

City of London Corporation Committee Report

Committee(s): Equity, Equality, Diversity and Inclusion Sub Committee	Dated: 20/11/2025
Subject: Social Mobility Employer Index 2025 Results	Public report: For Information
This proposal: <ul style="list-style-type: none"> • delivers Corporate Plan 2024-29 outcomes • provides statutory duties • provides business enabling functions 	Aligns to Socio-Economic Diversity Equality Objective Diverse, Engaged Communities, Dynamic Economic Growth Providing Excellent Services
Does this proposal require extra revenue and/or capital spending?	No
If so, how much?	N/A
What is the source of Funding?	N/A
Has this Funding Source been agreed with the Chamberlain's Department?	N/A
Report of: Dionne Corradine Chief Strategy Officer	
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Summary

This report shares the City of London Corporation's performance in the 2025 Social Mobility Employer Index (SMEI). The City Corporation achieved its highest ever ranking: 24th out of 140 entrants. This is the highest ever ranking of a local authority since the SMEI began.

This means the City Corporation has climbed 34 places since 2024, and 62 since 2023. This progress reflects a continued commitment to socio-economic diversity, embedded within our Equality Objectives (2024–2029) and key to the City Corporation's Corporate Plan (2024-2029) and People Strategy (2024-2029).

Socio-economic diversity has been woven into the development of the EEDI Strategic Framework. It is visible in the Theory of Change Strategy and will be a key programme within the EEDI roadmap and workstreams.

Feedback and recommendations from the SMEI have been incorporated into the Action Plan and Theory of Change, ahead of the formation of the Socio-Economic Inclusion Working Group.

The City of London Corporation will next provide a submission to the SMEI in 2028.

Recommendation(s)

Members are asked to:

- Note the progress of social mobility as measured by Social Mobility Employer Index
- Note the areas of focus and next steps
- Note the next SMEI submission due 2028

Main Report

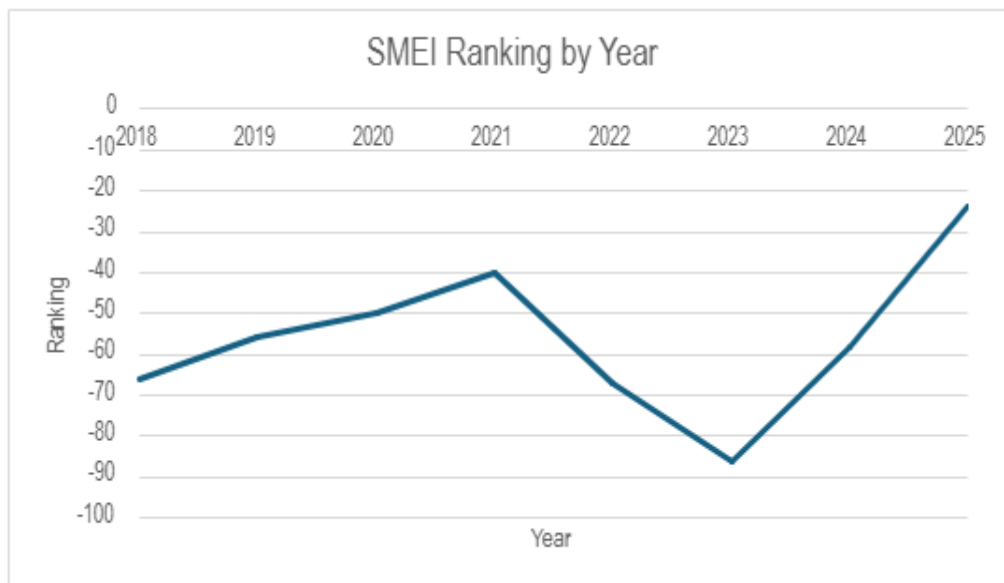
Background

1. City of London Corporation participates in the Social Mobility Employer Index to
 - Benchmark our progress against ourselves and other organisations
 - Receive targeted feedback to enable continuous improvement
 - Demonstrate commitment to equity, equality, diversity and inclusion
2. Our 2025 submission was a cross-organisational effort, with significant contributions from the Barbican Centre, Guildhall School of Music & Drama, City Bridge Foundation, People and HR, Innovation & Growth, Department of Community and Children's Services and Family of Schools.
3. The City Corporation's SMEI assessment has been led by different areas within the City Corporation, and with different levels of engagement throughout the City Corporation and its Institutions.

Current Position

4. The City of London Corporation ranked 24 out of 140 in 2025. All rankings to date are presented below.

Table1: City of London Corporation SMEI rankings by year



Year	2018	2019	2020	2021	2022	2023	2024	2025
Ranking	66	56	50	40	67	86	58	24
# Entries	106	125	119	203	149	143	150	140

5. In 2024, the City Corporation set Socio-Economic Diversity as one of the Equality Objectives. At the same time, the SMEI portfolio also moved into the Chief Strategy Officer's portfolio, and focused efforts to report socio-economic trends and address social mobility gaps. In the years following, City Corporation has climbed up the rankings.
6. The feedback from Social Mobility Foundation identified significant strengths in pre-18 outreach, attraction and post-18 outreach, and external advocacy. All three areas contributed to the City of London Corporation's high ranking.
7. Recruitment and selection, routes into employment, data collection, pay progression and retention, and culture and internal advocacy, are all areas identified for improvement.

Table 2: Feedback by Section

Section	2025 Feedback	Ranking in Section
Pre-18 Outreach	Good, can build on	6
Attraction and Post-18 Outreach	Good, can build on	11
Recruitment and Selection	Needs improvement	27
Routes into Employment	Needs improvement	48
Data Collection	Needs improvement	71
Pay Progression and Retention	Needs improvement	45
Culture and Internal Advocacy	Needs improvement	57
External Advocacy	Good, can build on	7

Key Data

8. SMEI has altered the feedback format in recent years. In 2024, sub-sections were RAG scored which has not been continued in 2025. This year, Social Mobility Foundation have introduced section level RAG scoring and rankings.
9. Several of the recommendations from the 2024 amber areas are echoed in the 2025 feedback and are already included in the draft action plan.

Table 3: 2024 and 2025 SMEI feedback by section

Section	2024 Feedback	2025 Feedback
Pre-18 Outreach	Needs improvement	Good, can build on
Attraction and Post-18 Outreach	Not Enough Information	Good, can build on
Recruitment and Selection	Needs improvement	Needs improvement
Routes into Employment	Needs improvement	Needs improvement
Data Collection	Needs improvement	Needs improvement
Pay Progression and Retention	Needs improvement	Needs improvement
Culture and Internal Advocacy	Needs improvement	Needs improvement
External Advocacy	Needs improvement	Good, can build on

Corporate & Strategic Implications

Strategic implications – socio-economic diversity is one of the Equality Objectives, which connect with Corporate Plan (2024-2029) and People Strategy (2024-2029). Socio-economic diversity is woven into the developing EEDI Strategic Framework, visible in the Theory of Change Strategy, Governance and Accountability theme.

Financial implications - none

Resource implications - none

Legal implications - none

Risk implications - none

Equalities implications – strengthens visibility and continues progress towards Equality Objectives.

Climate implications - none

Security implications - none

Conclusion

10. City of London Corporation's participation in the SMEI reflects a strong commitment to social mobility and continuous improvement. The results indicate good, and in some cases, exceptionally high-quality social mobility activity in specific areas and Institutions within City of London Corporation. Other areas, often more internal facing functions, can be improved and we have recommendations which can guide this activity. By acting on our SMEI recommendations ahead of re-submission in 2028, the City Corporation can further its impact, continue to drive sector-wide change, and ensure that its workplace is truly representative and inclusive.

Appendices

- Appendix 1 – Social Mobility Employer Index Feedback

Background Papers

- [Social Mobility Report](#), presented to EEDI SC 16 June 2025, item 7
- [City of London Corporation's Social Mobility Employer Index 2025 submission](#)

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