

Social mobility research analysis

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Background

Developing a Social Mobility Commission and Action Plan are the key corporate actions within the Gedling Plan.

The purpose of this report is to provide better understanding of social mobility in general, its place within national and local context and also provide the main findings to help determine actions for creating a more socially mobile society within the borough.

In order to understand the main aspects of social mobility and identify the necessary steps to achieve a more socially mobile society in Gedling, the following main categories are outlined in this report:

1. About Social Mobility, its origin and definition

2. National context

3. What is social mobility index for Gedling telling us?

4. Other relevant research

5. Recommendations

1. About Social Mobility origin and definition

“**Social mobility**, movement of individuals, families, or groups through a system of social hierarchy or stratification...In modern societies, social mobility is typically measured by career and generational changes in the socioeconomic levels of occupations.”¹

“Russian-born American sociologist and political activist Pitirim Sorokin first introduced the concept of social mobility in his book “Social and Cultural Mobility.” He states that there is no society that is completely open (such as the class system) and no society that is completely closed (like the caste system in India).

According to Sorokin, no two societies are the same in terms of movement allowed and discouraged, and that the speed of social mobility can change from one time period to the next. It depends on how developed the society is.”²

¹ Source: Encyclopaedia Britannica

² Corporate Financial Institute

2. National context

The Social Mobility Commission³ published a report and index on social mobility in the UK in 2017 and since then has published annual updates. The main purpose of the social mobility evaluation in this document relates to ensuring that people of all backgrounds have the opportunity to build a good life for themselves. Achieving a socially mobile society, means achieving a society where every person has a fair chance of reaching their full potential.

The social mobility index of England sets out the differences between where children grow up and the chances they have of doing well in adult life.

It examines a range of measures to indicate the best and worst places in England in terms of the opportunities for young people from poorer backgrounds to reach their full potential.

3. What is social mobility index for Gedling telling us?

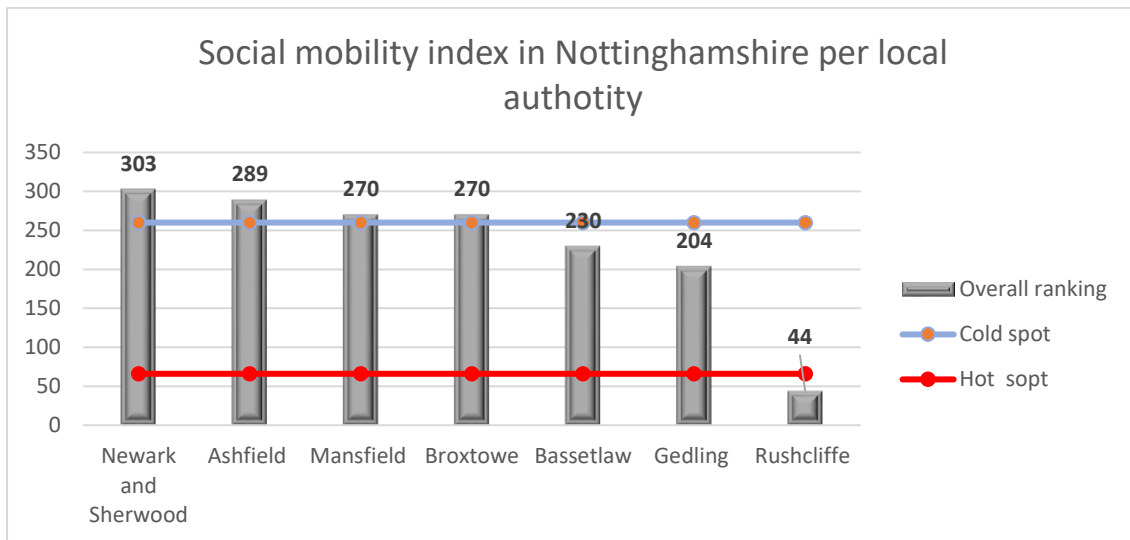
Out of 324 local authorities the social mobility index ranks each authority according to their overall social mobility score in the following way:

- Score 1 indicates the best performance or the best social mobility prospects while score 324 indicates the lowest social mobility prospects.
- Where social mobility shows low score, from 1 to 65 these areas are referred to as 'hot spots' areas, which indicates good chances for realising one's full potential
- Where the social mobility shows high score, ranked from 260 and above these are 'cold spots' areas where generally performance related to social mobility is low and the chances to fulfil one's full potential are low.

³ The SMC is an independent statutory body (an organisation created by an Act of Parliament). In line with the [Welfare Reform and Work Act 2016](#), it is a continuation of the body previously called the Social Mobility and Child Poverty Commission.

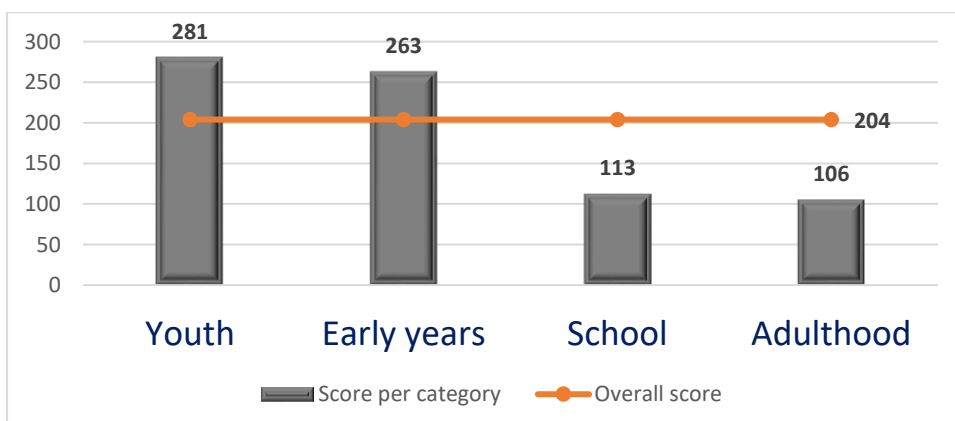
Key findings for Gedling

- Gedling ranks 204 overall for social mobility (1 being the best and 324 the worst score)
- Compared to other local authorities in Nottinghamshire, Gedling scores the second best place for social mobility, with Rushcliffe being the first one. Newark and Sherwood has the highest score, which means the lowest social mobility chances in the region.



The overall ranking is made up of four separate indices, within which there are also specific indicators measured. Although the overall ranking for Gedling is not in cold spot, there are two indices, 'Youth' and 'Early Age' that are in cold spot area.

- In particular, Gedling highest scores and therefore the lowest social mobility chances relate to 'Youth' and 'Early age' indicators. (1 being the best and 324 the worst score).



The subcategories of those indices that scored particularly high and therefore are lowering the chances for fulfilling one's full potential are:

‘Early Age’ index:

% of nursery providers rated 'outstanding' or 'good' by Ofsted

‘Youth’ index:

- % of young people eligible for free school meals (FSM) that are not in education, employment or training one year after completing their GCSEs
- % of young people eligible for FSM at age 15 achieving 2 or more A-levels or equivalent qualifications by the age of 19
- % of young people eligible for FSM at age 15 entering higher education by the age of 19
- % of young people eligible for FSM at age 15 entering higher education at a selective university (most selective third by UCAS tariff scores) by the age of 19

This might indicate that the ‘Youth’ and ‘Early Age’ indices for the borough are in the ‘cold spot’ areas because of:

- Comparatively lower standards of child care by nursery providers in the borough and
- Comparatively higher number of children and young people from the families with lower income in the borough who are more likely to be in NEET⁴ category and less likely to enter further education.

4. Other relevant research

This part of the report outlines other relevant research and data to focus on where the Council and its partners can add value and influence within the borough.

In July 2021 Social Mobility Commission published another document, ‘State of the nation 2021: Social mobility and the pandemic’. ⁵

‘In the last 16 months, we have all lived through a once-in-a-generation crisis. The pandemic will have a profound impact on the UK over the next decades. There is a

⁴ A young person who is no longer in the education system and who is not working or being trained for work – Oxford Dictionary

⁵ Presented to Parliament pursuant to section 8B(6) of the Life Chances Act 2010

huge risk that the gulf between the rich and the poor will continue to grow ever deeper and wider.’⁶

Although the report recognises that the needs might be different in different areas, in order to improve social mobility prospects, it also outlines in this document **‘Seven key pillars for recovery’**:

This part of the report deals with the related information for Gedling under relevant pillars in the following order:

- relevant data for Gedling Borough
- relevant local residents’ feedback from various surveys and
- relevant Gedling Plan objectives

Pillar 1. Geography and local power – A levelling up agenda that promotes equal outcomes for people living in under-invested places, and not just strategies that improve places generally.

Pillar 2. Poverty and living standards – The UK Government should make benefits more generous and account for different sized households in its calculations, starting by reducing child poverty by about a third.

Relevant data for Gedling Borough

Co-op community wellbeing index

‘The Index gives an insight into what’s important to people in a local community. From the quality of education, housing affordability, and public transport – to the amount of green space and the number of community centres in an area. We have gathered data for over 28,000 communities across the UK, to understand how they score across these and many other wellbeing measures.’⁷

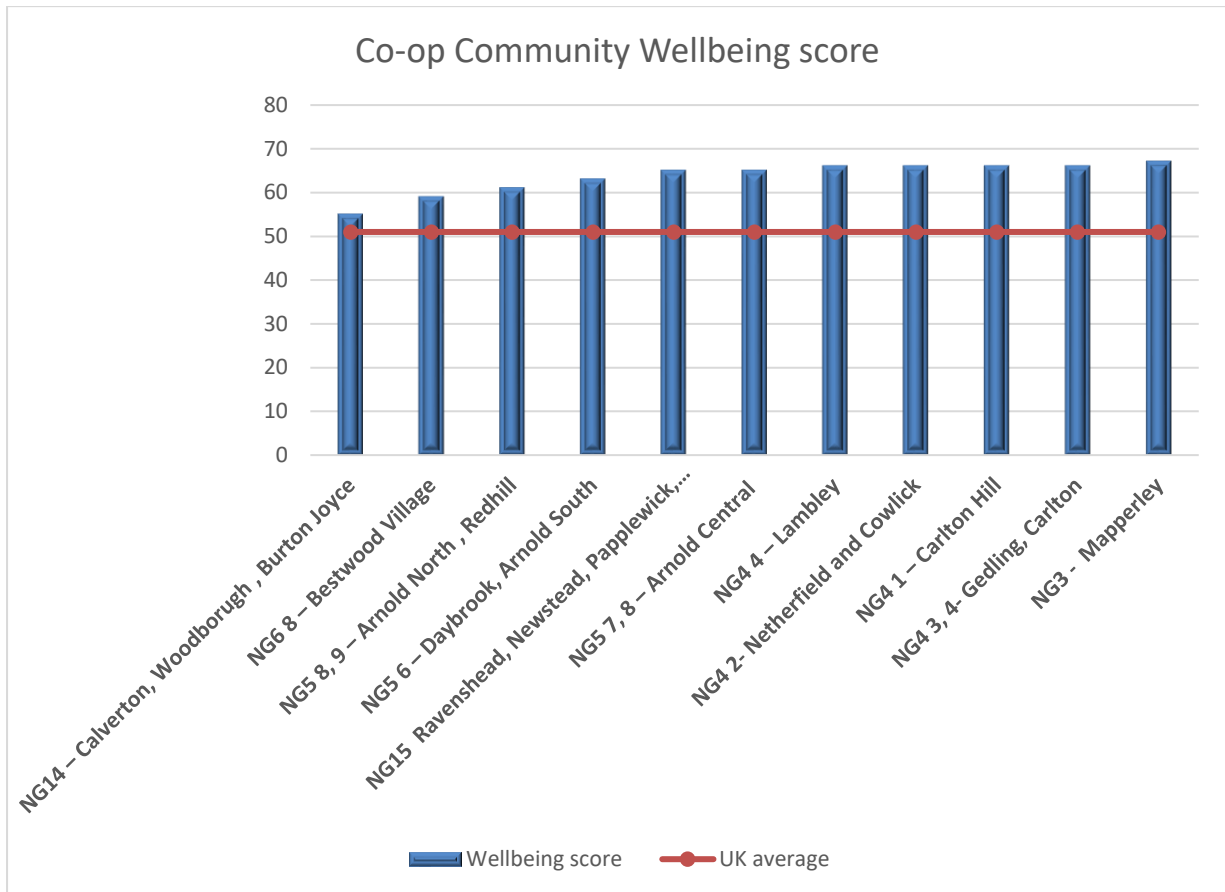
The graph below shows the community wellbeing index score for the main postcode areas in the borough (the smallest number being the lowest community wellbeing index and the highest number being the highest).

- Calverton, Woodborough and Burton Joyce areas have the lowest score compared to the other parts of the borough.
- The scores for this area that are lower than the UK average are in relation to the following categories:

⁶ ‘State of the nation 2021: Social mobility and the pandemic’

⁷ Co-op community wellbeing index report

- Health
- Housing, space and environment
- Equality
- Voice and participation



The four areas that have the lowest score out of all main areas in the borough and also scores that are lower than the UK average are in the following categories:

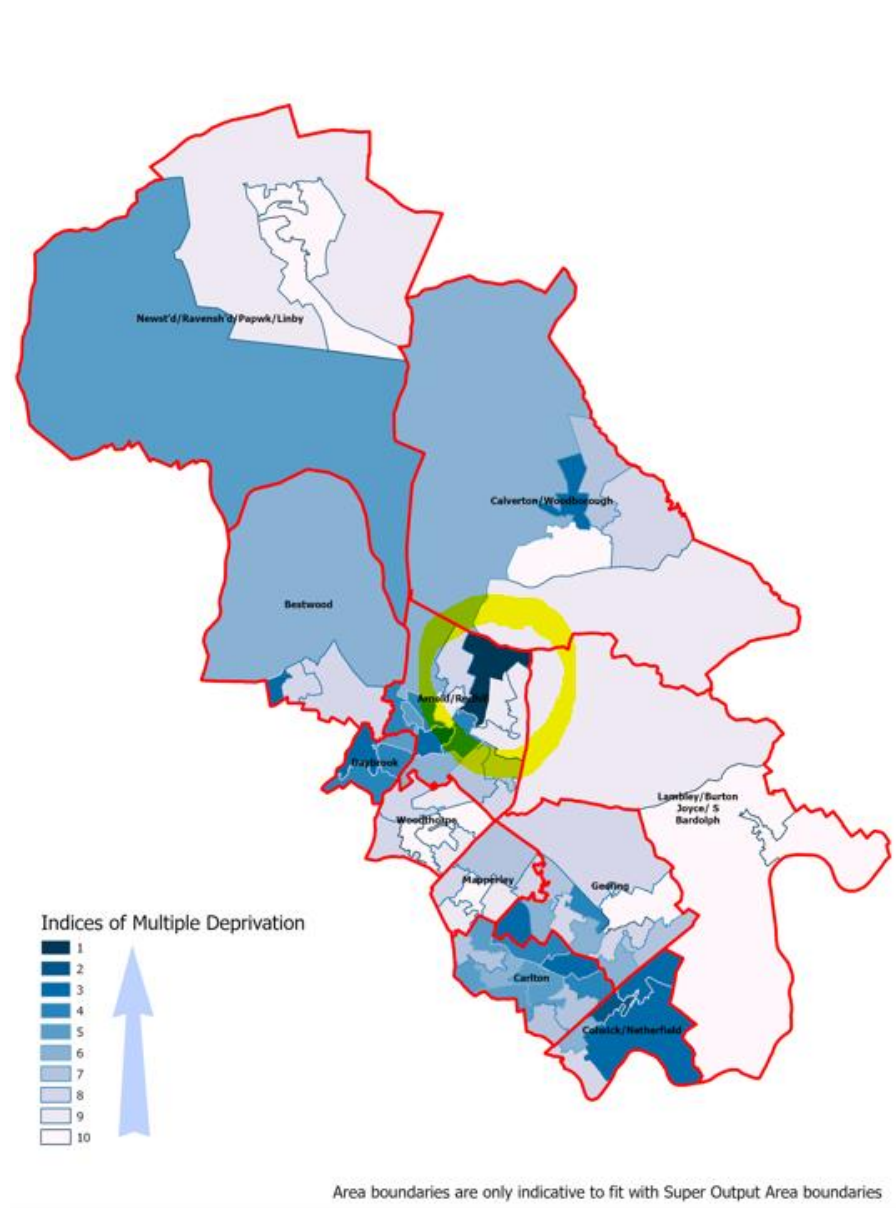
- **Calverton, Woodborough and Burton Joyce** – voice and participation and equality
- **Bestwood Village** – voice and participation, relationship and trust, housing, space and environment
- **Arnold North, Redhill** – relationship and trust, housing, space and environment
- **Daybrook and Arnold South** - relationship and trust, housing, space and environment

Indices of deprivation within the borough

The English Indices of Deprivation (IMD) measure relative levels of deprivation in 32,844 small areas or neighbourhoods, called Lower-layer Super Output Areas, in England.

The IMD decile is calculated by ranking the 32,844 small areas of England in order, and dividing them into 10 equal groups. **Those in group 1 are therefore in the 10% most deprived areas in the UK. Those in group 10 are in the 10% least deprived areas in the UK.**⁸

- Killsick is the most deprived area in the borough.



⁸ The English Indices of Deprivation 2019 (IoD2019) - Statistical Release 26 September 2019

The Council's Equality Policy and Action Plan consultation findings:

The relevant comments made from this consultation include:

- It is commendable and very welcome that Young People have been singled out for special attention. Will equal consideration be given to older people?
- There is no mention of age discrimination nor International Older People's Day. If you would like to see a good example of an equality and diversity policy on age.

Gedling Plan 2020-23 related objectives:

- Establish a Gedling Social Mobility Commission to improve the life chances and opportunities of young people
- Deliver and implement the Social Mobility Action Plan
- Identify and facilitate delivery of key interventions in agreed locality areas
- Work with local organisations to improve people's life chances and reduce levels of poverty
- Identify and deliver key interventions to prevent homelessness and rough sleeping
- Deliver a programme of community events and youth activities reflecting Gedling Plan priorities
- Develop and implement a sustainable plan for our existing Community Centres
- Develop, engage and support the voluntary sector to increase participation
- Continue to support the Interfaith forum, Gedling Senior's Council and Youth Council and develop new community leadership forums
- Deliver the annual Pride of Gedling Awards
- Engage in local government restructuring debate to ensure local services are maintained and the voice of our residents is heard
- Undertake a residents' satisfaction survey to seek the views of residents to improve council services
- Review and implement a Housing Needs assessment

Pillar 3. Early years – Higher pay and a better career structure for a workforce crucial to social mobility. Expansion of the 30 hours childcare offer regardless of education or training status.

Relevant data for Gedling Borough

- Percentage of employment in Professional and Associate Professional and Technical occupational are those below the percentage in East Midlands and Great Britain.

Employment by occupation (Jan 2020-Dec 2020)				
	Gedling (Numbers)	Gedling (%)	East Midlands (%)	Great Britain (%)
Soc 2010 Major Group 1-3	25,800	46.0	45.8	50.2
1 Managers, Directors And Senior Officials	8,000	14.2	11.5	11.5
2 Professional Occupations	10,100	17.9	19.1	22.8
3 Associate Professional & Technical	7,600	13.5	15.1	15.8
Soc 2010 Major Group 4-5	11,700	20.8	19.8	19.3
4 Administrative & Secretarial	7,100	12.6	9.1	10.0
5 Skilled Trades Occupations	4,600	8.1	10.7	9.2
Soc 2010 Major Group 6-7	9,400	16.8	16.7	15.7
6 Caring, Leisure And Other Service Occupations	5,200	9.2	9.2	8.8
7 Sales And Customer Service Occs	#	#	7.4	6.9
Soc 2010 Major Group 8-9	9,200	16.4	17.8	14.8
8 Process Plant & Machine Operatives	#	#	7.7	5.5
9 Elementary Occupations	4,200	7.4	10.0	9.2

Source: ONS annual population survey
 # Sample size too small for reliable estimate (see definitions)
 Notes: Numbers and % are for those of 16+
 % is a proportion of all persons in employment

Pillar 4. Education – A bigger focus on long-term deprivation, funding targeting, post qualification access to university and a student premium for those aged 16 to 19

Relevant data for Gedling Borough

- Percentage of residents with NVQ4 and NVQ3 and above is slightly lower than in East Midlands and Great Britain.

Qualifications (Jan 2020-Dec 2020)				
	Gedling (Level)	Gedling (%)	East Midlands (%)	Great Britain (%)
NVQ4 And Above	23,500	32.2	37.2	43.1
NVQ3 And Above	40,000	54.8	58.0	61.4
NVQ2 And Above	56,500	77.4	76.5	78.2
NVQ1 And Above	64,800	88.7	87.7	87.9
Other Qualifications	#	#	6.0	5.7
No Qualifications	4,300	5.9	6.3	6.4

Source: ONS annual population survey
 # Sample size too small for reliable estimate (see definitions)
 Notes: For an explanation of the qualification levels see the definitions section.
 Numbers and % are for those of aged 16-64
 % is a proportion of resident population of area aged 16-64

[view time-series](#)
[compare other areas](#)
[query dataset...](#)

- Higher level of economic inactivity in Gedling than in East Midlands and Great Britain

Economic inactivity (Apr 2020-Mar 2021)				
	Gedling (Level)	Gedling (%)	East Midlands (%)	Great Britain (%)
All People				
Total	16,300	22.5	20.8	21.3
Student	5,500	33.6	24.8	27.3
Looking After Family/Home	#	#	19.9	19.7
Temporary Sick	!	!	1.7	1.8
Long-Term Sick	#	#	23.7	23.6
Discouraged	!	!	#	0.8
Retired	3,400	20.6	16.2	13.6
Other	#	#	12.8	13.1
Wants A Job	#	#	21.9	22.4
Does Not Want A Job	13,500	82.4	78.1	77.6

Source: ONS annual population survey

Sample size too small for reliable estimate ([see definitions](#))

! Estimate is not available since sample size is disclosive ([see definitions](#))

Notes: numbers are for those aged 16-64.

% is a proportion of those economically inactive, except total, which is a proportion of those aged 16-64

Gedling Plan related objective:

- Support schools to prepare young people for work through career/interview skills days or 'Prepare local people for work'.

Pillar 5. Apprenticeships and adult skills – Increase the share of apprenticeships from disadvantaged backgrounds and make sure more get on to the higher levels.

Relevant data for Gedling Borough

This graph shows the number of apprenticeships in the borough since 2016. ⁹

- There is a decline of 44% in 2019/20 when compared to 2012/13.

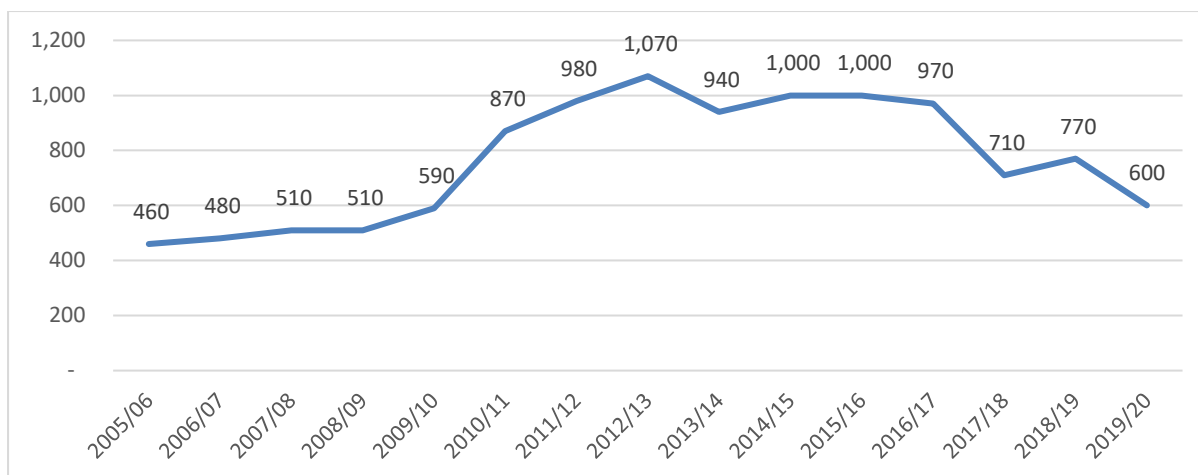
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House of Commons Library - Data are based upon the home postcode of the learner. England total includes apprentices with postcodes outside of England.

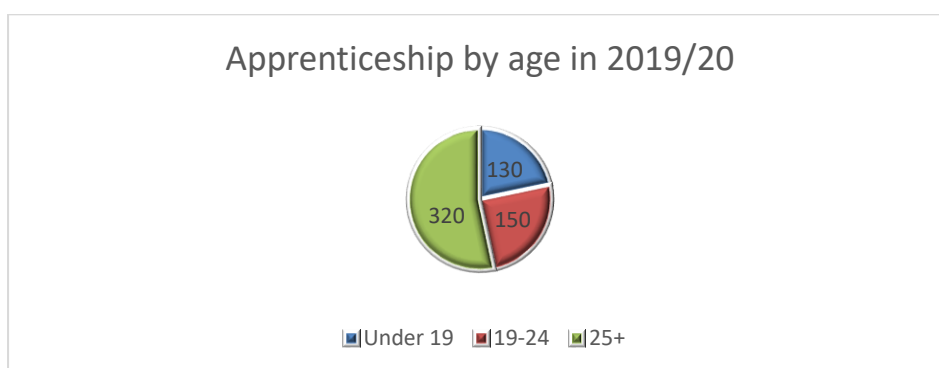
These figures are based on the geographic boundaries as of May 2010.

Numbers are rounded to the nearest ten or hundred (grand totals).

Trailblazer starts are included within the total apprenticeship figures.



- 53% of the total number of apprentices were age group 25+ in 2019/20



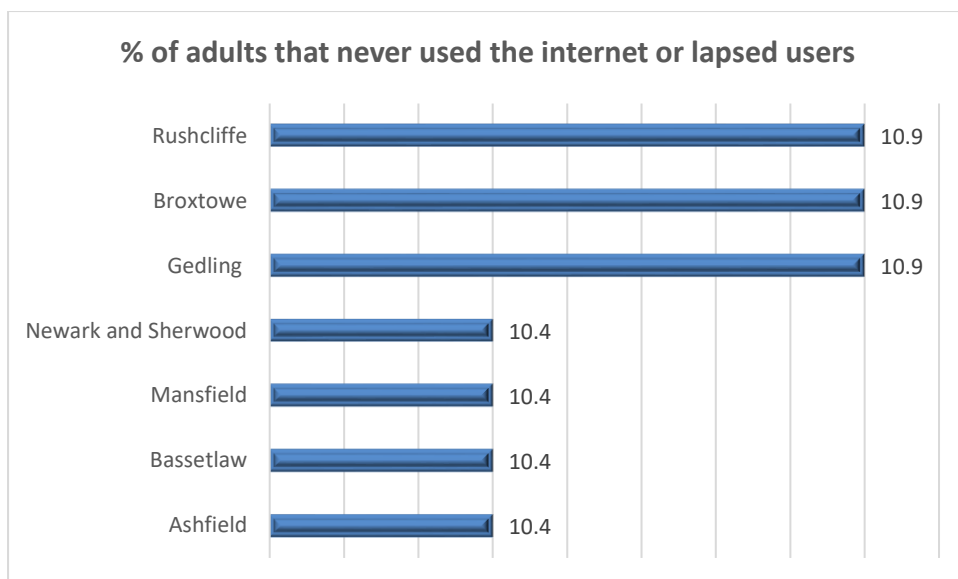
Gedling Plan related objectives:

- Work with partners and local businesses to provide training opportunities for residents through apprenticeships, jobs, work experience placements and specialist events
- Extend delivery of the Compact Agreement with Nottingham Trent University through provision of student work placements and project opportunities
- Coordinate the supported internship programme

Pillar 6. Digital access – Access to affordable broadband and digital devices for all households, as well as the skills to thrive in a 21st century world.

Relevant data for Gedling Borough

- Gedling, Rushcliffe and Broxtowe have slightly higher percentage of adult population in Nottinghamshire that never used the internet or are lapsed users.



The Council's Equality Policy and Action Plan consultation findings:

- Access to Internet to residents of the borough to be evaluated.

Young People survey findings:

- 80% of respondents thought that it would be useful for the Council to create a social media platform dedicated to promote Young People's services and opportunities and Instagram was most frequently selected (170 times) as the most suitable for that purpose

Gedling Plan related objectives

- Review and implement a new Digital Strategy
- Continue to invest in digital Infrastructure
- Develop and implement a new ICT Strategy
- Ensure delivery of new technology infrastructure such as electric charging points, 5G and broadband

Pillar 7. Work and career progression – Ensure that all employers measure the social diversity of their workforce and focus on career progression for those from lower socio-economic background, including those in low paid jobs.

Relevant data for Gedling Borough

Male vs Female inequality in gross weekly pay

Gross weekly pay by place of work shows a significant difference in pay between male and female workers:

- Male workers earn 29% more than female workers in the borough
- Male workers earn 7% more than in East Midlands and 1.5% more than in Great Britain.
- Female workers earn 9% less than in East Midlands and 22% less than in Great Britain.

Earnings by place of work (2020)			
	Gedling (Pounds)	East Midlands (Pounds)	Great Britain (Pounds)
Gross Weekly Pay			
Full-Time Workers	530.9	552.0	586.7
Male Full-Time Workers	631.0	586.4	622.9
Female Full-Time Workers	445.8	486.6	544.0

The Council's Equality Policy and Action Plan consultation findings:

A lot of emphasis were put on the importance of demonstrating equities in relation to the council's workforce profile that will provide reassurance to the local community that the council will be committed to serve and treat all parts of the community fairly.

The following suggestion were found in the feedback in this consultation:

- To increased representation of minorities in the Council, that will inspire all residents
- To put in place surrounding recruitment and selection to be cross examined against the equality act 2010 sections 158 and 159 on positive discrimination and positive action. Just because there is a perceived inequality, it doesn't give an employer carte blanche to discriminate against protected

characteristics. Conditions must be met to ensure the process is not discriminating illegally.

- Pay attention to the specific needs of women within the community and within your workforce. This should start with accurate data collection.

Gedling Pan related objectives

- Ensure equality implications are considered as part of project development and decision making
- Ensure delivery of the Equalities Framework Action Plan
- Develop and implement strong, fair employment policies
- Support provision of training in order to maintain a skilled, competent and confident workforce

Recommendations

The recommendation is to consider the following findings related to Gedling Borough when devising the social mobility action plan:

General approach

- The organisation, such as the council, will lead by example by continually evaluating and removing any obstacles internally that would lead to any inequality. This will inspire local communities and give them confidence that the council and its partners are determined to influence and promote equality within the borough. (approach based on the comments made from some respondents to the Equality Policy and Action Plan consultation)
- Following the correlation path presented in the previous paragraph, social mobility in young people should not be considered separate to social mobility in adults because 'it makes it more real' and inspiring if the younger generations can see that the social mobility is enabled, for example, for their parents, carers etc.

More specific measurable findings:

1. Although the overall social mobility index for the borough is not in the 'cold spot' area or the area that indicates very low chances to fulfil one's potential, there are two sub-indices that are in the 'cold spot' area: 'Youth' and 'Early Age'.

The comparatively lower social mobility in the borough relating to 'Youth' and 'Early Age' is mainly due to:

- Comparatively lower standards of child care by nursery providers and
- Comparatively higher number of children and young people from the families with lower income are more likely to be in NEET¹⁰ category and less likely to enter high education.

2. Community Wellbeing scores - The four areas that have the lowest score out of all main areas in the borough and also scores that are lower than the UK average in the following categories:

- **Calverton, Woodborough and Burton Joyce** – voice and participation and equality
- **Bestwood Village** – voice and participation, relationship and trust, housing, space and environment
- **Arnold North, Redhill** – relationship and trust, housing, space and environment
- **Daybrook and Arnold South** - relationship and trust, housing, space and environment

3. The English Indices of Deprivation shows Kilsick as the most deprived area in the borough.

¹⁰ A young person who is no longer in the education system and who is not working or being trained for work – Oxford Dictionary

4. Percentage of employment in Professional and Associate Professional and Technical occupational in Gedling Borough are below the percentage in East Midlands and Great Britain.
5. Percentage of residents with NVQ4 and NVQ3 and above in Gedling Borough is slightly lower than in East Midlands and Great Britain.
6. There is a decline of 44% in 2019/20 of apprenticeships when compared to 2012/13.
7. 53% of the total number of apprentices were age group 25+ in 2019/20.
8. The percentage of adult population that never used the internet or are lapsed users is slightly higher in the borough than in some other areas of Nottinghamshire.
9. There is a significant inequality between male and female full time workers in the borough regarding their weekly pay by place of work:
 - Male workers earn 29% more than female workers in the borough
 - Male workers earn 7% more than in East Midlands and 1.5% more than in Great Britain.
 - Female workers earn 9% less than in East Midlands and 22% less than in Great Britain.