



WIG

The Whitehall & Industry Group
connecting the sectors



'People' Series

Taking Action on Social Mobility

Expert Insight

We were joined by Shaun McNally CBE, Social Mobility Champion, Ministry of Justice to discuss ways in which the MoJ have tried to tackle the issue of social mobility. Some of the areas covered included:



- The importance of why the Ministry of Justice should reflect the society they serve. To do this, they need to attract people based on merit and potential, and on capability rather than cultural capital.
- The MoJ's work on social mobility has developed through three stages: learning about and building awareness of the issues; planning and engagement with experts; and delivery of a programme of activity to promote greater socio-economic diversity and inclusivity across the department.
- They have launched a three-year Social Mobility Strategic Plan. This aims to transform culture and link key people processes with a commitment to attracting, recruiting and developing a diverse population of talented staff.
- Their ambitions with this are to: link outreach to our talent pipeline; change mindsets alongside processes; find data-driven approaches; and to take a lead role in the UK social mobility movement.
- The key themes within this are: aspiration; confidence; opportunity; and progression.
- To date, the Ministry of Justice have achieved some large milestones when it comes to Social Mobility. These include:
 - Over 65,000 students engaged
 - Over 1,000 Work Experience Placements
 - Over 3,000 Mentoring connections
 - A network of over 1,250 Social Mobility Ambassadors
 - Senior Leader Champions across the Department

Our members' questions

Our members raised some challenging questions to be answered, some of the big issues raised included:

- The Ministry of Justice's data driven approach and how they were able to use it to inform direction with their social mobility work.
- The extent of support and collaboration from flagship development schemes in the civil service such as the Fast Stream.
- Feedback from staff from lower socio-economic backgrounds in the Ministry of Justice around opening up opportunities.
- The work with external experts and academics and what learnings were taken from these collaborations.
- The scope for further collaboration with the private sector, perhaps some of the MoJ's delivery partners, to address social mobility.

WIG members can listen to Shaun's presentation [here](#)
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