



# UK Social Mobility Awards™

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Advancing Social  
Mobility in the UK

From evidence to action

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Making The Leap

**Making the Leap.**

# The UK Social Mobility Awards (SOMOs)



UK  
SOCIAL  
MOBILITY  
AWARDS

- Organised by Making The Leap since 2017
- The first national awards dedicated to social mobility
- **A race to the top:** recognising and encouraging employers and educators who take action to promote social mobility
- 12 categories: 3 for individuals, 9 for organisations

# The UK Social Mobility Awards (SOMOs)

## INDIVIDUAL CATEGORIES

- Champion of the Year
- Mentor of the Year
- Rising Star

## ORGANISATIONAL CATEGORIES

- Organisation of the Year
- Innovation
- Leadership of the Year
- Recruitment Programme of the Year
- Progression Programme of the Year
- Community Programme of the Year
- Start Up of the Year
- School/College of the Year
- University of the Year



What is social mobility,  
and why does it matter?



Social mobility means that people from less advantaged groups are able to **thrive, no matter what their background or occupation**



We focus on opportunities and outcomes for people from **less advantaged socio-economic backgrounds** (SEBs)

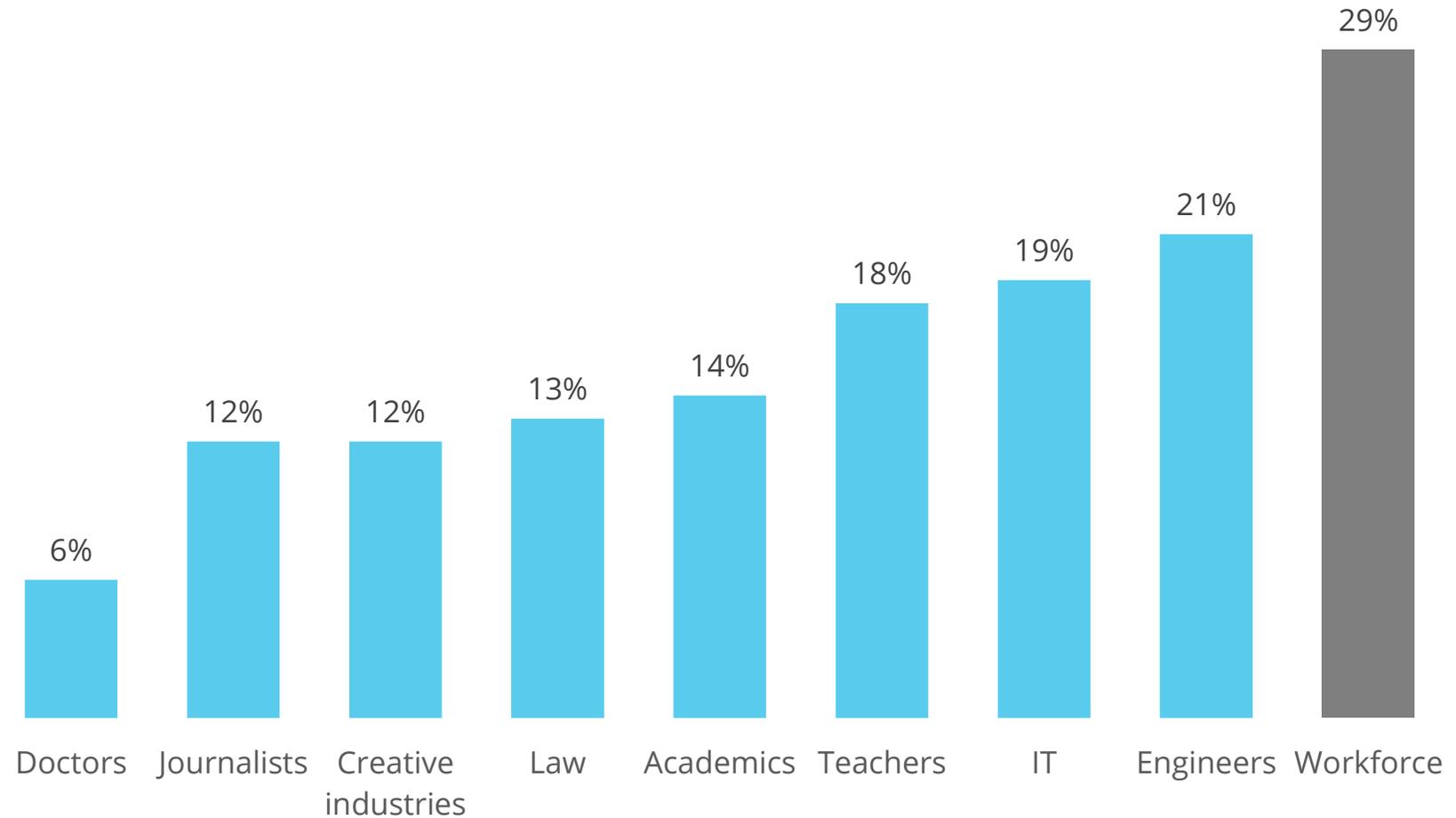


We adopt an **intersectional approach** to social mobility: being from a less advantaged SEB and one or more other marginalised groups (e.g. racially minoritised, disabled) leads to multiple, compounding forms of disadvantage

What do we mean  
by social mobility?

# Why does social mobility matter?

People from less advantaged SEBs are **under-represented across key sectors** in the UK



Why does social mobility matter?

# Class pay gap

Working-class people in professional jobs earn  
**17% less**  
than colleagues from more affluent backgrounds.





# Advancing social mobility in the UK

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From evidence to action



1. What are employers doing?
2. What still needs to be done?
3. How can you get involved?

UK  
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Mobility  
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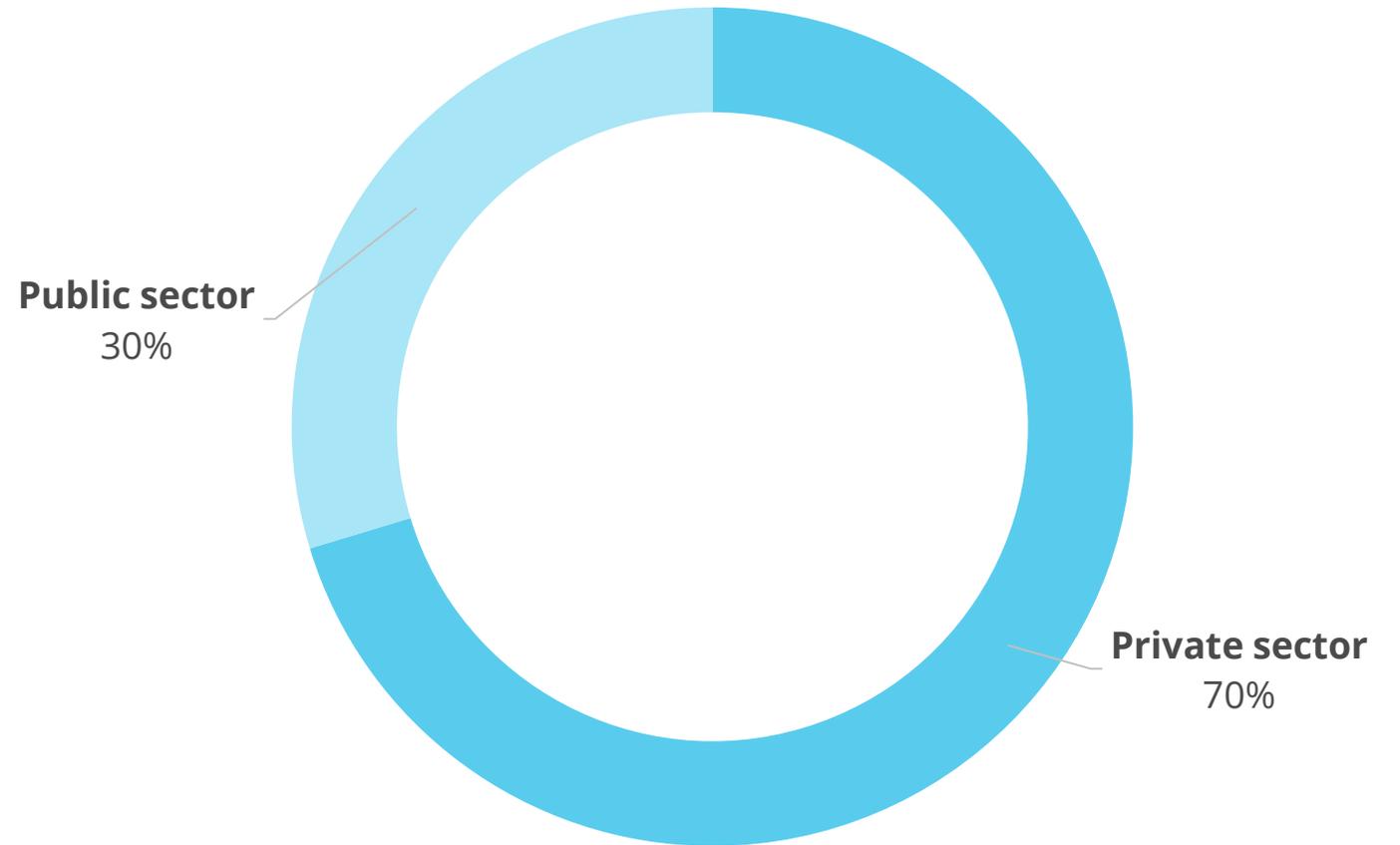
## Advancing Social Mobility in the UK

FINDINGS FROM THE UK SOCIAL  
MOBILITY AWARDS 2021

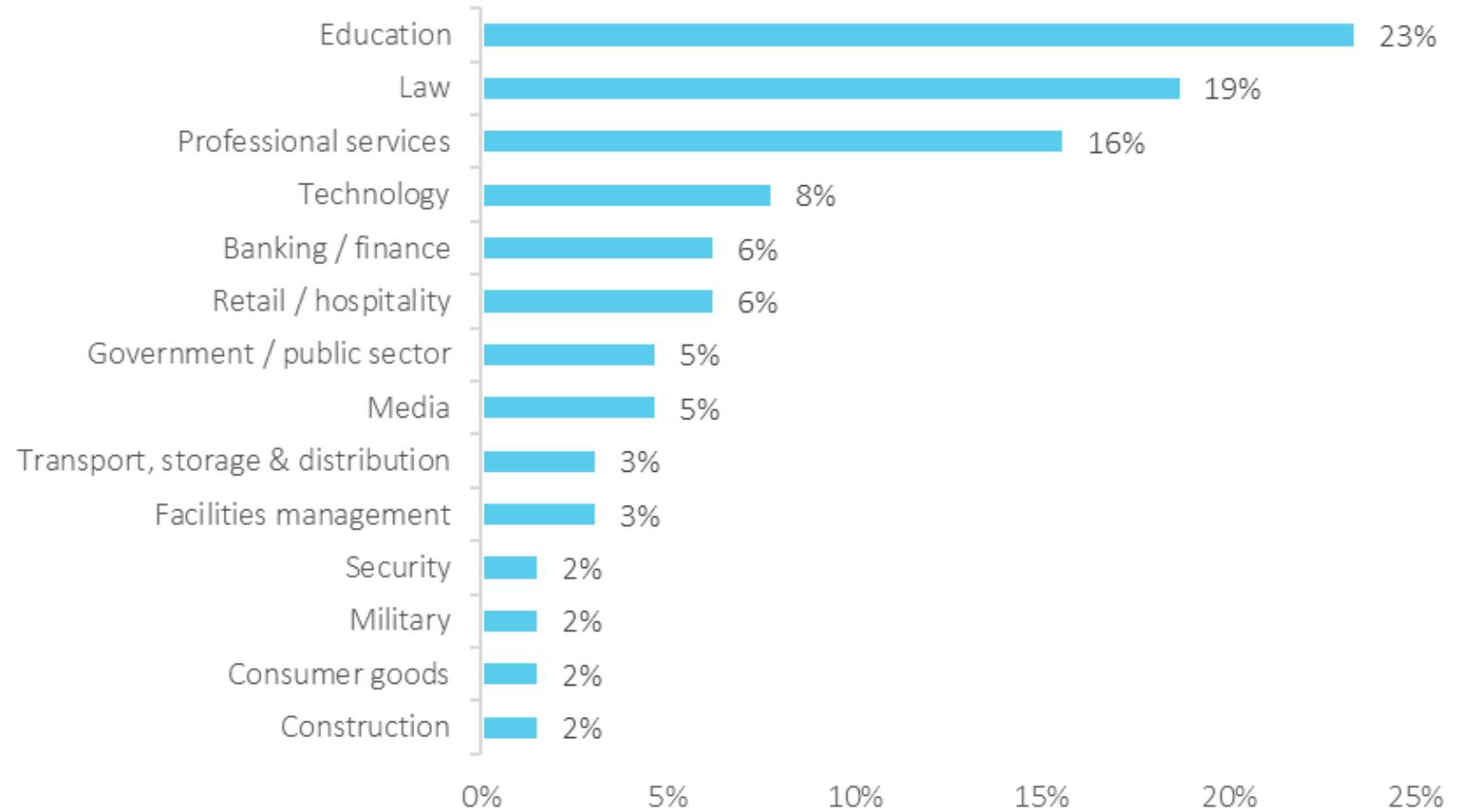
FULL REPORT

[www.somo.uk](http://www.somo.uk) → Publications → SOMOs 2021: Key Findings Report

Who entered the  
2021 awards?



# Who entered the 2021 awards?





What are employers doing to advance social mobility?

1.



Outreach

84%



Recruitment

59%



Retention

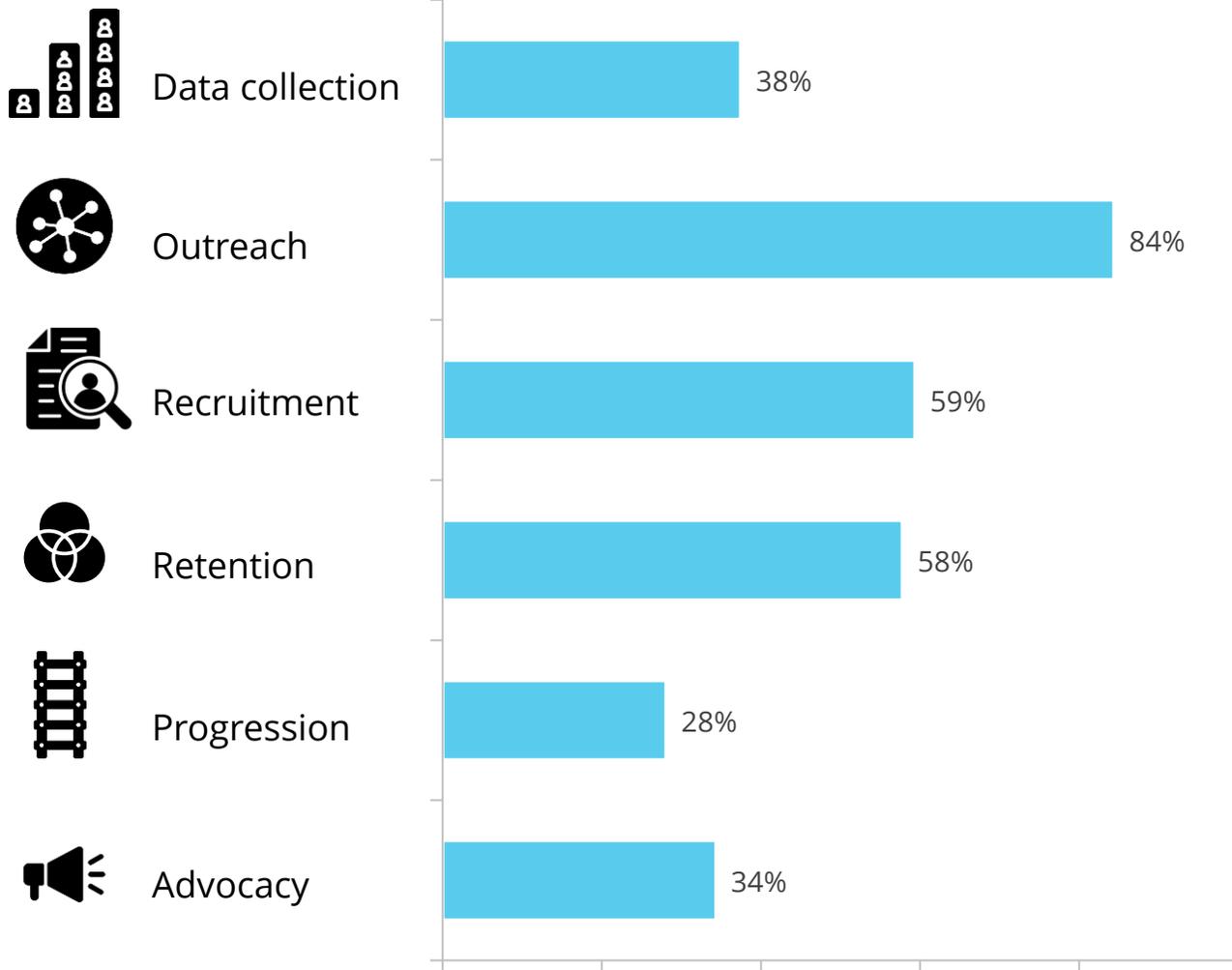
58%



Progression

28%

What are employers doing to advance social mobility?



What are employers doing to advance social mobility?

1. Employers are focusing on **reaching** and **recruiting** young people from less advantaged SEBs.
2. To support retention, employers are working to create **more inclusive workplaces** and to promote awareness around social mobility.
3. Key **facilitators** include the drive to make a difference, motivated leadership, collaboration and committing resources.
4. Best practice includes **intersectional approaches** and **advocating** for wider change.

What are employers doing to advance social mobility?



What still needs to be done?

2.

## Recommendation 1

Robust data collection, analysis and reporting is needed to inform targeted social mobility work.

- To understand the problem(s) to be addressed
- Survey data
  - How diverse is the organisation?
  - Equal opportunities and fair outcomes?
- Interview, focus group data
  - Perspectives, experiences, priorities for change
- Key resources:
  - Social Mobility Commission's Toolkit on socio-economic diversity & inclusion
  - Making The Leap research consultancy



## Recommendation 2

More action is required to support the progression of employees from less advantaged SEBs.

- Least reported 'type' of social mobility activity in 2020-21
- Reported interventions incl. positive action, targeted training & development opportunities
- Crucial to advancing social mobility
  - To retain employees from less advantaged SEBs
  - To address under-representation of those from less advantaged SEBs at the most senior levels in the UK



## Recommendation 3

Further action is needed to support employees from less advantaged SEBs, including those who are leading social mobility work.

- Action to improve employment conditions is vital to support social mobility
  - Financial & job security
  - Safe working environments
  - Transparent reporting & accountability systems
- Secure, well-paid employment is key to ensure people from less advantaged groups are able to thrive, no matter what their background or occupation



## Recommendation 3

Further action is needed to support employees from less advantaged SEBs, including those who are leading social mobility work.

- SOMOs allow us to celebrate the committed, passionate individuals driving social mobility work – often from less advantaged SEBs
- Also important to acknowledge the ‘triple labour’ this requires
  - Working to advance social mobility
  - Overcoming barriers as members of marginalised groups
  - Fulfilling actual day jobs
- How can we support these leaders?
  - Dedicated roles for social mobility, D&I work
  - Engage & listen to employees from less advantaged SEBs
  - Encourage action & allyship from those in more advantaged groups





How can you get involved?

3.

# Join in

## Enter the UK Social Mobility Awards 2022

### Why?

- Celebrate your hard work
- Inform and inspire your current employees
- Attract and engage future talent
- Share best practice with other employers

### How?

- Free to enter
- Submit ~1,500 words on your social mobility activities
- Visit [www.somo.uk](http://www.somo.uk) for more details

### When?

- Entries open: 25 April
- Awards gala: 13 October

Learn more

Attend the  
Social Mobility  
Business Seminar  
2022

SOCIAL MOBILITY

BUSINESS SEMINAR 2022

Thursday 24<sup>th</sup> March

JOIN US THERE!

2022  
UK  
SOCIAL  
MOBILITY  
AWARDS

- The Royal Society of Medicine, W1G 0AE
- Confirmed speakers:
  - Nadhim Zahawi MP, Secretary of State for Education
  - Alderman Vincent Keaveny, Lord Mayor of London
  - Steve Murrells, CEO at Co-operative Group
  - Helen Mahy CBE, Non-Executive Director at SSE PLC
  - John Boumphrey, VP Country Manager UK at Amazon



Thank you!

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