

**Wiltshire Council**

**Council**

**15 February 2022**

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**Notice of Motion No. 2022-01 – Social Mobility Pledge**

**From Cllr Richard Clewer and Cllr Laura Mayes**

**Members Briefing Note**

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**Background Briefing Note**

The [Social Mobility Pledge](#) is a coalition of 550 businesses and organisations employing over 5 million people, as well as more than 50 universities representing almost 2 million students. It encourages organisations to be a force for good by putting social mobility at the heart of their purpose. Wiltshire Council would be the first unitary council to sign the pledge if this was agreed. Improving social mobility is one of the 'guiding themes' in the draft council business plan.

In terms of the three commitments that form the pledge:

**Outreach**

The council's inclusive workforce strategy commits to:

- Increase the number of under 25s in the council workforce to 7.5% (above 2019 level) through working with schools, and targeted advertising

We have teams focusing on supporting the development of skills for young people and routes to employment through working with local schools, businesses and those with barriers to work. A full list of [initiatives](#) are on the council website. The council is already a [Cornerstone](#) employer.

**Access**

The council's inclusive workforce strategy commits to:

- Increase the number of under 25s in the council workforce to 7.5% (above 2019 level) through apprenticeships

Structured work experience opportunities are offered to vulnerable young people and care leavers across council service areas.

**Recruitment**

The council's inclusive workforce strategy commits to:

- Inclusive attraction, recruitment, retention and development practices for all to grow and progress

To help deliver this a range of initiatives are in train, such as reverse mentoring, use of the Equality Framework for Local Government, partnering with the inclusive job board [Includability](#), leadership programmes and training, staff networks and senior level sponsorship of staff initiatives.

As part of the care leavers covenant we offer guaranteed interviews to our care leavers. There is scope to go further in each of the three areas set out above, including exploring use of benchmarking and information gathering tools such as the Social Mobility Employers Index or those provided for public sector employers by the Social Mobility Commission. It will be the responsibility of all council services to help deliver this commitment.

If the Pledge were to be adopted progress reports could be provided against the three areas to Staffing Policy Committee.