



## AMS Client Roundtable: the impact COVID-19 will have on Social Mobility

A focus on social mobility helps bring diverse ideas and perspectives into the workforce and is good for national productivity and growth as well as addressing systemic institutional failings.

At a client roundtable hosted by AMS, in partnership with PSR, on 13 May, delegates explored how COVID-19, and related restrictions, reinforce and worsen inequality in our workplaces and what structures should be put in place now to prevent long-term inequality for the 'Covid generation'.

### Our speakers



**Bharatti Crack**  
HRD and social  
mobility expert



**David Skinner**  
Director of People  
Categories,  
Crown Commercial  
Service



**Sarah Atkinson**  
CEO, The Social  
Mobility Foundation



**Tim Campbell**  
Strategic D&I Advisor,  
AMS

**Some of the key takeaways from the session included the following:**

### What does Social Mobility mean?

Social mobility is the extent to which your outcomes are defined by your social class. In short, it is defined by your social economic background. The Social Mobility Foundation use three key questions when measuring social mobility: Did your parents go to university?

### Join the conversation

Do you have any further thoughts on this topic? Share your ideas at **@weareams** on social media using **#socialmobilitymatters**

# A|M|S

Did you receive free school meals? What school did you go to?

## **Diversity & Inclusion:**

Social mobility should be at the heart of a company's D&I strategy as it cuts through all layers of talent exclusion. Organisations dedicated to improving opportunities for those from disadvantaged backgrounds are beginning to make a difference and to engage successfully with business to help create a diverse workforce in an inclusive workplace based on diverse talent rather than privilege.

## **Where do you start?**

Start by measuring social mobility in your organisation. Key questions could include: Did you receive free school meals at school? Did your parents go to university? What type of home did you grow up in? Review the Social Mobility Employers Index in order to assess and monitor your organisation's progress on social mobility.

## **Some thoughtful quotes from the session included:**

- Talent is everywhere, opportunities are not. Understand contextualised recruitment / hard and soft barriers to work
- Understand the difference between 'polish' and 'potential'
- Focus on developing an inclusive organisational culture. Showing vulnerability as well as building confidence is key to building trust and creating open conversations
- Could remote working be a detriment to social mobility? Lack of access to technology, maybe not living somewhere with a good internet connection, perhaps even what my background might look like. Being in neutral territory (the office) could be a leveller?

## **Key questions to ask to generate better understanding and results:**

What are we trying to achieve?

What combination of talents will help reaching this goal?

Who do I need to recruit?

## **Suggested reading & key websites:**

### **Social Mobility Foundation 2020 Index Insights Report**

<https://www.socialmobility.org.uk/wp-content/uploads/2020/11/Social-Mobility-Employer-Index-2020.pdf>

### **What Impact will Covid 19 have on Social Mobility. Bharatti Crack, AMS, Catalyst Magazine**

<https://viewer.joomag.com/catalyst-issue-8/0479100001612199888/p8?short&>

### **Social Mobility Foundation**

<https://www.socialmobility.org.uk/wp-content/uploads/2020/11/Social-Mobility-Employer-Index-2020.pdf>

### **Social Mobility Commission**

<https://www.gov.uk/government/organisations/social-mobility-commission>

### **Social Value Act**

<https://www.gov.uk/government/publications/social-value-act-information-and-resources/social-value-act-information-and-resources>