



## CITY HR COMMUNITY CHAT – 1st December

### Who gets ahead and how ?

### Exploring the link between socio-economic background, job performance and career progression in Financial Services



Dear Member

At our HR Community Chat this week we were fortunate to welcome **Nik Miller**, Chief Executive of the Bridge Group, **Sophie Hulm**, Head of Skills for the City of London Corporation and **Nina Slingsby** from the Social Mobility Commission.

**Nik** opened the session by sharing the background and insights from **Who gets ahead and how?** a report on their research into the links between socio-economic background, job performance and career progression in Financial Services. A copy of the report can be downloaded at <https://www.thebridgegroup.org.uk/news/seb-in-finance> . The research included 3 regulators, 8 organisations, 102 interviews and 7,708 survey responses. It highlighted that "polish not performance" leads to faster career progression in FS. In conclusion it made 4 recommendations - cross sector collaboration, collect & analyse data, leaders to take accountability, fix processes not people.

**Sophie Hulm** then shared with us the actions being taken in response to the research. The City of London are launching a new taskforce to boost socio-economic diversity at senior levels in the UK financial and professional services in 2021. There will be 3 workstreams and they are looking to engage 30 Taskforce Members and 10 Working Group Members in May 2021. The process for Taskforce Appointments is attached for those interested in being involved.

**Nina Slingsby** then went on to share some really practical data that organisations can gather to understand the level of socio-economic diversity in their organisations. Measurement guidance can be found at <https://socialmobilityworks.org/toolkit/measurement> and in the Library on the City HR website.

The Social Mobility Commission are launching their new Financial and Professional Services toolkit on 10 December. To register for the event go to

<https://www.eventbrite.co.uk/e/social-mobility-financial-professional-services-toolkit-launch-registration-127998142891>

If you missed this session and would like to receive the recordings – please email [sambailey@cityhr.co.uk](mailto:sambailey@cityhr.co.uk).

The next HR Community Chat will be on the 8th December especially for those of you who couldn't attend the morning session of our Conference on the 25th November. We will be sharing the opening Key Note by Jo Place, COO and Deputy Governor of the Bank of England and Peter Cheese, Chief Executive of the CIPD.

If you have not already signed up for our weekly webinars please email [sambailey@cityhr.co.uk](mailto:sambailey@cityhr.co.uk)

Best regards and stay well.  
Andrea and the Team

**Andrea Eccles**  
**Chief Executive**  
**City HR Association**