

THANK YOU FOR INSPIRING WESTMINSTER'S





2023/24

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Thank You!

Thank you for dedicating your time to help inspire Westminster's future talent. As the Cabinet Member for Climate, Ecology and Culture, the work of the City Lions Programme is integral to my ambitions for ensuring cultural opportunities are open to all and our creative sector thrives here in Westminster. Much of the amazing work contained within this booklet could not be done without the support of you, our local businesses, schools and cultural organisations, and I would like to extend a huge thanks to you all.

Through collaboration, I believe that we can continue to ensure that culture in the heart of the city is inclusive, representative and continues to flourish with new employment opportunities, contributing to a Fairer Westminster for everyone.

The innovative projects delivered in partnership with you is making a real difference to young people in our borough. With your support we have been able to open doors to myriad opportunities and broaden the horizons of young people across Westminster, equipping them with the knowledge, skills and cultural capital they require to succeed.

I look forward to our continued partnership, working together to guarantee all young people can enjoy the benefits that are realised when engaged with culture. Once again, thank you for all your support to both the City Lions programme and the City of Westminster.



Councillor Ryan Jude, Cabinet Member for Climate, Ecology and Culture.



The 2023/24 year has been a fantastic time for City Lions – who in collaboration with our partners – have delivered a multitude of enriching experiences for Westminster's young people. Across the year, City Lions has engaged over 2,300 young people in a range of opportunities, including mentoring, work experience, Holiday Programmes, the Creative Collective, careers workshops and via our Events Leadership Programme.

Across the year, with thanks to our partners, we've reached new heights. From dancing the night away at our Masquerade Ball at Christie's Auction House, organised by our Events Leadership Team, to flying the trapeze in Regent's Park during our Holiday Programmes, offering 1,000 Winter Wonderland tickets to local schools, all the way to supporting Kensington Palace with the curation of a new exhibition to ensure it is accessible and engaging for other young people across London and beyond!

This booklet tells the story of City Lions achievements this year – all of which would not have been possible without you, our partners. We hope you enjoy reading about the programme and look forward to collaborating with you again in the future. Together we can continue to broaden young people's horizons and realise their aspirations.



City Lions 2023/24





Partners



mentor pairs supported



holiday

programmes

100+

free tickets to cultural experiences for City Lions and their friends/family

"City Lions means so much to me, and without it so many of my creative talents would have never flourished in the way that they have. Having a team of people to rely on like the City Lions team is so encouraging as a young person living in today's world"

City Lions participant

"Over the last year Paddington Academy students have enjoyed a range of high-quality opportunities which have been offered by the Westminster City Lions team...(the) opportunities are often niche which means that students have been able to take part in extra curriculum that is relevant to their studies. Students at the academy are so much more excited about what London has to offer rather than a small area centred around the west of the Borough. Thank you!"

Careers Lead, Paddington Academy



public art exhibitions



work experience placements



creative career workshops



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 eight 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 117 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. This included another amazing 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-casting, embroidery and textiles. We also took over part of the famous Leake Street tunnel with a graffiti workshop - adding our own layer of graffiti art history to the tunnel walls!

Throughout the year we've been fortunate to visit some of London's top cultural institutions, such as the National Gallery, Kensington Palace, Two Temple Place, Tate Britain and the Victoria & Albert Museum to name a few.

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



"I enjoyed the different planned activities-particularly those that involved the whole group as a collective."

Holiday Programme participant

"It is a fun way to connect with people and try new things"

Holiday Programme participant

"The holiday programmes are days full of joy"

Holiday Programme participant



Following attending a Holiday Programme:

83%

of attendees strongly agreed or agreed that they were now able to communicate better with others **79%**

of attendees strongly agreed or agreed that they were now able to communicate better with others 73%

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

81%

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



of attendees would recommend City Lions Holiday Programmes to their friends



As part of our summer HAF programmes, we worked in collaboration with DreamArts to deliver an Arts Leadership Programme. The project was designed to support young people who are interested in leadership and the arts to develop their skills, become more confident in leading others and expand their ability to think creatively.

Across a four-day programme, eight young people took part in a series of workshops with Society of Antiquaries and the CoLab, where they were encouraged to work in both a group and independently to express their creativity through drawing and sculpting workshops. Participants then learnt about the foundations of leadership, best practice in teamwork, boundaries and confidentiality, facilitation styles and evaluation techniques. A particular session on conflict resolution was highlighted as being helpful by the participants, who stated that as challenging as it was, it allowed them to embrace different people's perspectives despite potentially disagreement. The four-days concluded with the group putting their new skills to the test in safe yet stressful setting during a visit to Go Ape's Tree Top challenge.



After taking part in the Arts Leadership Programme:



of participants now understand the core skills of leadership



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of participants now feel more confident to lead others

City Lions Menoring Programme

This year saw a fourth cohort undertake and complete our Mentoring Programme. From December 2023 to June 2024, we supported over 45 mentor pairs, who across a 6-month period worked together to develop young people's confidence, identify their own creativity, and prepare them for their next steps. As part of the programme, pairs were also supported via our mentoring training and onboarding process, handbooks and resource packs, as well as a series of events and group meet ups, including an exhibition at The Saatchi Gallery. The programme concluded with a celebration event in June hosted at Kensington Palace where participants were congratulated by The Right Worshipful Lord Mayor of Westminster.

Developed in 2020, our Mentoring Programme responded 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. Created for 14- 16-year-olds, the programme supports participants to build confidence, transferable skills and begin to explore their future with the help of a mentor.

To ensure the programme remains relevant to those who take part, this year we incorporated peer mentors into the programme – previous mentees took on the role of onboarding new mentees; designing and facilitating a session to share their own experiences, advice and tips on making the most of the opportunity. This year, our mentors came from a range of disciplines within the creative sector, including, fashion, theatre, technology, events, architecture and visual arts. Our mentees included young people with special educational needs and/or disabilities and those who had been identified by teaching professionals as the most inneed of a role model and access to opportunities.

Many mentees have also had the opportunity to take part in work experience with their mentor at flagship events such as British Summer Time Festival and organisations such as the Saatchi Gallery and Child Graddon Lewis Architects.

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

Interested in inspiring the next generation? Get in touch about mentoring opportunities: citylions@westminster.gov.uk "The best part of being a mentor is seeing the transformative impact on my mentees as they develop confidence and skills. It's deeply rewarding"

Mentor

T(O)P 5

areas in which mentee's felt their mentor supported them to develop in:



Setting goals

Careers support



Believing in myself



Access to new information and opportunities



Confidence and creativity



"(mentoring) is nice to have someone experienced help you set goals and inspire you at a young age."

Mentee

"(the best thing about mentoring has been) Gaining guidance on my future and bettering myself."

Mentee

100%

of mentees would recommend the programme to other young people

95%

of mentors rated their experience on the programme as excellent or good

Westminster Creative Collective

The Westminster Creative Collective was established by City Lions and Westminster Children's Services in 2020. The Collective was developed to provide young people a platform to express themselves creatively in response to subjects that matter to them. Their outputs are then celebrated across the borough via a series of public art exhibitions. This year, young people across Westminster were invited to vote for the themes they wanted to see reflected in this year's Collective. The four chosen themes were:

This year over 200 young people have engaged with the Collective via a series of workshops with professional artists and an open call for artwork. Young artists who submitted artwork to the Collective had their creations showcased in our online gallery and selected pieces were displayed across two library exhibitions and displays at Westminster City Hall and The Royal Society of Arts (RSA). Our libraries have been visited by over 15,000 residents during the time of our exhibitions.

In October 2024, The Royal Society of Arts (RSA) hosted the Creative Collective's final exhibition and annual celebration event. The event invites young artists and supporters of the initiative to a private showcase and a chance to celebrate and reflect upon the achievements of the Collective over the past year. Artwork displayed at the RSA was chosen by a public vote. Over 200 votes were cast by the public to select the final display.



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One-off activities and free tickets to enriching <u>experiences</u>

A core mission of City Lions is to lower barriers to cultural experiences and each year we realise this via our one-off activities and free ticket opportunities. These experiences would not be possible without the support of our partners at Somerset House, Ambassadors Theatre Group (ATG), Royal Opera House, Winter Wishes and many others who provide us with exclusive access to exciting cultural activities. Across the 2023/24 delivery year, we saw 320 young people take to the ice at Somerset House and over 70 attend a West End theatre production.

2023 saw us partner with Winter Wishes for the first time and provide just over 1000 young people with free access to Winter Wonderland. As part of the activity, young people were able to access the iconic event, whilst letting out their inner thrill seeker on all the rides and attractions and warm up with a hot drink – all for free!

City Lions once again partnered with Hothouse Media, Hagerty and Maurice Sedwell for Concours on Savile Row 2024. This year's offering was bigger and better as we launched a fantastic competition which challenged young people to create their own suit design taking



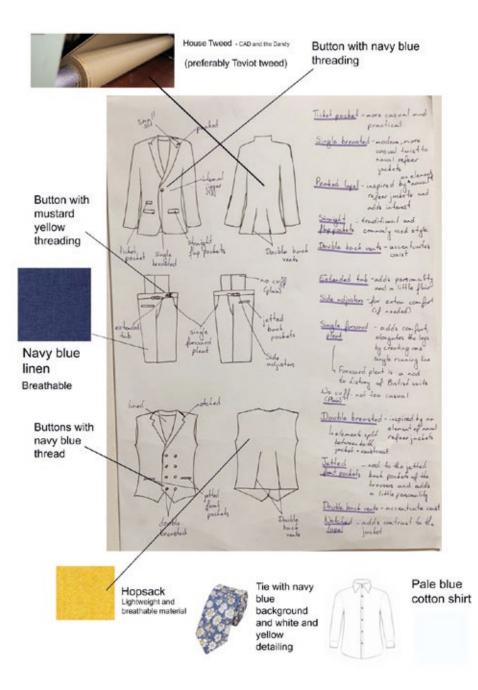
inspiration from two iconic Saville Row tailors - Cad ϑ The Dandy and Norton ϑ Sons. The winner would receive a bespoke Savile Row suit and a two-day work experience placement, all courtesy of the wonderful team at Cad ϑ The Dandy.

The incredible prize was awarded to a student from St Marylebone CE school. The judging panel at Cad and the Dandy were particularly impressed by the level

of research that had gone into the design and the inclusion of accessories which would complement the suit.

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.





The winning entry from our 'Create a Suit Design' competition sponsored by Cad and the Dandy

"It was an amazing placement and I learned a lot about the different types of fabric used in suit-making. I also observed clients' appointments while they purchased suits and helped cut out a template suit design. Overall, it was a valuable experience that gave me a unique insight into the bespoke suit industry."

'Create a Suit Design' Competition Winner

Creative Capeers Workshops

Throughout the academic year we offer creative careers workshops that provide insight into the creative industries. These workshops help young people expand their careers horizons outside the classroom and support them to make links between the curriculum and the world of work.

Through each workshop, we aim to make creative careers more accessible by showcasing the inner workings of organisations, the job roles within them and pathways into creative jobs.

Our creative careers workshops also include interactive tasks, in which young people can actively participate in to build their skills, as well as opportunities to ask questions from the professionals in the industry and gain advice on how to get ahead.

This year saw our third Screen Skills Day in collaboration with BAFTA and The Crown Estates. Across the day, BAFTA hosted multiple interactive sessions focusing on presenting, game design, performance, and filmmaking. The day included a panel discussion, Q&As and a film screening. Each session encouraged the young people to use and develop key skills that are transferable across all industries, while encouraging their engagement with and passion for the screen arts.

Feedback from young people who attending the event shows how inspirational these opportunities can be. When asked to describe the event in three words – the most used words were

ENGAGING, INTERESTING, FUN & INFORMATIVE

This year we have delivered numerous other exciting workshops with organisations including, Kensington Palace, Hagerty and Hothouse Media, Maurice Sedwell, Scabal Westminster City Council's Environment and Sustainability Team and Communications and Press team, Future of Food and The CoLab.

"(today I learnt) to be brave and explore because you'll never know what opportunities come!"

Participant at Kensington Palace Fashion Careers Workshop







The Work Experience at Westminster (WEAW) framework was developed in response to a commitment in the Fairer Westminster Strategy 2022-26 and has a dedicated commitment under the Fairer Communities pillar of the Fairer Westminster Delivery Plan, April 2024 – March 2025 to provide 60 work experience placements within the Council between September 2023 and August 2024.

Following the launch of the framework in June 2023, City Lions has seen the demand for placements at the Council increase dramatically. As a result, Westminster has hosted 80 placements across 36 different council teams, providing a unique opportunity to showcase the multitude of careers that exist within a Local Authority.

The post-placement evaluation completed by students revealed that:

- 98% felt that they had a better understanding of what local government does
- 85% felt that their self-confidence has increased
- 88% felt that their independence had increased
- 88% felt that they had a better understanding of how to communicate with working professional
- 94% felt they had a better understanding of the world of work and the associated expectation
- 87% felt that the placement had improved their transferable skills

"I would definitely recommend it to others and it truly made me want to work in the council"

Work experience participant

"It was amazing to see and learn about the variety of departments in WCC as it gave me a greater understanding of how a borough council works"

Work experience participant

students scored their placement an average of 4.7/5

"Thank you so much for all your help! It has been a very insightful and enjoyable experience!"

Work experience participant

We now hope that the framework can be used as a tool 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





A key element of City Lions careers offer to local schools are our experience of work insight weeks. In 2024, in collaboration with our partners, we ran a series of insight weeks and days for Westminster Year 10 and 12.

Securing work experience placements is a real challenge for young people and schools. With hybrid working now the norm, as well as other barriers such as access to the right networks, many young people are left without an imperative element of their development – work experience.

Our experience of work insight weeks/days were developed in 2021 to respond to this issue. Across the insights sessions we aim to lower barriers for employers to engage with work experience whilst ensuring young people are exposed to the world of work, inspiring them in their future careers choices and arming them with the transferable skills needed for success.

Throughout June and July, we partnered with 12 employers to deliver 19 bespoke workshops. This included a variety of workplace visits at a diverse



range of employers, as well as workshops held at schools. These career focused workshops were curated to replicate the skills and knowledge young people would gain from a traditional work placement, whilst exposing them to multiple sectors and job roles, from the theatre to conservation, production and photography, to event management and technology!

Over 180 students had the opportunity to learn from and produce work for our inspiring partners at Lords Cricket, ZSL London Zoo, Regents Park Open Air Theatre, Masterclass Theatre Royal Haymarket, AEG British Summer Time, Laird & Good Productions, the Science Museum, Three Mobile, Barts Hospital Heritage and The Bomb Factory.

"We were so pleased with the way it had been organised... All activities were well thought of and structured for our students to get them engaged and make the most of the opportunities, i.e. develop employability skills and learn about different routes to specific jobs... I believe that this is a very successful programme which will have a long-lasting and positive impact on our students."

Careers Lead at St Augustine's CE High School

After attending our experience of work week:

83%

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

81%

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

TOP5

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



Creative thinking



Communication (verbal)



Froblem solving



"(I learnt about) Integrity, and just general problem solving...doing things without people asking you, and also knowing when someone needs help, helping them out..."





Events Leadership Team

Last year we launched a new opportunity for Westminster's young people – our Events Leadership Team (ELT). Kindly funded by Christie's, ELT provides young people with the opportunity to build their confidence and leadership skills whilst learning about event management by curating and delivering events for other young people.

Every fortnight the Events Leadership Team meet to plan and execute events for other young people, supported by the City Lions team, utilising their voice to curate exciting opportunities for their peers.

This year we ran our grand Masquerade Ball hosted at the prestigious Christie's Auction House, where we danced the evening away with a mocktail bar, DJ, fabulous photobooth and amazing decorations and a variety of refreshments. Over 40 young people enjoyed the occasion. During the planning for this extravagant event, the team said their confidence, problem solving, budgeting, teamwork and communication, organisation and decision-making skills were improved as part of the process. "(I really enjoyed) discovering all the different career paths in different settings and environments"

Experience of work week participant

The Event's Leadership Team's final event saw them curate Fun Fest – a creative festival designed to be suitable for all ages, enabling young people to bring along their family members to enjoy the day together. The event was hosted at Kensington Palace Clore Learning Centre and involved food stalls, craft activities, family games and included a guest appearance from JadoreKid (JK) – a young artist who captured the day with his original cartoon illustrations!

Interested in sponsoring our Events Leadership Team or providing support by hosting an event with us? Get in touch citylions@westminster.gov.uk!

"Being a part of City Lions Event Leadership Programme has been enlightening and beneficial for my personal growth and development. Taking on the role of project manager for all three events has been fantastic. I love guiding my team and stepping into senior management positions."

Events Leadership Team member





Project

Following the success of our pilot last year in which we worked with St Augustine's CE High School, Project 8 has become a core element of the City Lions programme. Project 8 is aimed at helping young people to use creativity for wellbeing and supports them to recognise their achievements and abilities. We expanded our delivery this year and have worked alongside St Marylebone CE school and developed a SEND programme for a post-16 group at College Park School. With support from Tate Britain and Saatchi Gallery we were able to provide the groups with visits to these iconic institutions.

Running across eight weeks, each group has the chance to use various creative practices, such as team games, role play, drawing and puppetry workshops, to enable:

- development of creative tools to support their wellbeing, specifically self-esteem and confidence
- development of social and communication skills, through creative methods and team activities
- development of knowledge of the creative industries to inspire future career possibilities

"I gained finding ways to be more creative and how to work to achieve my goals"

Project 8 participant

Following completion of the programme...

85%

of participants said Project 8 made them feel creative

71%

of participants now have an awareness of different roles within the creative industry

85%

of participants stated they would participate in Project 8 again

"Over the course of the project, the students opened up slowly - gaining confidence and t he ability to express themselves more... The project has taught me that focused time on students who can 'fly under the radar' is integral to helping them gain confidence."

Teacher from participating school



Youth Takeovers Westminster & Beyond!

"I have learned so much from Science Museum over the 2 years like public speaking, organisational skills, being a better communicator and listener, having time management skills and much more. I'm so grateful to be a part of this journey." Youth Trainer Young people's voices are paramount to our work at City Lions and providing space for young people to take the lead is central to our mission. Over the years, we have worked in partnership with major cultural organisations to develop and deliver youth voice opportunities. These projects give power to young people to curate experiences that are relevant to them, whilst equipping them with essential skills such as teamwork, communication and problem solving.

Science Museum Youth Trainers

Since 2020 we have worked with the Science Museum as part of their Technician's Gallery project. Across four years, via City Lions, over 60 young people have had the opportunity to shape activities and engagement tools for the Gallery, curate and deliver their own training sessions that educated Science Museum staff on how to better engage with young people and develop tours of the Gallery that were delivered to guests at the opening in 2022. This summer the project ended as the Gallery is embedded into the Museum, and those who have played a vital role celebrated their achievements with an exclusive evening enjoying Wonder Lab to themselves and a certificate ceremony!

THANK YOU YOUTH TRAINER

FROM THE SCIENCE MUSEUM LEARNI TEAM



Kensington Palace Young Producers

In February this year we embarked on the start of an exciting new collaboration with Historic Royal Palaces (HRP) at Kensington Place. HRP wanted to ensure their exhibitions were relevant for young people and for the first time invited a group of 'Young Producers' to coproduce their next international exhibition. Dress Codes will open in March 2025 and will tell the story of Royal Court fashion from the 1700s to today. Over 20 young people from City Lions have been working alongside HRP and other industry experts to design the exhibition, highlighting stories they find most interesting and giving personal and contemporary responses to objects in the exhibition. The 'Young Producers' have decided the 'vibe' they want for the physical space, designed fashion outfits, original music compositions, interactive quizzes and more, weaving their perspectives throughout the exhibition to make fashion history relevant to a modern audience. The group have been meeting once a month since February, have undergone several intensive weeks during summer and are busy working on the final pieces ready for the opening next year!

If you'd like our help to develop a focus group of young people for your programmes or integrate youth voice into your work get in touch @citylions@westminster.gov.uk "The (Young Producers) programme is brilliant. It helped me understand what's needed to be a professional musician. Working with so many industry professionals was such an inspiring experience...City Lions helps to facilitate these experiences which are difficult to find elsewhere"

Young Producer



City Lions will be offering numerous opportunities for partner involvement next year and we would love to work with you again.

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







Contact us to help Westminster's young people discover their future: citylions@westminster.gov.uk





Catherine Ford

John Nolan

Thank You to all our partners



Sisley Hamer





Rob Davis

Kiz Ayton-Green

Sydney Frankland



Haidar Meredith



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

As a team, we're always amazed by the enthusiasm of our partners when it comes to supporting our mission. Year on year we're proud of the multitude of opportunities we deliver that make significant impact on the young people who partake in them – many of which would not be possible without your contributions.

At City Lions we believe in the capacity of creativity to unite, innovate and empower. And an important part of our work is to support the cultural and creative sector in Westminster to continue to thrive. By championing creativity via widening access and equipping young people with the knowledge to thrive in the sector we hope to support your organisations to grow and flourish with exciting new talent in years to come.

As the programme enters its seventh year, we are excited to work together with you to continue to create unique and inspiring activities that pursue new highs and push creative boundaries. We hope the opportunities delivered over the past year together are a highlight of your year – just as they are for us!

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

The City Lions Team

Our Partners

Accenture Advertising Producers Association **AEG Presents** Alice Hemming Ambassador Theatre Group Arts Emergency Arup BAFTA **Baker Street Quarter** BDO Camilla Robinson Cad and the Dandy Child Graddon Lewis Architects Christie's City and Guilds Art School Disney Donmar Warehouse DreamArts Edel Assanti **Exhibition Road Group** Fashion Bytes Framestore Gastronomous Gorilla Circus **Green House Sports** Hagerty Heritage of London Trust

Heart of London Business Alliance Hothouse Media Historic Royal Palaces Imperial College London Institute of Contemporary Art Kids in Museums Laird & Good Company London Transport Museum Lords Cricket Club LS Events Makerversity Marcol Masterclass Theatre Royal Haymarket Maurice Sedwell National Gallery Natural History Museum North Paddington Youth Club Oakray **OMNES** Education Queen Elizabeth Scholarship Trust **Royal Opera House Royal Society of Arts Royal Parks Regents Park Open Air Theatre** Saatchi Gallery

Scabal

Science Museum Screen Community **Sketch Appeal** Somerset House Society of Antiquities of London Society of London Theatre SPID Theatre STEM Ambassadors St Barts Hospital Heritage Tate The Cartoon Museum The Crown Estate The Bomb Factory The Photographers' Gallery theCoLab Three Mobile Two Temple Place Unloc Wallace Collection Westminster Abbey Westminster Libraries Westminster Music Library Whitechapel Gallery Winter Wishes ZSL London Zoo





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