



Growth Impact Fund

Portfolio Outcomes 2024-25

Organisation	Impact focus	Target customer group	Outcome areas	Achieved value (2024/25)	Contextualising the outcomes
Neuropool Ltd	Supports neurodivergent people to find job roles in UK.	Neurodiverse adults	Number of disabled individuals supported into quality employment	36	Neurodivergent individuals unemployed at the time of their engagement with Neuropool, who were supported into part time (16 hr/week+) or full time quality employment. In the 2024/25 year, achieved outcomes are entry into employment for a combination of graduates and long-term unemployed job centre
			Number of disabled individuals supported with career development and progression into high paying roles	10	Neurodivergent individuals in employment at time of their contact with Neuropool, who received guidance and support to succeed and progress at work
			Number of disabled individuals trained to access jobs through tailored mentoring	40	Individuals not in employment who received at least 10-15 hours of dedicated 1-1 employment mentoring
			Number of disabled individuals trained to access jobs through specialised inclusive recruitment	10	Individuals who received tailored short-term guidance and support
			Number of businesses or employers trained to create more inclusive employment practices	3	New clients for Neuropool with a reach of over 8000 staff members accessing their awareness training.
DWRM Consulting	Promotes further education for individuals in prison.	Ex/incarcerated people	Number of socio-economically disadvantaged individuals accessing employability services	9	Outcomes achieved via contract with the Kent, Surrey, Sussex probation service.
			Number of socio-economically disadvantaged individuals supported into quality employment	6	Outcomes achieved via post-release support
			Number of people receiving post-release support	20	
			Number of people registered for further or higher education courses	125	Individuals registered on courses while studying in prison
			Number of universities partnered with DWRM	6	Influencing and sector level change
			Student satisfaction rate	86%	DWRM seek student feedback via twice yearly surveys.

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Lightning Reach	A portal and platform that charities and support providers (such as Local Authorities) can use to smooth the application, administration, and delivery of support.	People living in poverty	Number of socio-economically disadvantaged individuals informed and supported to access the financial support they are entitled to	54,860	This is a count of individuals registered with Lightning Reach who have been matched to at least one support scheme over this period. Of LR's users, 67% are women, 21% are racialised, 81% earn <£1,000/month, and 77% receive benefits.
			Amount of money invested, transferred or donated to support socio-economically disadvantaged individuals	£ 5,026,537	Of this, £2,982,068 was awarded directly by Lightning Reach's partners via the LR platform. The remaining £2,044,469 is estimated additional awards as a result of signposting.
			Proportion of customers reporting satisfaction with user experience of accessing financial relief	93%	The percentage of users that rated the application experience 4 out of 5 stars, or higher.
Harry Specters	Chocolate manufacturer who provides employment to individuals with autism.	People with autism	No. of disabled individuals employed	6	Over the year Harry Specters provided employment to 5 autistic employees, and a neurodivergent chocolatier.
			Total number of employees	10	
			No. of disabled individuals receiving at least living wage	6	
			Total number of employees receiving at least living wage	10	All employees are paid living wage or above, an 11th individual has been provided unpaid work experience.
Inclusion Labs	Inclusion Labs support schools and SMEs to implement DEI programmes	Young people	Total number of schools/businesses engaged in equity audits	3	
			% of engaged schools located in IMD 1-4	0	
			Total number of students engaged	1,812	Total number of primary and secondary age students
			% of students engaged who are from racialised communities	39%	Sample size is the 922 students aged 13+, as no demographic data collected for younger students.
			% of students engaged who are disabled	18%	Includes: impairment, health condition & learning difference. Sample size is the 922 students aged 13+, as no demographic data collected for younger students.
			% of students engaged who identify as LGBTQIA+	11%	Sample size is the 922 students aged 13+, as no demographic data collected for younger students.
			% of students engaged who are on free school meals or financial assistance	10%	Sample size is the 922 students aged 13+, as no demographic data collected for younger students.
			% of engaged schools that have created a DEI strategy or plan as a result of service	100%	

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Generation Success	A network which advances social mobility by empowering young people of diversity to reach their career aspirations.	Young people	No of racialised individuals accessing employability services	14,540	Consists of racialised individuals in Recruitment, and 1,467 racialised individuals accessing mentoring support. 2,234 - Black Heritage 8,794 - Asian Heritage 2,045 - Mixed/other ethnicity
			No. of socio-economically disadvantaged individuals accessing employability services	6,586	2,107 eligible for free school meals, 4,165 candidates that are coming from home where no parents went to University, 162 candidates were (or still are) under local authority care and 153 candidates came to the country as a refugee or asylum seeker.
			No. of individuals facing multiple disadvantages accessing employability services	1,317	794 recruitment database and 1,396 on community database
			No. of racialised individuals supported into quality employment	66	
			No. of socio-economically disadvantaged individuals supported into quality employment	43	
			No. of individuals facing multiple disadvantages supported into quality employment	24	
			Number of businesses or employers trained to create more inclusive employment practices.	2	
Genius Within	A specialist employment and training provider supporting neurodivergent people into employment and to help them to work best when they are in employment.	Neurodiverse adults	Number of neurodivergent people supported to retain employment and/or perform better in their current employment	6175	
			Number of neurodivergent people supported into employment	204	
			% of people sustaining employment at 3 months	32%	Represents 65 people.
			Number of neurodivergent people employed by Genius Within	28	Represents 59% of Genius Within's workforce
			Number of businesses or employers trained to create more inclusive employment practices	107	On average 25 people attend a training/awareness course so this equates to approximately 2,675 people trained.

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Living in Fitness	A Health and Fitness service for older adults, tackling social isolation, frailty and disability and need for flexible work opportunities through running online and live classes across the Midlands.	Older adults, disabled adults	Number of older adults benefitting from reduced morbidity and risk of disability* (based on completing at least 1 hour of classes per person aged 65 and above, per week).	285	54 were online B2C members 53 were online B2B members 178 were B2C community Class members
			Reduce inequality: % IMD break down of B2B customers; 1-4, 5-6, 7+	36.3% in IMD 1-4 27.2% in IMD 5 or 6 36.3% in IMD 7-10	Based on a 37.7% response rate
			Reduce inequality: % IMD break down of direct customers; IMD 1-4, IMD 5-6, IMD 7+	B2C community classes: 10% in IMD 1-4 10% in IMD 5 or 6 79% in IMD 7-10 B2C online classes: 12.5% in IMD 1-4 20.8% in IMD 5 or 6	Based on a 41% response rate from community classes / 44.4% response rate from online classes Next year LiF plans to become a CIC. The hope is to attract further funding to subsidise classes and make them more accessible to those facing socio-economic disadvantage.
Patchwork Hub	Specialist recruitment service for people with disabilities	Disabled people	Number of disabled people acquiring quality jobs as a result of engagement with Patchwork Hub through their Jobs Board	59	Conservative estimate based on the assumption that 2.5% of Apply Now' clicks result in the candidate securing a successful job. (Due to job applications generally directed to employer's own portals).
			Number of disabled people acquiring quality jobs as a result of engagement with Patchwork Hub through recruitment support	12	Direct, bespoke support for job seekers to find the right roles and advise them on next steps Additionally, PH offer larger scale referrals to impact partners including Astriid, Disability Right UK, Shaw Trust and local authorities. Over 100 referrals were made in 24-25.
			Number of disabled employees supported in role	14	This comprises the delivery of more formal, in-depth employment support provided through their <i>Onboarding and Employee Support</i> services for clients to keep disabled people from falling out of the workforce/moving into employment, alongside less formal mentoring and support of employees.
			Number of clients' employees trained to create more inclusive employment practices	254	This is a minimum figure based on direct attendees of sessions. Additional employees will have viewed sessions that were recorded and circulated across organisations.
			Number of disability advocacy hours to drive a more disability inclusive society	186.5	A count of the pro bono time spent by PH employees. Excludes a range of paid advocacy across the year or paid work including charity / impact partner discounts (for disabled-led organisations and mission aligned organisations). The activities that go into the advocacy hours comprise a range of policy work, thought leadership, mentoring, interviews and panels, and pro bono delivery of training and consultancy for smaller, mission aligned organisations.

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Ultra Education	Using entrepreneurship to inspire positive and lasting change in the lives of young people, focus on underrepresented communities	Young people	No. of socio-economically disadvantaged young people engaging in entrepreneurship education in schools	366	Achieved via 13 school-based programmes focused on entrepreneurship education in disadvantaged boroughs of London, including Brent, Hounslow, Hayes, Harrow, and Croydon.
			No. of socio-economically disadvantaged young people engaging in online or in person after school clubs	589	These included both beginner and advanced online entrepreneurship clubs, each running over eight weeks, as well as a four-week summer club.
			Number of NEET young people, or at risk of being NEET, engaging in mentoring	74	Not in Education, Employment, or Training (NEET) or, at-risk, young people receiving targeted mentoring, personalised one-to-one support, after-school programmes, and connected young people with professionals from UE's wider network to act as relatable role models.
			Percentage of young people experiencing improved confidence levels	87.5%	87.5% of participants said they felt more confident, and 81% reported feeling happier. 82% felt more resilient when facing challenges, while 89% said they felt a sense of belonging. Furthermore, 91% believed they had increased their core skills as a result of the programme.
			Number of young people who started businesses following engagement with UE's services	135	Several young entrepreneurs launched their businesses at UE's fairs and pop-up events, gaining real-world experience and exposure. Some have won awards since starting their entrepreneurial journeys with UE in April 2024.
			Number of young people prevented from being NEET	119	UE's project team track progress of participants in their programs who are NEET or at risk of becoming NEET, checking whether they've stayed in/returned to education, got a job, or started training. At the end of the programme, outcomes are reviewed, and UE follow up with these participants after the program finishes to gauge longer term
Kalda	Sexuality and gender affirming therapy for LGBTQ+ individuals.	LGBTQIA+ people	No. of individuals accessing online therapy designed for an LGBTQ+ audience	2,202	Count of individuals who created a Kalda account during the period.
			No. of therapy courses provided that are specifically designed for LGBTQ+ service users	17	Kalda increased their library of therapy courses from 7 to 17 during the period. This was also an increase in 70 therapy lessons, bringing the total to 119 available therapeutic sessions.
The Black Farmer Shop Ltd	Urban farm shop in Brixton supporting diverse suppliers to grow and scale.	Black suppliers	Number of racialised suppliers supported into supply roles with the Black Farmer Farm shop	76	Suppliers who are supported through the Saturday market and informal mentoring from Wilfred to become suppliers of the Black Farmer
			% of all suppliers made up of racialised suppliers, ensuring this is above industry average	61.8%	This is a crucial differentiator of the Black Farmer Shop - this is much higher than other businesses. Suitable market benchmarks are TBC.