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Policy paper

Social Mobility Business Compact: champion tier

Updated 12 January 2016

Contents

- About the champion tier
- Listed champions
- Role of the champion tier
- Timelines
- Future of the champion tier

The [Social Mobility Business Compact](#) asks employers to open their doors to people from all walks of life, regardless of their background.

[↑Contents](#)

About the champion tier

Department for Business, Innovation and Skills (BIS) launched the champion tier of the compact in 2014. The champion tier is for signatories that wanted to publicly commit to lead the way on improving social mobility.

Listed champions

Following a competitive process, businesses were selected to become compact champions. These businesses span housing, care, retail and professional service sectors.

The champion businesses are:

- [Accenture](#)___
- [Aspire Group](#)___
- [Baker & McKenzie](#)___
- [Deloitte](#)___
- [EY](#)___
- [Grant Thornton](#)___
- [KPMG](#)___
- [Linklaters](#)___
- [Mears Group](#)___
- [Standard Life](#)___
- [Telefónica](#)___

In November 2015 Co-operative Food decided to withdraw from the champion tier of the compact. They remain committed to meeting the champion standard over the longer term but their current focus is on a comprehensive 3 year programme to rebuild the Co-op.



Role of the champion tier

Champion organisations have committed to meet a more stretching set of criteria developed by BIS and the Social Mobility and Child Poverty Commission. These commitments cover outreach, work placements, recruitment, monitoring and evaluation and leadership.

These commitments include:

- widening the geographical availability of opportunities they offer
- providing well-structured non-graduate entry routes
- considering grades and academic achievement in the context of the school or college attended when recruiting
- evaluating the effectiveness of their interventions and processes
- monitoring and evaluating the socio-economic background of their workforce and publish that data
- being an advocate for social mobility

Timelines

Champion businesses have until December 2015 to meet the criteria. BIS has been working with champions to monitor their progress and to help them to understand what good might look like.

A final assessment will take place in January to February 2016.

Future of the champion tier

BIS hopes that the champion tier will be successful and provide a basis for improving and growing the Social Mobility Business Compact. Champions will reflect and report on their journey, achievements and lessons learned which will help to shape next steps. We hope to expand the champion tier later in 2016. This will:

- maintain momentum
- add to what has been achieved
- bring more businesses and effective practice into the spotlight

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