

Committee(s) Establishment Committee	Dated: 03 December 2021
Subject: Social Mobility Index 2021	Public
Which outcomes in the City Corporation's Corporate Plan does this proposal aim to impact directly?	3, 4, 5, 8,10
Does this proposal require extra revenue and/or capital spending?	No
If so, how much?	£0
What is the source of Funding?	
Has this Funding Source been agreed with the Chamberlain's Department?	Y/N
Report of: Emma Moore, Chief Operating Officer	For Information
Report authors: Amanda Lee-Ajala, Acting Head of Equality, Diversity, and Inclusion	

Summary

This report provides the Establishment Committee, with an update relating to the positive outcome of the 2021 submission to the Social Mobility Index. The City of London Corporation has progressed from 50th position to 40th this year in the national league table. It was particularly praised for its work in areas including its work with young people, recruitment and selection processes and work toward greater data collection.

Recommendations

The Establishment Committee is asked to:

- Note this report.

Main Report

Background

1. The Social Mobility Employer Index was launched in 2017 to address the fact that a disproportionate number of people from affluent backgrounds,

private schools and elite universities get top jobs. It has grown to become the leading authority on employer-led social mobility. It assesses and ranks UK employers on the actions they take to ensure they are open to talent from all social backgrounds.

2. The Social Mobility Employer Index comprises of two elements: questions directed at employers, and an employee survey which was introduced in 2018. Employers are evaluated across seven areas: their work with young people, routes into the employer, the attraction of staff, recruitment and selection, data collection, progression of staff and experienced hires and advocacy.
3. The employee survey adds qualitative insights and contextualises the data provided in the employer submissions. The City Corporation did not participate in the employee survey this year (this did not affect its rating). Employers are then benchmarked against one another based on the results. The data and insights from this process are published in an annual Key Findings Report (Appendix 1) which features a ranking of the 75 top-performing employers on social mobility that year.
4. A total of 203 organisations employing over 1 million people, including major retailers, financial institutions, and Government departments, participated in the Social Mobility Employer Index this year.

Current Position

5. The City Corporation, which worked with the Social Mobility Foundation to set up the scheme four years ago, continues its upward progress having launched its Social Mobility Strategy and moved up from 66th place in 2018, 56th in 2019 and 50th last year and this year ranked 40th in the national league table of organisations, which work to attract and progress talent from a wide range of backgrounds.
6. The City Corporation was praised by the Social Mobility Foundation for its outreach work at schools with high levels of under-privileged young people, which it said was improving students' confidence and understanding of the sector. However, the feedback report commented that the Corporation is not currently flagging students from your outreach work when they go on to apply for recruitment programmes, internships, or permanent roles.
7. It is suggested that given work in this area is well targeted, it is likely that the young people encountered through outreach are often from backgrounds which are under-represented in the City Corporations workforce. The Social Mobility Foundation strongly encourages that this

data is collected as part of evaluating the impact of outreach work, to assess whether this work is having the desired effect.

8. The City Corporation also received praise for using anonymised recruitment and standardised interview questions and for offering opportunities to job candidates with lower levels of academic attainment. It is suggested that to elevate this work further, monitoring of the recruitment process should be established, to identify whether there are particular stages at which those from lower socioeconomic backgrounds fall down disproportionately. This would highlight the barriers that occur at those stages, so that they can be removed to level the playing field.
9. In addition to this, it is also suggested that looking at the relationship between social mobility and other areas such as gender and race could increase the richness of this data.
10. It should be noted that the feedback report (Appendix 2) includes deciles for each section. These refer to the percentage band that the City Corporation lies within for that specific section. The 1st decile represents being amongst the bottom 10% of organisations in the section, the 10th decile represents being in the top 10% in that section.

Corporate & Strategic Implications

11. This report is aligned to the City Corporation's Corporate Plan 2018-2023 by contributing to a flourishing society, people having equal opportunities to enrich their lives and fulfil their potential. Notably, for employees from lower socio-economic backgrounds. This will assist with building a sustainable diverse talent pipeline across the organisation in the future.

Implications

12. The City Corporation leads the Government-commissioned Socio-Economic Diversity Taskforce, which has over 100 employers represented across UK financial and professional services.
13. This progress will have a positive impact on the reputation of the City Corporation as it is able to showcase, some of the positive initiatives that it is actively implementing to become firm leaders in Equity, Diversity and Inclusion.

Conclusion

14. This is a great achievement, one that publicly affirms the hard work that departments are able to evidence across the City Corporation relating to this agenda. The feedback document sets out a clear route map of action

that can be taken to support current and future employees from lower socioeconomic groups and improve this score moving forward. It is therefore, proposed that the valuable feedback from the Social Mobility Foundation is utilised to inform the Corporate Equality, Diversity and Inclusion Action Plan that is due to be developed in the new year.

Supporting Documents:

Appendix 1 – Social Mobility Index Report 2021

Appendix 2 – City of London Corporation Feedback from the Social Mobility Foundation

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