

Meeting	OLC Board Meeting	Agenda Item	8
		Paper No.	128.4C
Date of meeting	20 July 2023	Time required	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. This survey was previously completed by OLC and Exec in November 2022. We completed the survey again in May 2023 as we have new Board members.</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.</p> <p>This paper shares the results of the updated survey and asks for views on how the results should be shared with LeO's staff.</p> <p>Key findings:</p> <ul style="list-style-type: none"> • These results present a positive view of OLC board/ LeO Exec from a social mobility perspective in terms of having above average working/lower class social-economic backgrounds. Also, two-thirds were from families eligible for free school meals. Both measures of social-economic disadvantage demonstrate a non-typical profile for a board/Exec team. • The results are broadly in line from when we previously completed the survey exercise back in Q3 2022. • The proportion of OLC/ Executive members from a working / lower class socio-economic background is 50%, above the national average of 39%. This has fallen marginally compared to last year. We now have respondents from an intermediate background whereas last year we had none. • This year, 62.5% of applicable responses stated they were eligible to receive free school meals at some point during their school years compared to the national benchmark of 15%. There has been no change to this proportion since last year. • All respondents, in both surveys, attended a state-run or state-funded school. None were educated in an independent or fee-paying school against a national benchmark of 7.5%. • 43% 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%. • Compared to last year we now have 7% of respondents who stated that their parent(s) attended university. 			
Recommendation / action required			
Board is asked to comment and discuss how we share these findings with LeO staff.			

EDI implications	Yes
This social mobility reporting is part of our LeO EDI reporting and demonstrates our commitment to transparency and establishing an inclusive culture and representative workforce.	
Freedom of Information Act 2000 (Fol)	
Paragraph reference	Fol exemption and summary
N/A	N/A

Social mobility survey OLC and Executive

1. Background and approach

1.1 Background

- 1.1.1 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%).
- 1.1.2 Measuring the socio-economic background of the OLC Board and Exec Team is an important step in establishing an inclusive culture and one that recognises and embraces the value of diversity of backgrounds at LeO. This provides an evidence base to inform our overarching EDI and People strategies and underpin their monitoring and evaluation.
- 1.1.3 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
- 1.1.4 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, this has now increased to 20%. A further 41% said that that it was dealt with at executive level.
- 1.1.5 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'*.

1.2 Approach

- 1.2.1 The four key questions, designed by the Social Mobility Commission (SMC) to measure the social mobility of employees within the UK are:
- *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 and gain a degree (e.g., BA/BSc or equivalent) by the time you were 18?*
- 1.2.2 Questions were shared via an online survey with all members of the OLC and LeO Executive Team in May 2023.
- 1.2.3 14 responses were received to the survey, representing a response rate of 100% compared to 93% last year.
- 1.2.4 Analysis and benchmarking have been conducted in-line with guidance from the SMC.

1.3 Notes on analysis and presentation

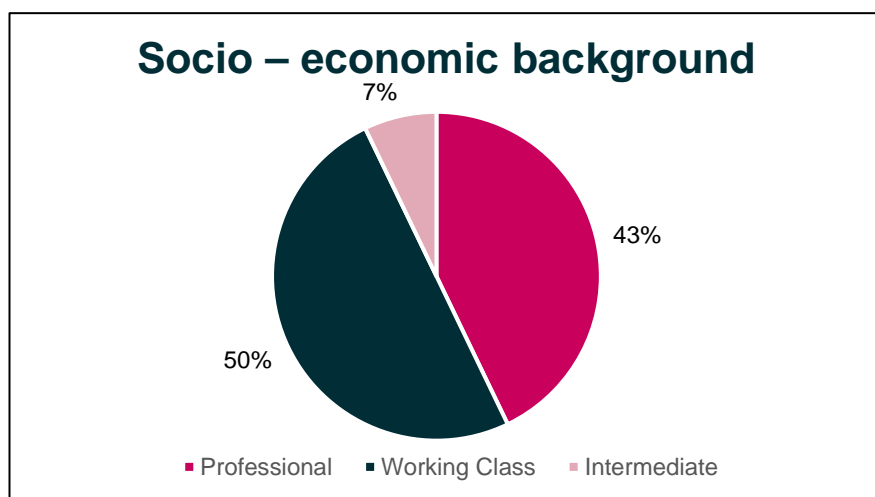
- 1.3.1 Where possible, aggregated data on socioeconomic background has been compared against national benchmarks and professional / legal services, following guidance from the SMC.

- 1.3.2 Not all responses within a question have national benchmarking data available and assumptions should not be made beyond the data provided by the SMC.
- 1.3.3 We need to be mindful of small sample sizes when presenting the results. The sample size for this survey was 14.
- 1.3.4 Responses to questions that are not relevant to benchmarking data (e.g., not applicable, do not know) have been disregarded from the total population in line with SMC guidance.

2. Results

2.1 Socio-economic background

- 2.1.1 Occupation of the main household earner as a child is the best measure of someone’s socio-economic economic background.
- 2.1.2 The proportion of OLC / Exec members from professional and working / lower class socio-economic backgrounds is above national averages.
- 2.1.3 The proportion of OLC/ Executive members from a working / lower class socio-economic background is 50%, above the national average of 39%. This has fallen marginally compared to last year. We now have respondents from an intermediate background whereas last year we had none.

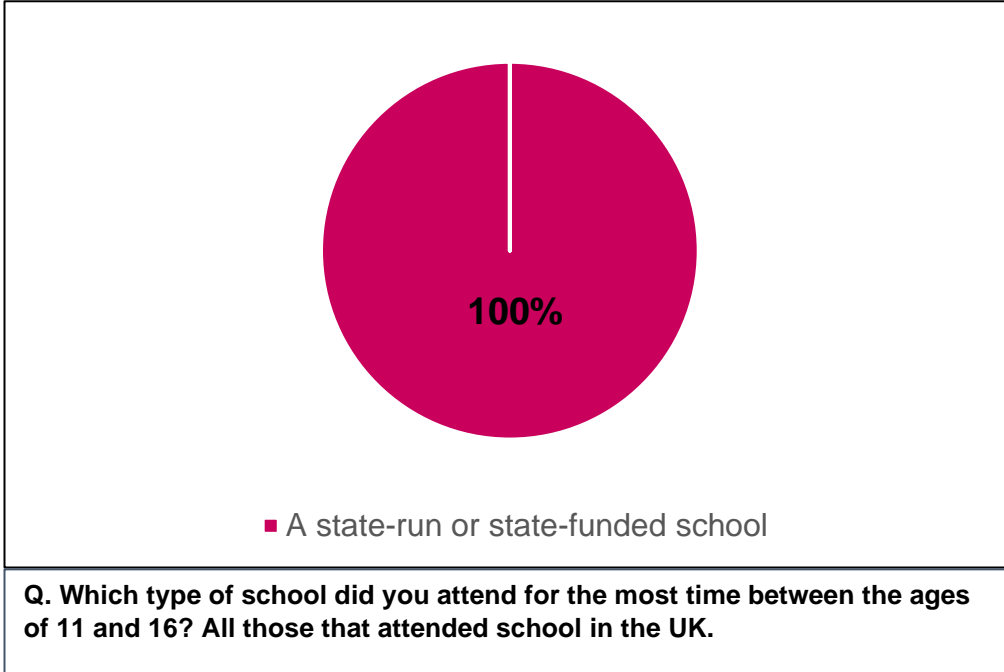


Q. What was the occupation of your main household earner when you were aged about 14?

Socio economic background	UK working population	Financial & Professional Roles (inc Legal)	Legal	OLC and Exec 2022	OLC and Exec 2023	% change
Professional	37%	49%	59%	46%	43%	-3%
Intermediate	24%	22%	18%	0%	7%	+7%
Working class / Lower	39%	29%	23%	54%	50%	-4%

2.2 Types of school attended

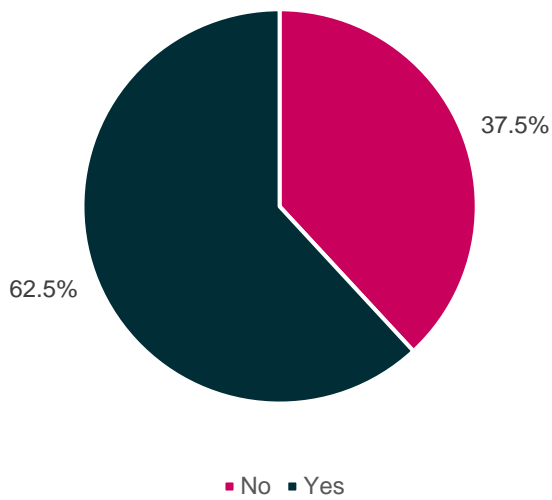
- 2.2.1 This is a measure of extreme advantage. Research shows that independent (private) school attendees are over-represented in many of the UK’s top jobs.
- 2.2.2 All respondents, from this year and last, attended a state-run or state-funded school. None were educated in an independent or fee-paying school against a national benchmark of 7.5%.



Type of school attended	National Benchmark	OLC and Exec 2022	OLC and Exec 2023	% change
A state-run or state-funded school	Not available	100%	100%	0%
Independent or fee-paying school	7.5%	0%	0%	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%	0%	0%

2.3 Free school meal eligibility

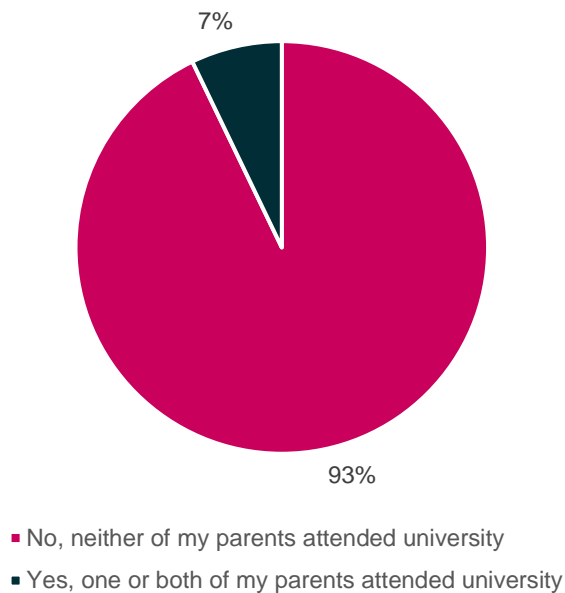
- 2.3.1 This is a measure of extreme economic disadvantage. Roughly, the poorest 15% of the population receive free school meals.
- 2.3.2 This year, 62.5% of applicable responses stated they were eligible to receive free school meals at some point during their school years. There has been no change to this proportion since last year.



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'(5), 'I don't know'(1)

2.4 Parents' attendance at university

- 2.4.1 Being the 'first in family' to attend university is an acute form of disadvantage. Most respondents did not have parents who attended university.
- 2.4.2 Compared to last year there has been a 7% increase in respondents where their parent(s) attended university.



Q4. Did either of your parents attend university by the time you were 18?

Parents attendance at University*	OLC and Exec 2022	OLC and Exec 2023	% change
Yes	0%	7%	7%
No	100%	93%	-7%

**Note: There is no national benchmarking available for this measure.*

3. Summary points and questions for further discussion

3.1 Summary points

- 3.1.1 These results present a positive view of OLC board/ LeO Exec from a social mobility perspective in terms of having above average working/lower class social-economic backgrounds. Also, two-thirds were from families eligible for free school meals. Both measures of social-economic disadvantage demonstrate a non-typical profile for a board/Exec team.
- 3.1.2 The results are broadly in line from when we previously completed the survey exercise back in Q3 22.
- 3.1.3 We plan to run this survey annually as part of our EDI reporting which speaks to our commitment for transparency in how we report on these matters (next survey will be issued in March 24).

3.2 Questions for further discussion

- 3.2.1 Are the results what you expected?
- 3.2.2 Are there any areas for improvement?
- 3.2.3 How do you think the wider LeO workforce would view these results?
- 3.2.4 What messages should be shared internally and externally and how should we do this?
- 3.2.5 Can we build on this work in helping to create an inclusive and representative workforce by reporting on socio-economic data on all Leaders and Managers when we run this survey again next year?
 - 3.2.5.1 *Note: We could do this easily by adding an option on the survey to specify role allowing us to still pull-out Board/Exec level data, then manager level data for this analysis.*