

Employer Consultation

John Craven Head of Social Mobility Commission

26 September 2022

Agenda

Overview – John Craven, Head of SMC

- about the Social Mobility Commission
- Employer Consultation
- Employer Advisory Group
- Consultation questions
 - including an example response
 - **Your Questions**
- Next steps ...



The Social Mobility Commission exists to see a UK where the circumstances of one's birth do not determine outcomes in life. The SMC is a statutory, independent body comprising appointed Commissioners and a Secretariat.



November 2021

Katharine Birbalsingh CBE was appointed Chair of the Commission.



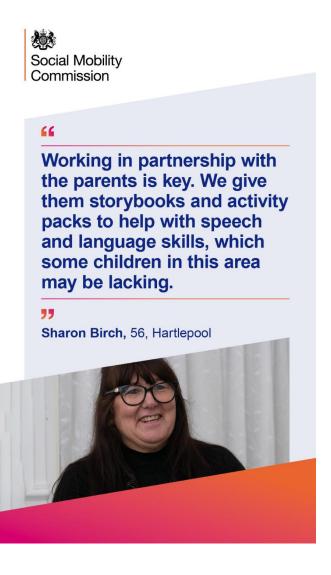
Alun Francis OBE was appointed the Deputy Chair.

September 2022

Six new Commissioners now in post:

Dr Raghib Ali Matthew Goodwin Ryan Henson Parminder Kohli Resham Kotecha Rob Wilson

SMC Programme of Work 2022-23



- Education which includes early years, schools and universities, but also other routes such as further education and apprenticeships. We will be keen to understand more about the role of parents and families.
- Employment going beyond large professional firms to look at the role of smaller businesses in generating opportunity, and at the value of certain qualifications.
- Enterprise & the economy the creation of opportunities, their geographical spread, and the role of enterprise.

SMC engagement with Employers

Continued employer engagement

- Monthly Masterclass events and communication campaigns to share best practice
- T-Level and Apprenticeship engagement and advocacy with employers
- Resources and toolkits for employers of different sizes and in different sectors e.g. Building Blocks

New Employer Consultation and Employer Advisory Group

- Understanding and building the evidence of 'what interventions work'
- Forming a group to support the Commission's employer focused programme of work.



Vision - Creating a compelling, shared vision of inclusion



Talent - Widening the talent pool



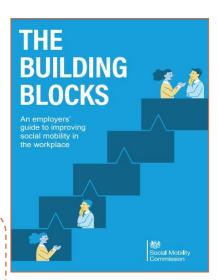
Culture - Creating a diverse and inclusive company culture



Progression Ensuring the best can succeed



Data - Using data to analyse challenges and measure impact



Employer Consultation



Employers are increasingly seeking to play a bigger role in improving social mobility

- We want to understand what activities and interventions organisations are finding most effective, and what challenges remain.
- We want to share these findings with employers across the UK to help them implement effective strategies to improve socio-economic diversity in their organisations, and hence social mobility across society..



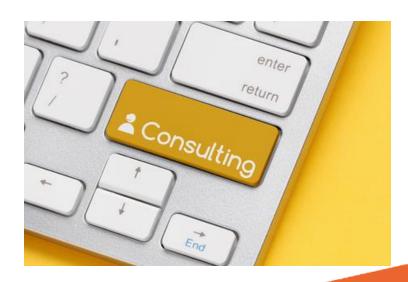
Activity

- Employers to complete a short, confidential, online response
- Based around 'activity and impact'
- Responses will form the basis of a "What Works" SMC Report
- Establish an Employer
 Advisory Group comprising 10-12 members across different sectors from those who have responded



Timelines

- Opens 26th September 2022
- Closes 24th October 2022
- Report published before end-2022



Employer Advisory Group



Purpose & role

To support the Commission's employer focused programme of work.

- Provide guidance on employer focused projects led by the SMC including the Employer Consultation Report.
- Provide awareness and understanding of the landscape and trends
- Progress specific aspects of the SMC workstreams (ie. T Level advocacy or building the evidence base)
- Stress-test ideas and provide honest, relevant feedback on project ideas
- Share networks and connections to support projects and delivery
- Inform the SMC on resources employers/industry needs to support social mobility



Recruit

Eight to ten leaders from employer organisations - reflecting the industries with high number of employees - plus **two member organisations.**

Invited for an initial term of 24 months.

Chosen from:

- Engagement in SMC Employer consultation
- Across geographical spread
- Varied business size
- Chief people officer or senior leader responsible for social mobility



Set up & governance

Meet virtually each quarter

- Led by Deputy Chair of SMC and Head of Employer Engagement
- Signed Terms of Reference



The Consultation

- For at least one, and up to five activities:
 - Describe the activity / change in policy including WHY you felt it necessary.
 - Outline the objective, and resources required (internal / external)
 - Explain the impact, and how you're measuring it. Did it represent value for money?
 - Rate the activity from 1 to 5 for impact and resource requirements.
- Identify your **biggest challenge** and any **barriers** that still exist within your own organisation
- More broadly, what changes could make the biggest difference to social mobility in the UK?



Vision – how are you creating a compelling, shared vision of inclusion across your business



Talent – how are you widening your talent pool



Culture - How are you creating a diverse and inclusive company culture



Progression – How are you ensuring the best can succeed?



Data - How are you using data to analyse challenges and measure impact



Example

Activity:

- Through a data audit we noticed that high performing colleagues from a lower socio-economic background were 50% less likely to apply for promotion.
- We ran a mentoring programme where we matched senior leaders with junior staff from a lower SEB background **Impact**:
- We found a 30% increase in our mentees (junior staff) applying and successfully being promoted 1-year after the mentoring programme
- However, we noticed that in our employer engagement survey, there was no uplift in scoring our senior leaders as being 'inclusive leaders'

Resources:

• Little budget requirements (ran in-house); a fair amount of administration resourcing required

Ratings: Impact compared to achieving objective - 3 out of 5 Resource requirement -: 2 out of 5

Covers: Vision; Culture and Progression

Your responses

- Current and relevant
- Can be bullet point format
- Do consider objective, activity and impact
- Welcome as many responses as possible

Any questions?

Next steps



You'll receive an email with the **link to the online form** (and recording and presentation)



We'll promote it on social-mobility-commission



Please share with your network

- Other employers, your industry
- Industry membership groups and bodies
- Suppliers, clients and customers



https://socialmobilityworks.org/news/employer-consultation/



Complete the submission form by 24 October 2022