

Social Mobility Employer Index

The Social Mobility Employer Index (The Index) is a joint initiative between the Social Mobility Foundation and the Social Mobility Commission. It is an important benchmarking tool primarily targeted at sectors which are keen to improve their approach to social mobility. We hope it will also serve as a framework to help organisations to identify actions they can take.

The Index questionnaire has been developed in consultation with, and following feedback from, social mobility experts and major employers, and is based on [Social Mobility Commission research](#). The sections of the Index are:

1. [Organisational information](#)
2. [Work with young people](#)
3. [Routes into the employer](#)
4. [Attraction](#)
5. [Recruitment and selection](#)
6. [Data collection](#)
7. [Progression and experienced hires](#)
8. [Internal and external advocacy](#)
9. [Additional information \(optional\)](#)

We do not anticipate that any organisation will be able to answer every question or section of the Index, and understand that all employers are at different stages of their social mobility journey. We only require organisations to be able to answer questions in a minimum of one full section (in addition to providing the workforce information in section one) in order to submit.

Timeline

- **10th January 2017** Employer Index questions released, survey opens for submissions
- **3rd May 2017** Closing date for submissions
- **21st June 2017** Individual feedback reports sent out to all employers
Social Mobility Employer Index published

Making a submission to the Index

Employers are invited to submit their responses to the Index at any point **to 3rd May 2017**. Late submissions will not be accepted, and there is no charge for submitting.

Scoring is confidential and will not be published, and the Index will only highlight top firms and best practice; it is not designed to be a 'name and shame' exercise. All firms choosing to take part will be entitled to remain anonymous, receiving feedback on their performance against their peers without being named in the published list, and any firm finishing outside the top list will not be named.

No external agency or consultancy has been used in the development of the questions, guidance notes or marking criteria for the Index. The only information that is shared publicly is being made available to all prospective entrants.

Following the publication of the list, each employer will receive a feedback report highlighting areas where they performed well and areas where improvements can be made. Annual submissions to the Index will therefore enable employers to make tangible progress towards their social mobility goals.

[Please click here](#) to access the online survey. If you have any questions about the Index please contact employerindex@socialmobility.org.uk

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