanced and developed the employability element of our programming. Additionally, the funding allowed us to increase the hours of the Mentor Coordinator, which has developed and expanded the Pathfinder Career Mentor programme. This expansion has enabled us to match a greater number of young people with a wide range of professionals across different sectors. Another significant impact has been the development of relationships with Broadgate/British Land and its business partners. Our aim moving forward is to secure funding to maintain both roles. This will enable us to expand and foster the Broadgate relationship and the employment and work experience opportunities it will create for young people.

Case study

Yara acts as a young carer, managing household chores and caring for her mother, who suffers from severe depression and alcohol addiction. Yara has been sexually exploited and suffers from anxiety and depression. The family environment is stressful and volatile, profoundly impacting Yara's well-being and outlook on life.

Educational concerns: Yara's educational journey has been marked by a lack of engagement, leading to extremely poor attendance and behaviour concerns at school. The school has expressed serious concerns that Yara is at risk of failing their GCSE's if immediate intervention does not occur.

Personal challenges: These factors contribute to Yara being at a heightened risk of exploitation and grooming. Yara's self-esteem is exceptionally low, leading to disengagement from education and a general lack of motivation.

Intervention: Yara was engaged in the Talent Inspire programme, which included weekly sessions with an intervention coach to develop trust and collaboration with social services and the school for a comprehensive intervention plan. It also included participation in workshops to build relationships and inspire educational engagement, and one-on-one sessions with an Employability Manager, work experience opportunities, and workshops to improve communication, time management, organisation, teamwork, and positive behaviour

Outcomes: Over the 12 months of the programme, Yara improved her attendance and punctuality at school, completed GCSEs with successful attainment of Maths and English and strengthened her relationships with the intervention coach, employability manager, school, and parents. She also had reduced anxiety and better emotional and anger management, increased resilience and positive career aspirations. She also secured a place at a culinary school and part-time employment in hospitality, and developed trust, confidence, resilience, and skills in communication, time management, organisation, teamwork, and a positive attitude towards herself and others



Grantee	Sessions delivered	Hours of activity per session	Number of staff and volunteers involved in project delivery
Clapton Commons Community Organisation	<ul style="list-style-type: none"> • 42 	<ul style="list-style-type: none"> • 6 hours 	<ul style="list-style-type: none"> • 3 staff members • 10 volunteers
Goldstar	<ul style="list-style-type: none"> • 150 1:1 coaching sessions (max. twice a month all service users) • 6 workshops • 300 mentoring calls 	<ul style="list-style-type: none"> • 1:1 coaching sessions: 45 - 60 minutes • Workshops: 2.5 hours • Mentoring calls: 10 - 15 minutes 	<ul style="list-style-type: none"> • 3 staff • 20 volunteers
Hackney People First	<ul style="list-style-type: none"> • No funded activities were delivered with this grant. 	No funded activities were delivered with this grant.	<ul style="list-style-type: none"> • 1 full-time staff • 7 volunteers (trustees)
MyBigCareer	<ul style="list-style-type: none"> • 815 career coaching sessions • 7 Insight Days • 2 Working World workshops • 62 Oxbridge prep sessions • 103 results day activities 	<ul style="list-style-type: none"> • Career coaching: 45 minutes • Insight Days: 6 hours • Working World workshops: 90 minutes • Oxbridge prep sessions: 30 minutes • Results Day activities: 20-60 minutes 	<ul style="list-style-type: none"> • 3 staff • 310 volunteers
Stitches in Time	<ul style="list-style-type: none"> • 154 1:1s • 650 hours of work placements • 6 hours of workshops • 38 hours of drop-in sessions 	<ul style="list-style-type: none"> • 1:1 support: up to 1 hour • Work placements: 5 hours • Workshops: 1 hour • Drop in sessions: 2 hours 	<ul style="list-style-type: none"> • 12 staff members
Streets of Growth	<ul style="list-style-type: none"> • 512 sessions 	<ul style="list-style-type: none"> • 90 hours per person on average 	<ul style="list-style-type: none"> • 4 intervention coaches • 4 employment coaches • 30 Career Volunteer Mentors • 3 Tutors

Thank you

British Land
Herbert Smith Freehills
Landesbank Baden-Württemberg
Peel Hunt
Scotiabank SIC
Sir Robert McAlpine
Sumitomo Mitsui Banking Corporation (SMBC)
Western Asset Management

Your support is so vital to sustain London's incredible network of grassroots charities and local community groups. They are the fabric of our communities and increasingly we are all dependent on their unique reach, impact and purpose.

Together we truly are making a difference to London, where it matters most.

BROADGATE

**Community
Fund**



Omari Okwulu
Grants Coordinator
E: omari.okwulu@londoncf.org.uk
T: 020 7582 5117



Harbi Jama
Director of Development and Communications
E: harbi.jama@londoncf.org.uk
T: 07307215982

