What are its main objectives?

The Social Mobility Delivery Plan presents 25 recommendations which seek to improve opportunities and access for marginalised and disadvantaged groups across a number of areas, including employment, education, financial resilience, housing, health, digital inclusion and community participation. The Delivery Plan explores how inequalities create barriers that often prevent sections of our community from accessing opportunities equally and reaching their full potential.

The recommendations are a combination of new initiatives and alterations to existing services that are ambitious, achievable and go beyond business as usual to help implement real change. Recommendations will not reduce the service already provided, but will aim to make services and opportunities more accessible and responsive to the needs of our communities.

What is Social Mobility?

“Social Mobility is about ensuring that everyone has the opportunity to build a good life for themselves regardless of their family background. In a socially mobile society, every individual has a fair chance of reaching their potential”

The continued development across London and our Borough bring a wealth of opportunities, but these opportunities have not reached everyone. We recognise that some of our residents experience barriers in achieving their full potential, whether it be in their education, their career or their home life.

Social Mobility takes into account these different layers of people’s lives, mapping key life stages and levels of inequality. Importantly, this framework helps us to identify barriers that could be preventing people from achieving their full potential and to develop solutions to address this. As inequalities are often complex and interlinked, the deliverables and objectives of the Royal Borough of Greenwich’s Social Mobility work will seek to target overlapping issues.

An equality framework is central to this approach. Where available, local demographic and service user data on protected characteristics have been utilised to inform analysis. This has drawn attention to potential gaps in service delivery and, therefore, areas of need. Where information is not available on a local level, reliable national sources have been used. This is made clear in the text and referencing.

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1 Social Mobility Commission, State of the Nation (2017)
Criteria: is this function designed to meet the specific needs of groups with protected characteristics?

The Social Mobility Delivery Plan is designed to meet the specific needs of vulnerable and marginalised groups in our Borough. The plan aims to remove barriers these groups face, and proposes recommendations that are specific to different needs and designed to improve access to opportunities for vulnerable groups.

All the recommendations will support people regardless of their background and characteristics, including their sex, race, disability, sexual orientation, gender reassignment, caring responsibilities, pregnancy and/or maternity, religion or belief or marital status.

There are 25 recommendations in total, all seeking to provide targeted support and equal opportunities to vulnerable or marginalised groups according to their particular needs. As the recommendations have been developed from this premise, this Equality Impact Assessment will highlight some of the key characteristics that cut across the themes.

Income

While income status is not a formally recognised protected characteristic, low-income is used as a way to measure poverty and is a key factor that cuts across all protected characteristics and communities. Low-income is widely defined as 60% of the median income (£25k) there are approximately 48,000 households in Greenwich whose income is estimated to be below this. This cuts across many of the themes, and recommendations seek to improve the financial resilience of our residents through support, advice and education.

Age

The Delivery Plan explores the barriers experienced at different points during our lives, referred to by the Social Mobility Commission as ‘life stages’. This has encouraged an understanding and analysis of how age-groups (e.g. children and the elderly) are affected in different ways and need support that is specific to their needs at that stage in their life. This has included developing recommendations to reduce social isolation through intergenerational activities between nurseries and care homes, improving digital inclusion in the elderly population and creating a sustainable holiday hunger model for school-aged children during the holidays.

Race

Research and analysis has been mindful of differences in outcomes and access to opportunities between groups, and all of the recommendations have been based on need as identified by service data and local and national research. All recommendations aim to support our residents in education, employment and in their home lives regardless of their race.
Sex

Due to historical and entrenched gender roles, women continue to provide the majority of unpaid care. As a result, women are more likely to work part-time and in casual roles as they provide the flexibility needed to fit around caring responsibilities. Some of the recommendations in the Support for the Unemployed and Underemployed seek to remove these barriers and encourage more inclusive working practices. This will more widely support others (not just women) who have caring responsibilities.

Disability and long-term health conditions

Particular attention has been paid in developing recommendations that are inclusive of the needs of people with disabilities and long-term health conditions. This includes supporting people with disabilities into employment, encouraging more supportive and inclusive working practices and more broadly building in the recommendations the need to provide tailored support to an individual’s needs.

The intended impact of all of the recommendations is to ensure our residents, regardless of their background, are able to access opportunities equally.

Methodology and consultation

The Strategy and Delivery Plan is the result of extensive research, which has used a number of consultation methods to identify areas of need and develop recommendations in response to the need. This has included consultation (both public and internal) to establish the broad vision and objectives of the Delivery Plan – helping to identify the 8 themes. Previous work by the Greenwich Fairness Commission and subsequent Review and Development Group also helped to inform analysis.

Following consultation, in-depth analysis of national, local and service-specific data and information on the 8 themes were reviewed and analysed in cross-Directorate working groups, specific to each theme. Over 50 Council officers contributed to this work, helping to develop and shape the recommendations.

Monitoring implementation and impact

A Social Mobility Board will support and oversee implementation of the recommendations. It is anticipated the Board will develop further the Social Mobility Agenda beyond the scope of this delivery plan. The Board will also be in a position to measure the success and impact of recommendations.