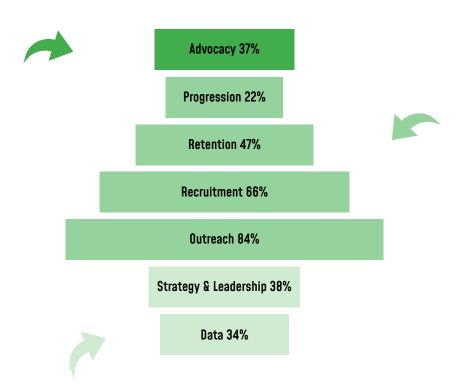
What did employers do to advance social mobility in 2024?

The <u>UK Social Mobility Awards</u> is an annual nationwide leadership initiative organised by grassroots social mobility charity <u>Making The Leap</u>. 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.

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.



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 <u>UK Social Mobility Awards</u> is an annual nationwide leadership initiative organised by grassroots social mobility charity <u>Making The Leap</u>.

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 <u>www.somo.uk/publications/somos-2024-key-findings-report</u>.





Improving school outcomes & experiences

Schools, colleges, and universities worked to improve social mobility in the classroom by identifying LSEB students at risk of not reaching their potential and providing targeted maths and English support. Outside the classroom, schools and colleges focused on building confidence, resilience, and cultural capital through enrichment activities, including trips abroad, public speaking sessions, camping and rowing.



Removing barriers to education

In 2023-24, colleges and universities provided targeted support to LSEB students, helping these students to stay in and get the most out of education. Colleges provided support for specific groups of LSEB students, including care experienced young people and students who speak English as an additional language. Universities focused on addressing the cost of living crisis, offering resources such as food banks and hardship funds. They also provided mentors and worked to strengthen LSEB students' networks.



Widening access to higher education

Schools and colleges aimed to raise the aspirations of young people from LSEBs through university visits, mentoring and support with UCAS applications. Meanwhile, universities undertook targeted outreach programmes with primary and secondary schools to raise awareness and aspirations. They also used contextual admissions systems to provide a fairer assessment for young people from LSEBs. In addition, universities offered a wide range of financial and pastoral support including bursaries, scholarships, and rent-free accommodation for specific groups of LSEB students.





Transitions to work

To support young people from LSEBs in their transitions to employment, schools, colleges, and universities helped students develop important skills and guided these students into the world of work. Schools and colleges focused on improving awareness of career pathways and developing the skills employers need. Universities provided more in-depth support including work placements, careers guidance and post-graduation careers support.





