



THANK YOU FOR INSPIRING 
WESTMINSTER'S  FUTURE TALENT 
☆ 2022/2023 ☆



City of Westminster



Thank you!



"We would like to thank all the schools, businesses and other organisations who have supported Westminster's young people through the City Lions Programme, without your help and support City Lions simply could not function. Your generosity and willingness to give precious time and resources has a real impact on our young people and the future of our workforce.

City Lions aims to continue building on our relationships with local businesses, creative partners and cultural organisations and communities that make up our amazing, vibrant city.

With you, we want to find more new and innovative opportunities to motivate our young people to explore their own creativity and expand their career aspirations in order to continue building a Fairer Westminster.

Once again thank you for all of your support and we look forward to working with you in the future."

Councillor Tim Roca, Deputy Leader and Cabinet Member for Young People, Culture and Learning.

Councillor Patricia McAllister, Lord Mayor of Westminster.



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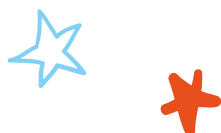
The year in review

This year has been an extraordinary time for City Lions thanks to our partners, who have played a huge role in enriching young people's lives. Across the year, City Lions has engaged over 1500 young people in a range of opportunities, including mentoring, work experience, Holiday Programmes, the Creative Collective, careers days, and our new Events Leadership Programme.

This year also marks the fifth year of City Lions! We are proud of the growth the programme has undertaken, with support from our partners, especially during such a period of uncertainty and new opportunities. Without you and your ongoing enthusiasm and support for the City Lions mission, we would not have been able to deliver enriching cultural experiences for over 5,600 young people since 2018.

This booklet tells the story of City Lions achievements this year. We hope you enjoy reading about the programme and look forward to partnering with you again in the future. Together we can continue to broaden young people's horizons and realise their aspirations.

Here's to the next five years of exciting partnerships!



Experience of work day with Laird & Good

City Lions 2022/2023

1,377

secondary students engaged and 139 primary students engaged

108

collaborative partners

2

mentoring programmes

9

holiday programmes

7

public art exhibitions

62

work experience placements

21

creative career workshops

600+

free theatre tickets for City Lions and their friends/family



"City Lions is an amazing place for young people and teenagers. It's a place for everyone who is creative and wants to change the world in a positive way. I am so proud of being a part of it!"

City Lions participant

"We have enjoyed a great partnership with City Lions and their dedication in supporting us to develop our work-related learning and careers guidance provision has been outstanding. We appreciate their effective communication with our careers lead and the attention to detail and creative approach when planning workshops and other events for the benefit of our school community. I would strongly recommend working with City Lions to other School Leaders."

Head of Federation at St Augustine's Federated Schools

Holiday Programmes

Our Holiday Programmes are an excellent way to develop young people's interpersonal skills and offer them a 'behind the scenes' peek at the creative industries through interactive workshops.

This year we delivered nine programmes, three during half terms plus one each during the Christmas and Easter break and three during the summer holidays. Altogether, these were attended by 122 young people.

Our Holiday Programmes are part-funded by the Department for Education's Holiday Activities and Food Programme (HAF). HAF was created to support families whose children are receiving free school meals to ensure they continue to have access to healthy food during the school holidays. This year our Christmas, Easter and August programmes each ran for four days thanks to funding from HAF. These included a collaboration with Makerversity, who partnered with us to facilitate a series of bespoke workshops, which saw young people work with creative professionals to learn new craft skills such as glass making, woodwork and the process of making paints using bio-staining.

Throughout the year we've been fortunate to visit some of London's top cultural institutions, such as Saatchi Gallery, Science Museum, ZSL London Zoo, Somerset House, Royal Opera House and Two Temple Place, to name just a few!

"It's really fun. I love how we get to take part in all of the stuff and how we get a lot of opportunities and I love how it's done quite often. It's free which is nice and an amazing way of making friends outside of school."

Holiday Programme participant

"So, we were exploring different themes and topics and it made a lot of people find themselves or show themselves."

Holiday Programme participant

Keen to facilitate a workshop during one of our next Holiday Programmes?
Email citylions@westminster.gov.uk



Following attending a Holiday Programme:

90%

of attendees
strongly agreed
or agreed that
they were
now able to
communicate
better with
others

95%

of attendees
strongly agreed
or agreed they
were now
aware of what
creativity means

81%

of attendees
agreed that they
now feel more
confident to try
new creative
activities

91%

of attendees
would
recommend City
Lions Holiday
Programmes to
their friends

93%

of attendees
strongly agreed
or agreed that
they were now
able to see the
link between
creativity and
wellbeing



Holiday Programme participants at Lord's Cricket Ground



Holiday Programme participants at Queens House Walkway at Greenwich Park



Graffiti workshop with professional artist Rosh at North Paddington Youth Club

Les Enfants Terribles collaboration



Rehearsals of the immersive theatre project



Rehearsals of the immersive theatre project

As part of our summer HAF programmes, we worked in collaboration with Les Enfants Terribles (LET), DreamArts and Two Temple Place to create an immersive theatre project. The project saw a group of 20 young people develop, design and perform their own theatre production to an audience of friends and family, our partners and the public. Over the course of 11 days, with the support of staff from LET, Two Temple Place and DreamArts, young people were able to allocate themselves to one of four teams within the production: lighting and sound design, performance, marketing, and the creative team.

The thrilling outcome, set in the beautiful setting of Two Temple Place, transported the audiences through a murder mystery tale! Those lucky enough to watch the show had the chance to immerse themselves in the production, discovering clues and solving the mystery. The three performances were enjoyed by close to 100 audience members.



After taking part in the immersive theatre project:

100%

of participants felt more open to learning a new skill

93%

of the participants felt their ability to develop positive relationships with peers and adults improved

92%

of the participants felt they can take more creative risks

"DreamArts and City Lions create a safe space that really lets your creativity flourish."

Immersive theatre project participant

"...hearing it [about my leadership skills] from my peers and being told I made an impact on their time made me realise that I'm good at uplifting people."

Immersive theatre project participant

"...it was amazing doing it the first time and by the end we all felt like a family."

Immersive theatre project participant



Mentoring Programme

Our Mentoring Programme was developed in 2020, to respond to the changing needs of young people following the pandemic. During this time, young people lost out on a vital period of personal, social and educational growth while schools and social activities were closed.

Our Mentoring Programme aims to support young people to build confidence, transferable skills and begin to explore their future with the help of a mentor. The programme is aimed at 14–16-year-olds who have been identified by education and community professionals as those who are most in need of support.

Our mentors are provided with comprehensive training, a handbook and resource pack to support them when working with their mentee. Mentees are also provided with similar handbooks and resources to help them make the most of the programme. This year, our mentors came from a range of disciplines within the creative sector, including advertising and marketing, fashion, theatre, technology and visual arts. Our mentees included young people who are currently in care and those with special educational needs and/or disabilities.

Our 2023 programme supported 35 mentor pairs, who over a 6-month period worked together to develop their confidence, identify their own creativity, and prepare them for their next steps. As part of the programme, pairs also took part in a series of events to complement mentor

meetings and support our pairs to feel part of the wider City Lions family, including a group trip to Kensington Palace's Crown to Couture Exhibition and our annual celebration event in July.

Many mentees have also had the opportunity to take part in work experience with their mentor at flagship organisations such as The Royal Opera House, and at events such as British Summer Time festival and All Point's East festival.

A huge thank you to all our mentors for their dedication and support to both City Lions and our mentees.



Mentor pairs at our annual celebration event

100%

of mentees rated their overall experience of the programme as good or excellent

92%

of mentors would recommend mentoring with City Lions to others



After completing the Mentoring Programme...

100%

of participants strongly agreed or agreed that they were now more confident

86%

of participants strongly agreed or agreed that they had developed their transferable skills

86%

of participants strongly agreed or agreed that they were now more aware of their skills and personal attributes

"I think it's a wonderful programme with lots of support, I'd encourage everyone to become a mentor."

Mentor

"You will be able to develop communication skills and meet up with a mentor that will become extremely important in your life."

Mentee

"It's a great way to get advice from someone experienced and to build confidence in yourself."

Mentee

Creative Collective

The Creative Collective was established by City Lions and Westminster Children's Services. It celebrates the creativity of young people in the borough through a series of public art exhibitions.

Due to the ongoing success of the Creative Collective, we wanted to make 2023's instalment bigger and better than ever with more opportunities for artwork to be showcased. Young people were invited to vote for the themes they wanted to see reflected in this year's Collective. The chosen themes were:

- Mental Health
- Cost of Living
- What Matters to Me
- Streets of London

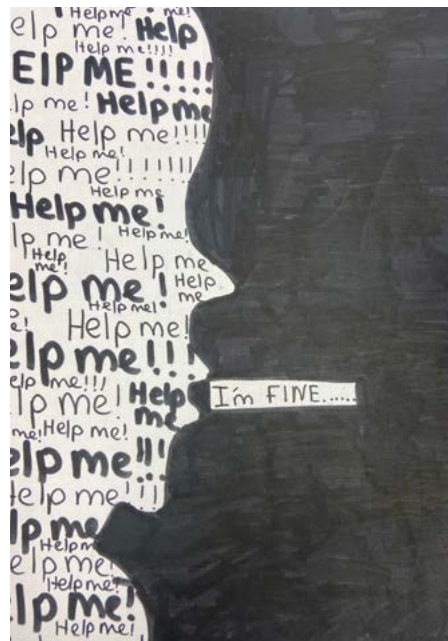
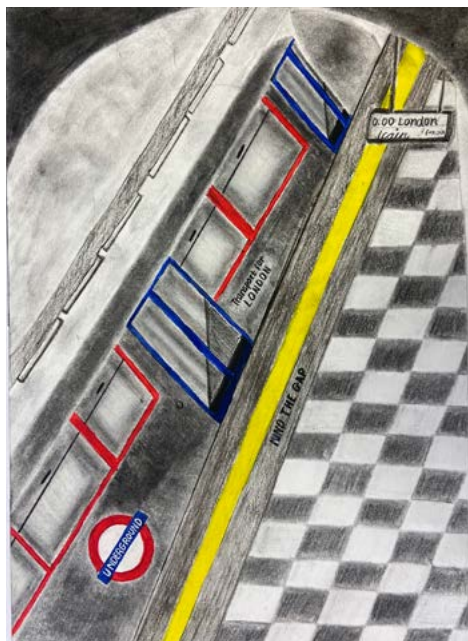


This year over 300 young people have engaged via a series of primary and secondary school workshops with professional artists and our open call for artwork. Following this, all submitted artwork was showcased in our online gallery and selected pieces displayed across four library exhibitions, Westminster City Hall, Whiteley's Window on the World and Saatchi Gallery. Our libraries have been visited by over 40,000 residents during the time of our exhibitions.

For the third year in a row, Saatchi Gallery has hosted the Creative Collective final exhibition. In the lead up to the exhibition, over 1,150 votes were cast by the public in order to select the final display.



Creative Collective exhibition at Pimlico Library



Submissions to this years Collective

One-off activities and free tickets to enriching experiences

An important part of the City Lions mission – to lower barriers to cultural experiences – is achieved by our one-off activities and free ticket opportunities. Across the years, we've built on our partnerships with Somerset House, ATG, Masterclass and Lords Cricket to provide free tickets to some of London's most sought-after events, and this year was no exception!

Across the 2022/23 delivery year, we saw 507 young people take to the ice at Somerset House and 245 attend a West End theatre production. In November 2022, 15 lucky young people were invited to an exclusive launch of Stormzy's newest album, 'This Is What I Mean' House pop-up, with thanks to Rapport WW. Those fortunate enough to secure a ticket were treated to an immersive listening experience and a lucky few were able to meet Stormzy himself and receive a signed copy of the album!

Throughout 2023, we worked with the Royal Opera House to support over 60 families to take part in a Family Sunday at this world-famous opera house. During the events, participants were able to access a mixture of activities specifically for children and young people that included craft, costume and singing workshops, as well as dance and music performances. The aim of these activities is to give young people an opportunity to discover the world of opera and ballet within a fun, inclusive and relaxed environment.

As ever, these opportunities allow young people to participate in enriching cultural experiences that they may not have experienced before, lowering barriers to access, and opening their eyes to London's extraordinary cultural offer.



Participants at The Great Exhibition Road Festival urban dance workshops



Participant at Stormzy's This Is What I Mean House event



Participant at Makerversity creative workshop

"Many, many thanks for support our family to see Wicked last week, the child we are working with has not been outside the family home for nearly two months, she is suffering from a lot of anxiety and lack of confidence. The evening has been a tremendous boost for the whole family. Keep up with the great work!"

Early Help Family Practitioner

"He literally had the best weekend and it made him so happy, so I really do appreciate it. The staff and security there were amazing with him...."

Parent of participant at Stormzy 'This Is What I Mean' House



Creative careers workshops

Our creative careers workshops provide valuable opportunities for young people to explore new career opportunities outside of the classroom. These workshops offer insights into the inner workings of the creative industries, the professionals that work within them and a chance to hear about career pathways.

A key feature of these workshops is the inclusion of interactive tasks, that our partners work hard to provide, where the young people can actively participate and gain real world insight into what these organisations do on a day-to-day basis.

This year we have delivered numerous exciting workshops with organisations including, BAFTA, Society of London Theatre, Royal Opera House, Laird & Good, Hagerty and Hothouse Media.

"I have more of an idea of the kinds of pathways that I'm interested in."

Participant at Concours on Savile Row



Participants at an experience of work day at the Science Museum

Feedback collected from the Concours on Savile Row event (in association with Hagerty and Hothouse Media) demonstrates how impactful these workshops can be when inspiring young people in their career choices:

100%

of participants agreed or strongly agreed that: I feel I have gained an insight into the world of bespoke tailoring and car manufacturing

100%

of participants agreed or strongly agreed that: I feel I have gained an increased awareness of the careers that exist within both sectors

100%

of participants agreed or strongly agreed that: I feel I have gained an understanding of the routes-in to both professions



Participants at Concours on Savile Row

School careers fairs



This year members of City Lions team participated in three careers fairs, which allowed us to showcase what City Lions offers directly to new young people. The fairs also allowed us to connect with new potential partners from the creative sector, supporting us to expand our network and create new opportunities for the young people we work with.

Westminster schools have told us that involvement from local organisations and businesses is invaluable at these events, as for many of their students it will be their first interaction with a range of industries, and it can introduce them to new pathways. They are also a fantastic way for our partners to meet and speak with young people from the local area, helping them gain insight into their aspirations and interests.

Want to engage with a local school and promote opportunities with your organisation? Get in touch about attending a careers fair with us: citylions@westminster.gov.uk

"First of all, thank you for taking part in the Careers Fair at Paddington Academy this Thursday. This is a great opportunity for students to find out about careers, roles, pathways and also to talk to adults about what they are interested in."

Careers Lead at Paddington Academy



City Lions team at St Augustine's Careers Fair



Students from Marylebone Bridge School ice skating at Somerset House

Work Experience at Westminster (WEAW)

Throughout 2022/23, City Lions has developed the brand-new Work Experience at Westminster framework, which standardises and formalises Westminster City Council's offer to Westminster young people in collaboration with colleagues from across the organisation.

The framework aims to provide staff members with the necessary tools to plan, deliver and evaluate high quality and meaningful experiences. In addition, the commitment to delivering work experience has become a key priority for the council as part of its Fairer Westminster vision.

In collaboration with teams across the council, City Lions has successfully delivered 62 placements across 25 teams since September 2022. These placements have been made up of a combination of small-scale school cohorts and individual students and/or Westminster residents seeking work experience opportunities.



Students from Marylebone Boys' School on work experience at Westminster City Hall.

Our post-placement evaluations completed by the participants have revealed:

91%

felt that they had a better understanding of what local government does

91%

felt that they had experienced the work environment e.g. carrying out new tasks and following rules

94%

felt that they understood the importance of personal and social skills

84%

felt that they possessed an increased awareness of career opportunities and different pathways

75%

felt that their maturity had increased [as a result of their placement]

Now that we have proven the success of the framework, we hope that it will be used to support any partner who wishes to offer an invaluable work experience placement but may not have an established process already in place. City Lions would be more than happy to discuss this further if you would like to know more.

In addition, any organisation looking to provide a work experience opportunity can benefit in a variety of ways. These include:

- Developing positive links with the local community
- Provide an opportunity for staff to develop leadership and coaching skills
- Raising awareness of career opportunities within a sector
- Empowering the next generation to achieve a successful transition from school to the world of work
- Raising the profile of an individual to thrive professionally
- A new and unique perspective and insight on your work and profession



"I have really enjoyed getting to know what office life is like and gaining some independence has been really beneficial for me."

Work experience participant

Experience of work weeks

Following the success of our previous experience of work weeks, this year saw City Lions run a series of work experience weeks and individual days for Westminster Year 10s and 12s.

With hybrid working now the norm, it has become increasingly challenging to secure the number of individual work experience placements in demand. Our experience of work weeks/days were specifically created with this in mind, where we aim to lower barriers for employers to engage with work experience and ensure young people are exposed to the world of work.

Throughout June and July, we partnered with eight employers to deliver bespoke workshops across four local schools. This saw groups of students

visiting to employers' offices and employers visiting schools to deliver careers focused sessions. These workshops were designed to replicate the skills and knowledge young people would gain from a traditional work placement.

Over 220 students had the opportunity to learn from and produce work for our inspiring partners at Framestore, ZSL London Zoo, Masterclass Theatre Royal Haymarket, AEG British Summer Time, Laird & Good, the Science Museum and Unloc.



Student at Laird & Goods production careers experience of work day

After attending our experience of work week:

80%

of participants strongly agreed or agreed that they now have knowledge of different sectors and the range of job roles within these

83%

of participants strongly agreed or agreed that they now have knowledge of routes into different career paths

78%

of participants strongly agreed or agreed they now have a better understanding of the world of work and associated expectations

The top 3 skills participants felt they used / developed during the weeks were:

- 1 Creative thinking
- 2 Communication
- 3 Teamwork



"The Work Experience programme provided by City Lions was invaluable in providing meaningful employer experiences and industry insights to students. The fact that the programme took place at employer Head Offices meant students felt like they were still developing the same employability skills as other students who were on work placement."

Assistant Headteacher, St Marylebone School

"I have learnt many transferable skills such as teamwork and leadership which I did not know I had in me."

Experience of work week participant

Events Leadership Programme

As part of our aspiration to provide opportunities that expand young people's skill sets, we created a new Events Leadership Programme in collaboration with Christie's, who also provided funding. This programme gives young people an opportunity to build their confidence and gain skills for their CVs, by learning what it takes to manage and deliver events.

The Events Leadership Team meet regularly to plan and execute events for other young people, whilst also having the chance to access workshops run by events management experts from Christie's and The Natural History Museum.

The team ran their first event over the summer holidays – a celebration party for the cast and crew of our immersive theatre project – and excelled in their management of the event, ensuring all attendees felt accommodated and enjoyed their celebration! The team will be continuing their good work over the coming year with another two events.



Members of our Events Leadership Team



"The events team has been an excellent way for us to amplify our youth voice, it has also helped me develop my team working skills and confidence"

Events Leadership Team member



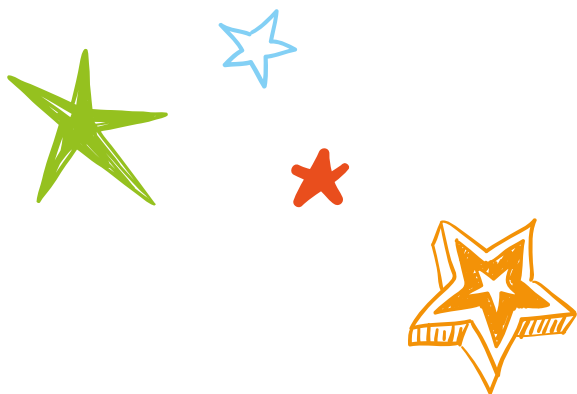
Society of London Theatre Day

Project 8

Following the success of our previous School Programmes, we worked with St Augustine's CE High School to develop a new offer to schools – Project 8.

Project 8 is aimed at helping young people to use creativity for wellbeing, with the aim of recognising their achievements and abilities. Running across eight weeks and two groups, we used various creative practices such as team building games, wellbeing tool kits and poetry workshops to:

- Enable young people to develop creative tools to support their wellbeing, specifically self-esteem and confidence,
- Enable young people to develop social and communication skills, through creative methods and,
- Support young people to build knowledge of the creative industries to inspire future career possibilities.



Artwork created by participants of Project 8

Through our pilot programme:

63%

of participants now feel confident in expressing things important to them (e.g., their aspirations, values, hobbies or fears)

74%

of participants felt more able to identify the importance of their personal achievements, as well as those accomplished through academia

70%

of participants stated they would participate in Project 8 again

"I gained many new skills as a teacher, for me it was good to try something new. I really enjoyed seeing the students work in a different way, how they were taken out of their comfort zone ... these students aren't easy to get on board, but they trusted the process and the skills of Kiz to make things happen."

Teacher from St Augustine's involved in Project 8

"[I have learnt] well-being is a very important aspect of our lives and maintaining and strong one requires a healthy relationship between you and yourself."

Project 8 participant



Ways to get involved next year

City Lions will be offering numerous opportunities for partner involvement next year and we would love for you to stay on board.

There are a number of ways your organisation can make a difference to the lives of Westminster's young people. The City Lions team can help you create, tailor and promote your programmes and are here to support you through the whole process, whether you want to:

- Mentor a young person
- Host a guest speaker session or interactive workshop

- Offer a day shadowing your team
- Provide a work experience placement
- Give free access to activities, exhibitions or events

Contact us to help Westminster's young people discover their future:

citylions@westminster.gov.uk

www.citylions.org



Participants at a experience of work day at the Science Museum



Our Science Museum Youth Trainers and Tour Guides at the launch of the Technicians Gallery



Participants from Art of London x National Gallery workshop

Thank you to all our partners

A message from the City Lions team to all our partners:

As a team, we're proud to have exceeded our engagement targets for this year and to be celebrating five years of City Lions. For some of us, we have been here from day one, creating something new from the ground up, and for others, we have supported the programme to adapt and develop during the pandemic and beyond. Either way, we know City Lions and its achievements would not be possible without the dedication from you, our partners, and your support in our mission to help young people explore the creative world.

Throughout the last five years, City Lions has continued to adapt to what young people want, and the ever-changing needs of the creative economy. We are determined to ensure that enriching opportunities for young people remains on everyone's agenda, and we look forward to continuing our work to deliver many more exciting, inspiring, and innovative collaborations.



Catherine Ford

Head of Social and Culture Policy



John Nolan

Project Manager



Rob Davis

Senior Project Officer



Sisley Hamer

Senior Project Development Officer



Kizan Ayton-Green

Creative Curator



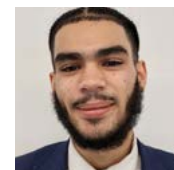
Sydney Frankland

Project Development Officer



Grace Colverd

Engagement Apprentice



Haidar Meredith

Digital Business Apprentice





Our 2022/2023 partners

@sohoplace	Dominion Theatre	St Paul's Actors Church
180 The Strand	Donmar Warehouse	Kew Gardens
Accenture	DreamArts	Kids in Museums
Adventure Studio	Dulcie Ball	Laing O'Rourke
Advertising Producers Association	Edel Assanti	Laird & Good Company
AEG Presents	English Heritage	Les Enfants Terribles
Aldwych Theatre	English National Opera Baylis	London Transport Museum
Alice Hemming	Evcom	Lords Cricket Club
Ambassador Theatre Group	Exhibition Road Group	LS Events
Apollo Victoria Theatre	Fashion Bytes	Lyceum Theatre
Arts Emergency	Framestore	Makerversity
BAFTA	Future Factory	Marylebone Theatre
BFI	Gastronomous	Masterclass Theatre Royal Haymarket
Camilla Robinson	Green House Sports	Mayor's Fund for London
Child Graddon Lewis Architects	Helen Stanley Associates	Maurice Sedwell
Chinese Arts Now	Hagerty	National Gallery
Christie's	Hothouse Media	Natural History Museum
Civil Service Fast Stream	Historic Royal Palaces	North Paddington Youth Club
Cloud Imperium Games UK	Holocaust Memorial Trust	Oakray
Curl la Tourelle Head Architects	Hyde Park Barracks	OMNES Educaiton
Dassault Systèmes UK	Imperial College London	OXYGY
David Miller Architects	Inmarsat	P for Productions
Disney	Into Games	Paddington Partnership

Prince Edward Theatre
 PINs
 Queen Elizabeth Scholarship Trust
 Royal Opera House
 Saatchi Gallery
 Sewing Family
 Science Museum
 Screen Community
 Serpentine Gallery
 Shiny Network
 Society of London Theatre
 Southbank Centre
 Shiny Network
 Sketch Appeal
 Society of London Theatre
 Somerset House
 Sotheby's
 Southbank Centre
 SouthWestFest
 St Mary le Strand
 STEM Ambassadors
 Tate
 Telent Technology Services LTD

The Cartoon Museum
 The Crown Estate
 The Gillian Lynne Theatre
 The Photographers' Gallery
 Theatre Royal Drury Lane
 theCoLab
 Tribal Worldwide
 Two Temple Place
 Unloc
 V.O Creations
 Volume AI
 Wallace Collection
 Westminster Abbey
 Westminster Libraries
 Westminster Music Library
 Willmott Dixon
 Wonders of London
 Wyndham's Theatre
 ZSL London Zoo



With special thanks to our major partner, DreamArts, for all their help and support in shaping and delivering the City Lions programme.



“When City Lions launched five years ago none of us imagined adapting a programme during a pandemic! Equally, we could not have envisaged the impact, success and reach City Lions would achieve at a time when wellbeing and creativity is so important to the lives of young people. DreamArts remains proud to partner a programme which has changed so many young lives and we look forward to City Lions’ 10th birthday party!”







