

Appendix Two – Social Mobility Strategy – Summary of current high-level activities, September 2018

Outcomes and Associated Activities

Social Mobility Strategy Outcome:

Everyone can develop the skills and talent they need to thrive.

Activities:

- *Prepare our learners for the jobs of the future.*

The Adult Skills and Education Services (ASES) team continues to deliver community-based skills and lifelong learning activities for learners across London – including working with local businesses to close their ‘non-apprenticeships’ skills gaps.

ASES continues to deliver both the levy and non-levy apprenticeships and traineeship programmes for businesses, including the delivery of national apprenticeship and trainee contracts, the provision of professional apprenticeship advice and apprenticeship services.

Library services which continue to offer: free access to hard copy and online materials to support formal and informal education, especially basic skills, skills for life, languages, starting a business and self-improvement; careers advice, including CV builder sessions; one-to-one IT sessions; free access to computer workstations; speaking English with confidence group; literacy for children activities; maths and science clubs for children; advertisement of courses and training opportunities available locally; support from library staff for activities such as job application, understanding Job Centre requirements, support with Universal Credit, visa/right to remain applications etc.; a speakers programme to inspire confidence; and creative, cultural and learning workshops.

Commissioned information, advice and guidance service offering one-to-one support and information on education, employment and training for 13-19 year olds.

Targeted work is happening to ensure children in the Square Mile access universal early years services, including high quality and affordable early years education and childcare.

- *Raise educational and employment aspiration and attainment.*

The City Corporation’s family of schools, made up of 10 academies in four different London boroughs and its three independent schools, continue to provide excellent education and learning opportunities to 11,228 pupils.

Commissioned services are offered to support: the education of all children and young people known to Social Care and Early Help; the employability prospects

of residents; and the additional educational needs of look after children and care leavers.

Social Mobility Strategy Outcome:

Opportunity is accessed more evenly and equally across society.

Activities:

- *Remove barriers, overcome gaps and improve access and participation in order to improve attainment.*

Libraries are a key way in which this is achieved, especially as they are free at the point of access.

Culture Mile Learning widens access and participation to the City Corporation's cultural offer, including through activities such as the City School Visit Fun, which is a fund for schools and not-for-profit educational organisations in areas experiencing disadvantage in London to cover travel costs.

Commissioned youth services have been targeted with ensuring inclusion for children and young people with special educational needs and disabilities, young girls and young Bangladeshi women.

Invitations to community engagement events are distributed to everyone in as accessible a format as possible, with inclusive activities developed at the events. For example, the Aldgate Square Festival was co-designed through extensive outreach across the entire community of Aldgate.

Commissioned work to support families in greatest need, through targeted evidence based early interventions to ensure they are supported with their parenting, life skills, employability etc.

Awareness raising activities to increase take-up of support services for children and families across all areas of the City of London Corporation's work.

Support provided to foster carers to provide ESOL-classes at home with looked after children.

Distribute charitable funding to charities working in London in pursuit of this outcome, via City Bridge Trust's Bridging Divides funding programme.

- *Support and deliver social action, social integration, networking and understand the impact of conscious and unconscious biases.*

Community Builders programme, where residents take ownership of their communities by connecting other residents that may be disconnected for various reasons – including social isolation. All residents are encouraged and enabled to develop their skills and talents, by participating and sharing in new local activities, courses and events.

Time Credits programme encourages volunteering by supporting each hour volunteered with a time credit that can be used on learning new skills, training courses or other opportunities.

DCCS' Community Engagement Team has been working with Aldgate Community Events to build their capacity through support and training and by helping them to set up their own Community Interest Company.

Healthy cooking classes have been commissioned for residents of the Square Mile. They aim to sustain long-term behaviour change with regards to improved diet, reduced household spend on food and reduction of social isolation.

Distribute charitable funding to charities working in London in pursuit of this outcome, via City Bridge Trust's Bridging Divides funding programme.

Social Mobility Strategy Outcome:

Businesses and organisations are representative and trusted.

Activities:

- *Promote and encourage the need for and benefits of social mobility across business and government.*

Sponsorship of the Social Mobility Employer Index (SMEI) in 2017 and 2018 – a benchmarking tool that ranks Britain's employers on the actions they are taking to ensure they are open to accessing and progressing talent from all background, as well as showcasing progress in improving social mobility. In 2018, 106 employers entered the SMEI, an increase from the 98 entries in 2017. 29 of the top 50 ranked companies in 2018 are from the Financial and Professional Services (FPS) sector.

Working with partners, such as the Social Mobility Foundation, the Social Mobility Commission and the Bridge Group, we organise and run events and activities that promote social mobility to business.

Working with partners to pilot new approaches to digital skills provision in businesses, this includes new ways of identifying and attracting talent to deliver the digital skills that businesses need.

Promote the City Active Guide which is a directory of trusted organisations within the Square Mile that benefit their local community to residents, learners, workers and visitors.

Use relevant learning from the distribution of City Bridge Trust's charitable funding, to further the case for business and government to champion social mobility.

- *Support organisations, government and policy makers to improve their own practices and leadership to facilitate social mobility.*

Work to influence businesses to improve their inclusive employment practices through leadership and influencing activities.

Participate in activities that develop thinking on social mobility, e.g. the All Party Parliamentary Group on social mobility, as well as working in partnership with business, government and other organisations to influence policy and provide insights on social mobility.

Promote apprenticeships to businesses in the City as a way to secure new talent and skills. Additionally, we have been learning about the potential positive impact on businesses pursuing apprenticeships through our membership of the Professional Business Services Council and through a survey on businesses. This work has now resulted in us representing business sector views on apprenticeships with Government and actively participating in the development of a sector deal on apprenticeships.

Volunteers from businesses in the City support with some library services and with the Spice time Credits programme.

An Integrated Community Development Officer for the Aldgate area is seeking to engage with local organisations, businesses, commissioned services and other stakeholders to improve the experiences of the Aldgate community.

Use relevant learning from the distribution of City Bridge Trust's charitable funding, to further the case for business and government to improve their social mobility practices.

Social Mobility Strategy Outcome:

We role model and enable social mobility in the way we operate as an organisation and employer.

Activities:

- *Identify and address barriers to employment and progression inclusively.*

ASES delivers both the levy and non-levy apprenticeships and traineeship programmes for the City Corporation.

- *Review our organisational working practices to ensure that these do not act as barriers to social mobility.*

DCCS has completed a community audit, using asset based community development (ABCD) techniques, to identify and act upon the best ways in which to engage communities in the issues that matter to them – thus ensuring their views are represented and understood.

DCCS seek to support looked after children to access work experience, practice interviews etc. across the City of London Corporation, including with Members.

Continue to build flexibility within our HR processes and procedures that consider the barriers and needs of excluded and protected groups to ensure their retention and employee satisfaction.

Analyse, identify and tackle issues within the recruitment and progression systems that present barriers to groups who experience more exclusion or disadvantage.

- *Champion equality, diversity and inclusion.*

Develop an organisation-wide Equalities, Diversity and Inclusion strategy, to launch in 2018/19, building upon our existing thinking on the subject, as championed by the Equalities and Inclusion Board and staff diversity networks.

Continue to support the staff diversity networks, including providing a dedicated staff post within Human Resources to support with their running.

Implement the findings of the Equalities Working Party, chaired by Common Councilman Tom Sleigh.

Develop our approaches to equality, diversity and inclusion collaboratively – consulting internally and externally.

Our commissioned services include objectives and criteria that promote social mobility, equality, diversity and inclusion – meeting public sector equality duties.

Ensure diversity and representation within our decision-making processes, groups and wider activity, in line with the Public Sector Equality Duty.

Increase the gender-balance of our workforce, particularly at senior management levels, and progress gender pay equality.

Take a lead role on advocating for diversity and inclusion within the sectors where we have influence.