

Meeting	OLC Board Meeting	Agenda Item	12
		Paper No	124.10
Date of meeting	15 December 2022	Time	15 Minutes

Title	Social Mobility Survey
Sponsor	Elisabeth Davies
Status	OFFICIAL

Executive summary
<p>Research has been undertaken to measure the socio-economic background of the OLC and Executive Team. The work supports LeO’s commitment to establishing an inclusive culture and representative workforce.</p> <p>Four key questions, designed by the Social Mobility Commission to measure and benchmark the socio-economic background of respondents, were circulated to all OLC and Exec Team members in November 2022. This presentation shares the results of the survey, and asks for views on how the results should be shared and used to inform LeO’s equality objectives and targets going forward.</p> <p>Key findings:</p> <ul style="list-style-type: none"> • 46% of respondents were from professional backgrounds. This is above the national working population average of 37%, but below that of other ‘financial and professional roles’ which stands at 49%. • The proportion of OLC/ Executive members from a working / lower class socio-economic background is 54%, above the national average of 39%. • All respondents attended a state-run or state-funded school. Zero were educated in an independent or fee-paying school against a national benchmark of 7.5%. • 62.5% of applicable responses stated they were eligible to receive free school meals at some point during their school years. This is against a national benchmark of 15%. • None of the respondents had parents who attended university.
Recommendation/action required
Board is asked to comment

Social mobility survey – OLC and Executive Team.

November 2022

Background

- Research by the Social Mobility Commission found that people from poorer backgrounds are still paid an average of £2,242 (7%) less than colleagues from more affluent backgrounds. For professional positions, the class pay gap is as high as £6,800 (17%).
- Measuring the socio-economic background of the OLC and Exec Team is an important step in establishing an inclusive culture at LeO, providing an evidence base to inform our overarching EDI and people strategies and underpin their monitoring and evaluation.
- Many organisations are not collecting any socio-economic data about their workforce:
 - 44% not collecting data from current employees
 - 51% not collecting from new entrants
 - 66% not collecting from unsuccessful applicants
- Last year there was a 10% increase in the number of employers who said that their approach to social mobility was dealt with at board level, although this still only stands at 20%. A further 41% said that that it was dealt with at executive level.
- Social mobility foundation, 2021 “Senior buy-in is crucial is crucial to success...we would like to see social mobility prioritised at the highest level of the organisation”

Approach

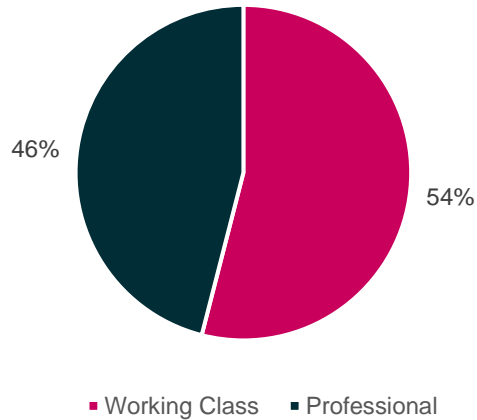
- Four key questions, designed by the Social Mobility Commission (SMC) to measure the social mobility of employees within the UK:
 - *What was the occupation of your main household earner when you were aged about 14?*
 - *Which type of school did you attend for the most time between the ages of 11 and 16? All those that attended school in the UK.*
 - *If you finished school after 1980, were you eligible for free school meals at any point during your school years?*
 - *Did either of your parents attend university by the time you were 18?*
- Questions were shared via an online survey with all members of the OLC and LeO Executive Team in November 2022.
- Thirteen responses were received to the survey, representing a response rate of: 93%
- Analysis and benchmarking has been conducted inline with guidance from the SMC.

Note on analysis and presentation

- Where possible, aggregated data on socioeconomic background has been compared against national benchmarks and professional / legal services, following guidance from the SMC.
- Not all responses within a question have national benchmarking data available and assumptions should not be made beyond the data provided by the SMC.
- We need to be mindful of small sample size (13 responses) when presenting the results. Where very small sample sizes have been received (<2), responses have been removed from the analysis to protect the identify of respondents.
- Responses to questions that are not relevant to benchmarking data (e.g not applicable, don't know) have been disregarded from the total population inline with SMC guidance.

Results. Socio – economic background.

Socio-Economic Background

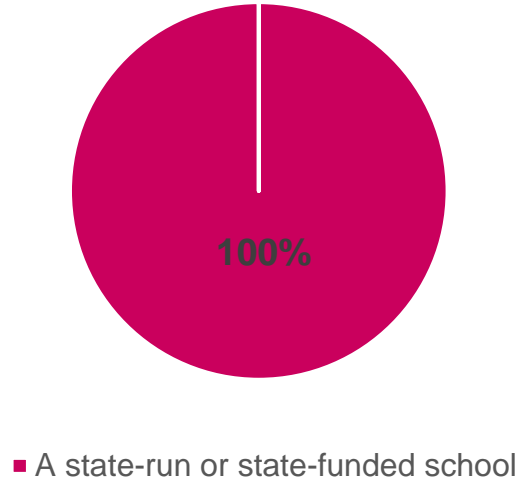


Socio – economic background	UK working population	Financial & Professional Roles (inc Legal)	Legal	OLC and Exec .
Professional	37%	49%	59%	46%
Intermediate	24%	22%	18%	0%
Working class / Lower	39%	29%	23%	54%

Q. What was the occupation of your main household earner when you were aged about 14? (13)

- Occupation of the main household earner as a child is the best measure of someone’s socio-economic economic background.
- The proportion of OLC / Exec members from professional and working / lower class socio-economic backgrounds is above national averages. No respondents were from an ‘intermediate’ background.

Results- Type of school attended

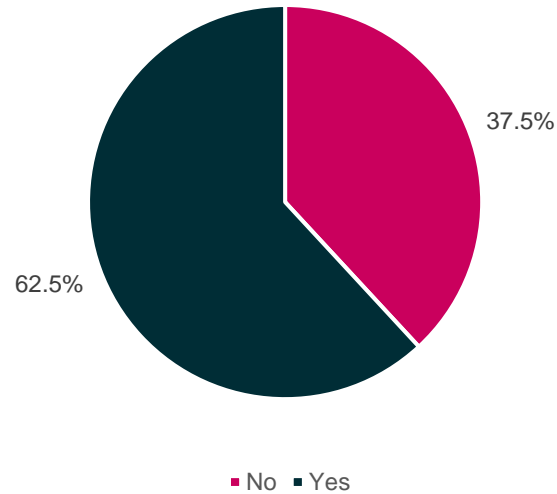


Q. Which type of school did you attend for the most time between the ages of 11 and 16? All those that attended school in the UK.

Type of school attended	National Benchmark	OLC and Exec .
A state-run or state-funded school	Not available	100%
Independent or fee-paying school	7.5%	0%
Independent or fee-paying school, where I received a means-tested bursary covering 90% or more of the overall cost of attending throughout my time there	Not available	0%

- This measure shows extreme advantage. Research shows that independent (private) school attendees are over-represented in many of the UK's top jobs.
- All respondents attended a state-run or state-funded school. Zero were educated in an independent or fee paying school against a national benchmark of 7.5%

Results – Free school meal eligibility

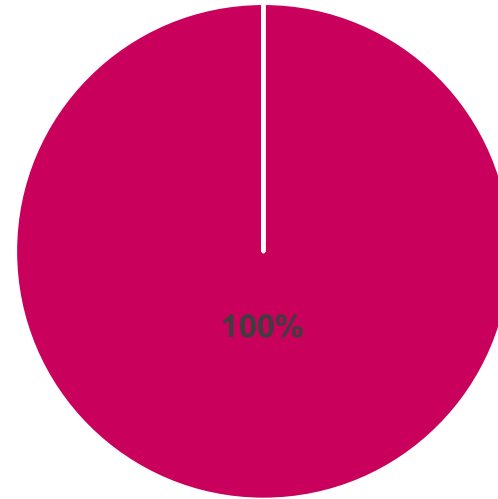


Eligible for free school meals?	National Benchmark	OLC and Exec .
Yes	15%	62.5%
No	Not available	37.5%

Q. If you finished school after 1980, were you eligible for free school meals at any point during your school years? (8) excluding 'not applicable'(4), 'I don't know'(1)

- This is a measure of extreme economic disadvantage. Roughly, the poorest 15% of the population receive free school meals.
- 62.5% of applicable responses stated they were eligible to receive free school meals at some point during their school years.

Results – Parents' attendance at university



■ No, neither of my parents attended university

Did either of your parents attend university by the time you were 18? (13)

- Being the 'first in family' to attend university is an acute form of disadvantage. None of the respondents had parents who attended university.

Questions

- Are the results what you expected? Are there any surprises?
- Are there any areas for improvement?
- How do you think the wider LeO workforce would view these results? What messages should be shared internally and externally?
- How can we build this work in to our equality objectives of an inclusive and representative workforce?
 - Capturing socio-economic data on:
 - All current employees?
 - Leaders and managers?
 - Recruitment and retention?
 - Attrition and progression?
- Do we want to set targets on social mobility? Assess whether we have a class pay gap?