

# What did employers do to advance social mobility in 2024?

The [UK Social Mobility Awards](#) is an annual nationwide leadership initiative organised by grassroots social mobility charity [Making The Leap](#). In 2024, private and public sector organisations employing almost 1.3 million people entered the UK Social Mobility Awards. This infographic presents the percentage of UK Social Mobility Awards entrants who reported activities across each stage of the social mobility journey in 2023-24. Read the full research report at [www.somo.uk/publications/somos-2024-key-findings-report](http://www.somo.uk/publications/somos-2024-key-findings-report).

## Taking the lead

Employers across public and private sectors engaged in networks and initiatives dedicated to advancing social mobility in 2023-24. Organisations such as Progress Together, PRIME, and the 93% Club have seen growing membership and support, bringing together like-minded employers. Through collaboration both within and across sectors, employers this year have facilitated important discussions to **advocate** for socio-economic equity, exploring collective actions to drive meaningful progress in social mobility.

Advocacy 37%

Progression 22%

Retention 47%

Recruitment 66%

Outreach 84%

Strategy & Leadership 38%

Data 34%

## Doing the work

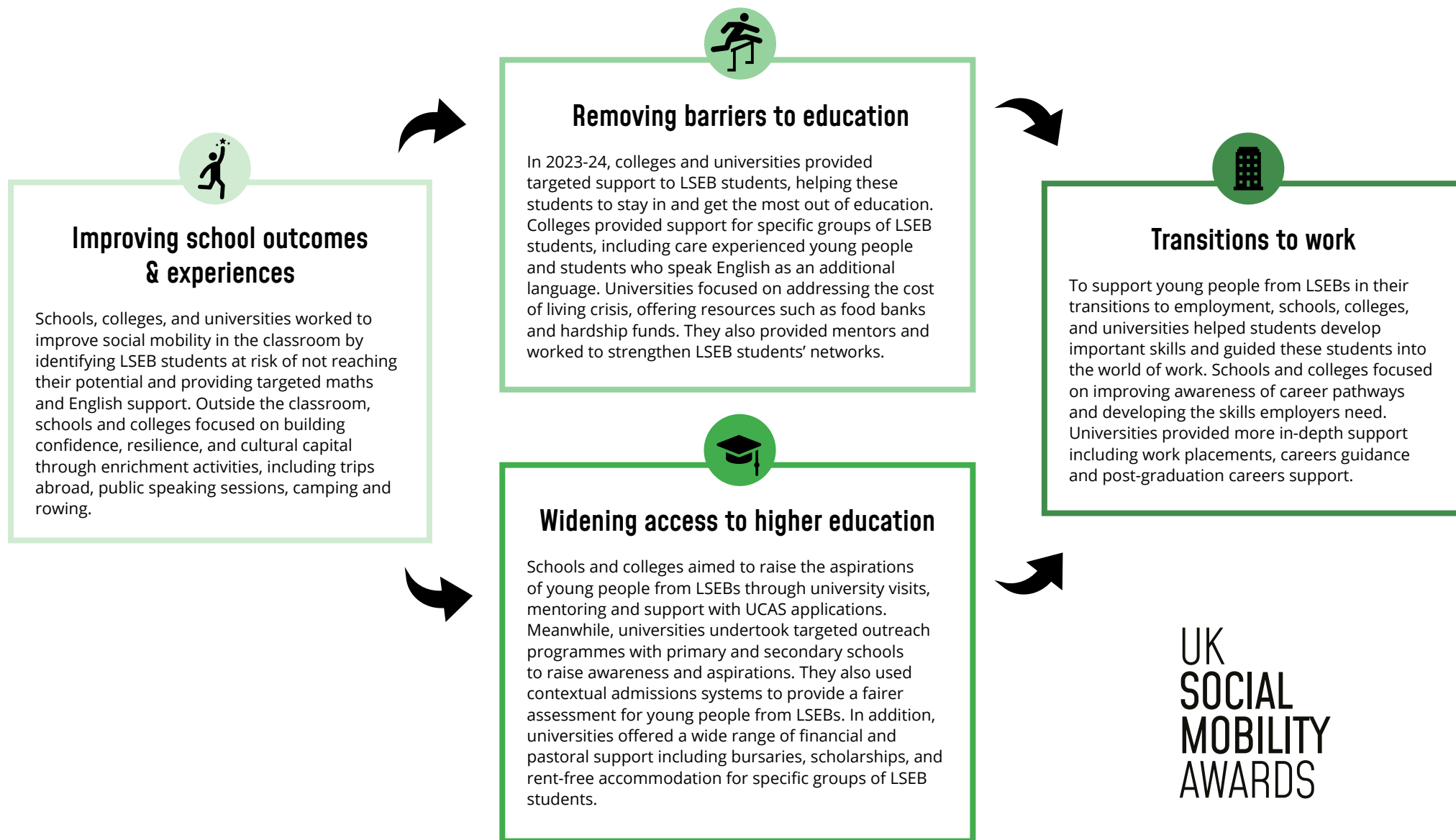
Most UK Social Mobility Awards 2024 entrants reported wide-ranging **outreach** activities, allowing employers to engage with young people from LSEBs, educating and inspiring them to explore careers across sectors. While more employers have introduced inclusive hiring practices and broadened career pathways, this has not been translated into an active drive to **recruit** LSEB candidates. Employers' Social Mobility Networks reflect employers' commitment to **retaining** LSEB employees, acting as allies and mentors for colleagues from similar backgrounds. However, there remains a lack of reported **progression** initiatives. In examples of best practice, employers conducted progression analyses and offered employees clear frameworks for progression.

## Building the foundations

In 2023-24, more employers used a range of methods to collect employee socio-economic background (SEB) **data**, including qualitative approaches such as interviews and listening groups. These methods enabled employers to gain valuable insight into LSEB employees experiences throughout the employee journey, helping to identify the barriers these employees face. Among best practices, employers have published SEB pay gap reports, set targets, and used SEB to identify key areas for social mobility **strategies**. Employers' approaches to social mobility were either integrated into their wider DEI commitments or as standalone strategies.

# What did **educators** do to advance social mobility in 2024?

The [UK Social Mobility Awards](#) is an annual nationwide leadership initiative organised by grassroots social mobility charity [Making The Leap](#). This infographic presents a summary of the key social mobility activities done by schools, colleges, and universities who entered the UK Social Mobility Awards in 2024. Read the full research report at [www.somo.uk/publications/somos-2024-key-findings-report](http://www.somo.uk/publications/somos-2024-key-findings-report).



UK  
SOCIAL  
MOBILITY  
AWARDS