



Introducing: Social Mobility

A core part of EDI within Lambert Smith Hampton is **Social Mobility**. With a range of initiatives and partnerships already underway a new Social Mobility Group has been set up in the London office and we will be looking to people from other offices across the country to get involved with us to promote social mobility events and projects across the business.

The most significant driver of inequality in terms of access to and outcomes from higher education continues to be socioeconomic disadvantage. Here at Lambert Smith Hampton we are taking steps to remove the socioeconomic barriers to employment by adopting a supportive and inclusive recruitment methodology that ensures an equal opportunities approach that resonates through our business and into our sector.

As part of National Inclusion Week 2023 we have arranged for some of our colleagues to highlight the key initiatives that are currently being undertaken and areas where you can volunteer to get involved. The Social Mobility Group will continue to explore new opportunities to ensure LSH are one of the leading businesses in our sector in promoting and producing social mobility programmes.

Over the next few weeks we will utilise key dates and events to promote the work that is being undertaken and raising awareness of the projects and people at the heart of this initiative.

Why is Social Mobility important?

Social Mobility in Britain is low. We have one of the worst rates of social mobility in the developed world as the opportunities in education, career and life are still strongly linked to our parents socio-economic background. As such, people born into a low-income family will not have the same access to opportunities as those born into more privileged circumstances regardless of their talent or hard work.

- On average, by the age of three, poorer children are estimated to be nine months behind children from more wealthy backgrounds
- By the age of 16, children who receive free school meals achieve 1.7 grades lower at GCSE
- 30 per cent of all A* grades at A level are achieved by just 7% of children who attend UK independent schools
- Graduates from lower income households earn 10% less than others studying the same course at the same university
- 32% of MPs, 51% of top medics, 54% of FTSE-100 chief execs, 54% of top journalists and 70% of High Court judges went to an independent school, compared to 7% of the population

LSH strive to provide a best-in-class service to all our clients and to continually provide a market leading service it is essential that we consistently have a wide range of ideas, innovations and solutions that are only made possible by a diversity of thought engendered by a diverse range of backgrounds that is committed to successful outcomes.



What's coming up?



NETWORKING EVENTS

Where anyone wishing to be part of our network can attend, connect, learn and collaborate on how we promote social mobility at LSH.



PODCASTS & VIDEOS

Featuring guest speakers on a range of social mobility topics and kicking off on the LSH Social Mobility Day with overviews on existing projects /opportunities from Neil Parlett & Mark Winsor.



PASTEL

After supporting Liam Gallagher at Knebworth in 2022, Manchester band Pastel are currently on their UK Tour. They will be joining us on a podcast to discuss the challenges of growing up in a disadvantaged area and what it takes to overcome the obstacles encountered.

Getting Involved

We welcome support and involvement in these initiatives from any colleagues across LSH who wish to contribute. Sharing stories or information around culture and faiths, and how these influence you and your work is a great way to raise awareness.

But as a start point, we would really like to improve our understanding of our people so that we can tailor future activities that reflect LSH and have impact. If you haven't already done so, we encourage you to complete your Diversity Data Monitoring Form via the link below.

[Click here to complete your Diversity Data Monitoring survey](#)

Join the Social Mobility Network

To join the Social Mobility Network, please [email LSH Together](#) with "Join Social Mobility Network" and you will be added to the Teams channel.

Remember, you do not have to identify, we are also looking for allies. Allies are a hugely important part of this agenda as they can create opportunities for marginalised communities to amplify their voices and promote equity and justice; serve as mentors and enhance the culture of inclusion by engaging and educating others within the firm.