

What did employers do to advance social mobility in 2023?

The [UK Social Mobility Awards](https://www.somo.uk) (SOMOs) is an annual nationwide leadership initiative organised by grassroots societal change charity [Making The Leap](https://www.makingtheleap.org). In 2023, private and public sector organisations employing almost 1 million people entered the SOMOs. This infographic presents the percentage of SOMO entrants who reported activities across each stage of the social mobility journey in 2022-23. Read the full research report at <https://www.somo.uk/publications/somos-2023-key-findings-report>.

Taking the lead

Employers collaborated within and across sectors to **advocate** for social mobility in 2022-23. Sector-based initiatives such as Access Accountancy, PRIME, and Progress Together demonstrated it is not only possible but vital to work in partnership to advance social mobility. Meanwhile, increasing employer participation in nationwide initiatives such as Social Mobility Day and Class Pay Gap Day demonstrated growing commitments to improve awareness and action on social mobility.

Advocacy 47%

Progression 31%

Retention 35%

Recruitment 52%

Outreach 87%

Strategy & Leadership 47%

Data 35%

Doing the work

The vast majority of employers reported social mobility-related **outreach** work in 2022-23. These activities allowed employers to engage, inform, and equip young people from LSEBs with the knowledge and skills to pursue a broad range of careers. However, employers were less likely to report activities to recruit and retain LSEB individuals. Important **recruitment** activities included a wider range of pathways to employment, targeted recruitment programmes, and more inclusive hiring practices. In examples of best practice, employers sought to **retain** LSEB employees by ensuring financial security, creating inclusive workplaces, and by implementing targeted **progression** initiatives.

Building the foundations

In examples of best practice, employers used employee socio-economic background (SEB) **data** as the foundation for their social mobility work in 2022-23. SEB data allowed employers to understand the socio-economic profile of their workforce and to identify areas where employees from less advantaged socio-economic backgrounds (LSEBs) were under-represented. Social mobility **strategies** – often incorporated into existing DEI, ESG, or CSR commitments – acted as an important accountability mechanism by outlining planned actions, timeframes, and targets. Effective **leadership** was essential to ensure social mobility was taken seriously by organisations, and there were strong examples of both ‘top-down’ and ‘bottom-up’ leadership from LSEB individuals across sectors.

What did **educators** do to advance social mobility in 2023?

The [UK Social Mobility Awards](#) (SOMOs) is an annual nationwide leadership initiative organised by grassroots societal change charity [Making The Leap](#). This infographic presents a summary of the key social mobility activities done by schools, colleges, and universities who entered the SOMOs in 2023. Read the full research report at <https://www.somo.uk/publications/somos-2023-key-findings-report>.

