



Social Mobility: Moving from 'why' to 'how'

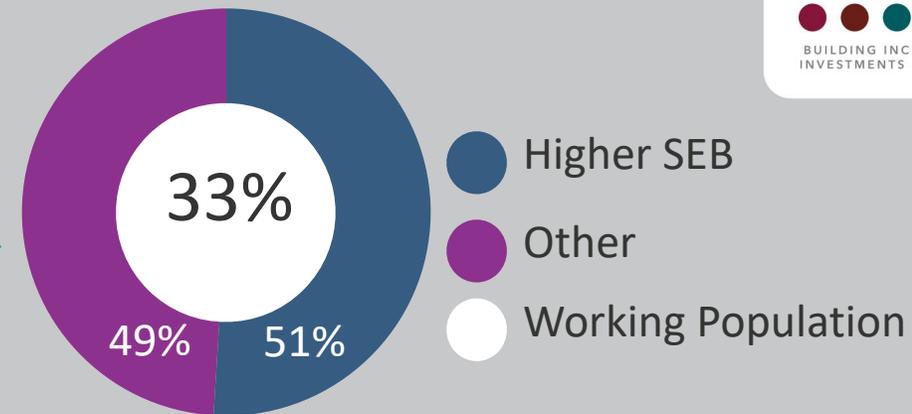
Sarah Atkinson, CEO, Social Mobility Foundation

Tom Lyas, Head of Resourcing, Browne Jacobson

Host: David Aujla, Deputy Fund Manager - Multi Asset, Invesco

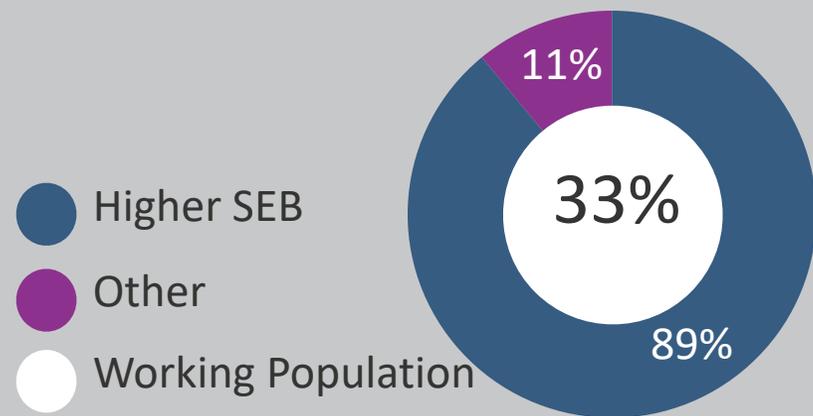
Why is it important to focus on Social Mobility?

Over 5 in 10 roles in UK financial services were held by people from **higher socio-economic backgrounds**¹. This compares with 1 in 3 of the wider working population



25%

Employees from lower socio-economic backgrounds at a sample of UK financial services firms progressed **25%** slower than peers with no link to performance¹



89% of **senior roles** in UK financial services are held by people from higher socio-economic backgrounds¹

¹The Bridge Group (2020). *Who gets ahead and how?* Available at: <https://www.thebridgegroup.org.uk/news/seb-in-finance>



Top 75 employers

01	Browne Jacobson	17	DLA Piper
02	KPMG	18	Santander
03	Herbert Smith Freehills LLP	19	Baker McKenzie
04	Grant Thornton UK LLP	20	Department for Work and Pensions
05	Severn Trent	21	Aviva plc
06	PwC	22	Civil Service Fast Stream and Emerging Talent
07	Accenture	23	Cabinet Office
08	HMRC	24	Allen & Overy
09	Bryan Cave Leighton Paisner LLP	25	Capgemini UK
10	Enterprise Rent-A-Car	26	Crown Prosecution Service
11	Ministry of Justice	27	Slaughter and May
12	Deloitte	28	Linklaters LLP
13	CMS	29	DfT
14	Penguin Random House UK	30	Pinsent Masons LLP
15	Squire Patton Boggs	31	BBC
16	Department for Levelling Up, Housing and Communities	32	Sparta Global Limited

33	BEIS	55	Department for Digital, Culture, Media & Sport
34	Lewis Silkin LLP	56	Burges Salmon
35	Hogan Lovells	57	FDM Group Ltd
36	Legal & General	58	Department for Education
37	Freshfields Bruckhaus Deringer	59	Addleshaw Goddard LLP
38	Jones Laing Lasalle	60	Mears Group plc
39	MI6	61	The British Land Company PLC
40	City of London Corporation	62	Radcliffe Chambers
41	Phoenix Group	63	RPC LLP
42	Shoosmiths	64	abrdn
43	Simmons & Simmons	65	GCHQ
44	Brodies LLP	66	St. James's Place Wealth Management
45	Fujitsu	67	Taylor Wessing LLP
46	Home Office	68	Mishcon de Reya LLP
47	Eversheds Sutherland LLP	69	Ashurst
48	Osborne Clarke	70	White & Case LLP
49	Goldman Sachs	71	Schroders
50	Shepherd and Wedderburn	72	Auto Trader UK
51	DWF Law LLP	73	NEWTON EUROPE
52	Macfarlanes LLP	74	Mayer Brown
53	Clyde & Co LLP	75	Lloyd's
54	MI5		



Social Mobility in the UK

- Where you grew up and went to school and what your parents did hugely determine your career outcomes in the UK
- Social class origins leave a cultural imprint that has a lasting effect, even if you gain money or status later in life
- Social class disadvantage impacts education and career outcomes in every major economy in the world

Only:



6% of doctors



12% of journalists



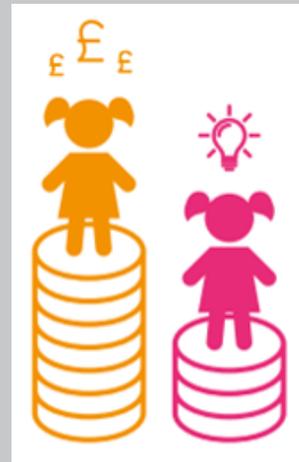
12% of chief executives

today are from working-class origins¹.



8 top schools

and colleges in the UK send as many pupils to Oxbridge as **2,900 others** put together².



A low ability child from a high-income family is

35%

more likely to be a high earner than a high ability child from a low-income family³.

¹State of the Nation 2017: Social Mobility in Great Britain by Social Mobility Commission (2017)

² Access to Advantage: The influence of schools and place of admissions to top universities, Sutton Trust (2018)

³ Downward mobility, opportunity hoarding and the glass floor, by Social Mobility Commission (2015)

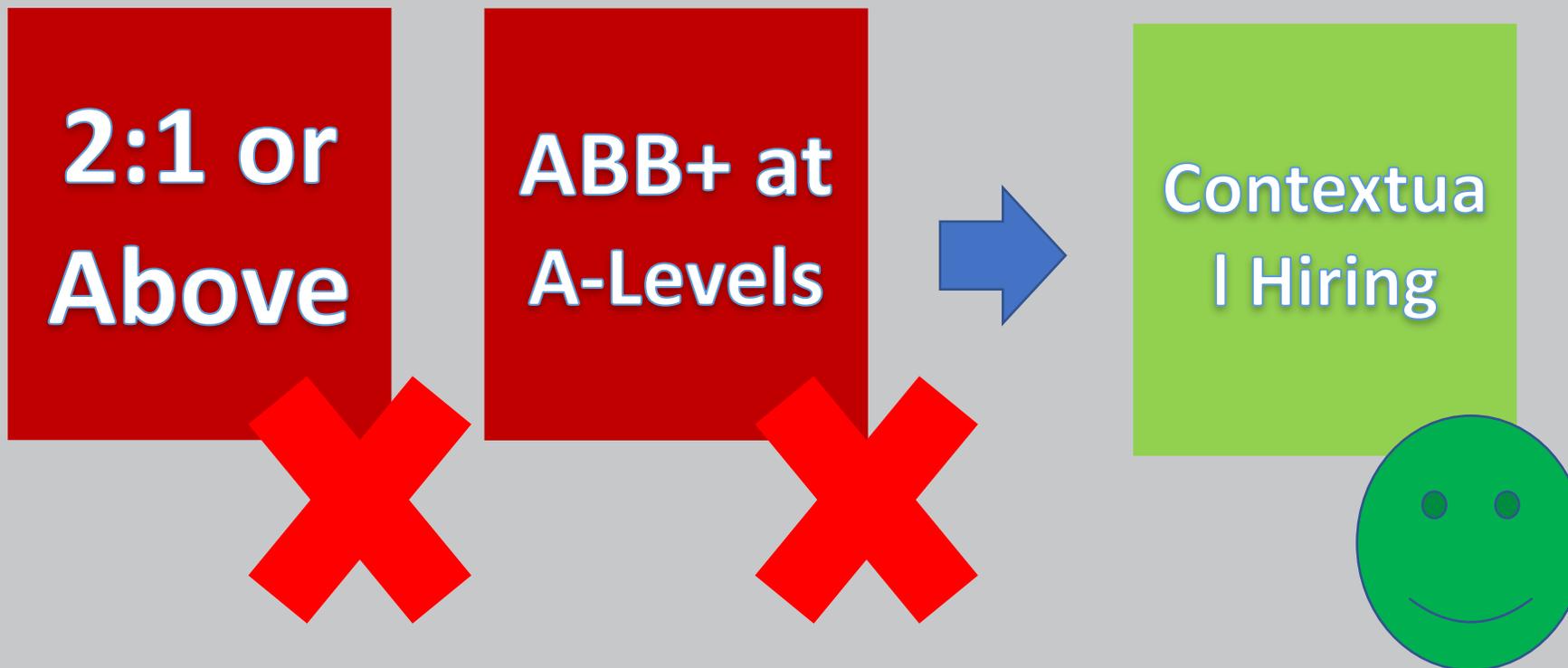
An overview of our initiative – FAIRE

- FAIRE is at the heart of our commitment to breaking down the many barriers that continually limit social mobility advancement in the legal profession
- FAIRE (Fairer Access into Real Experience) is a unique programme which guarantees that (at least) 50% of available paid internships are offered to low SEB candidates
- Deep review of recruitment process, making impactful changes which create a fairer playing field

brownejacobson^{LLP}



What we actually did?



What we actually did?



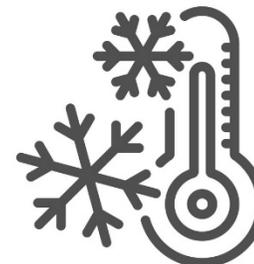
Anonymised applications (RARE)



“2nd look” recruitment process



Redesigned careers website



Targeted social mobility ‘Cold Spot’ areas



Took an industry wide approach to accessibility



Partnered with Young Professionals for large scale outreach



WORK EXPERIENCE

Introduced 80 paid in-person work experience places (+50% for Low SEB candidates)



Introduced reciprocal paid work experience programmes with clients



What difference has it made?

Attracting the best and most diverse talent

Removing academic thresholds has been the biggest game changer, enabling us to break down some of the most restrictive recruitment barriers in the profession:

- In 2022 **45%** of training offers were made to candidates who would previously have been ineligible to even apply due to their grades.
- We retained & promoted **90%** of our newly qualified lawyers, **26%** with 2:2s or low A-level grades, proving exceptional talent can be recruited without a 2:1 or ABB at A-Level
- **38%** of FAIRE Mentees have been employed by the firm, creating role models for future mentees



- More diverse than ever and better reflect the diverse client base we act for
- **Created a level playing field**

