

THE SOCIAL MOBILITY EMPLOYER INDEX 2026

A DECADE OF GUIDING BUSINESSES TO BE MORE
INCLUSIVE, REPRESENTATIVE AND SUCCESSFUL

WHAT IS THE INDEX?

The leading authority on employer-led social mobility

We all share a responsibility to create workplaces where everyone can thrive, no matter their background.

That's why we run the [Social Mobility Employer Index](#): the UK's most established annual benchmarking tool to support organisations attract, develop, and progress brilliant people from all backgrounds.

Wherever you are on your social mobility journey, The Social Mobility Employer Index helps to improve socioeconomic diversity and build organisations that are more representative, innovative, and successful overall.

Going into its tenth year, the Index is recognised for its credible, evidence-backed insight that helps you turn your values into action and build a workplace where potential comes first.

WHY JOIN THE INDEX? ♥

The Index supports employers to make meaningful progress on social mobility. Not only is building a more inclusive workplace right thing to do, it's also better for business overall.

1

STRONGER BUSINESS PERFORMANCE

The profits of companies that focus on social mobility have been [found](#) to be 1.4 times higher than those that don't.

2

PROVEN IMPACT

94% of returning employers from 2023 told us they re-entered because they value the feedback, which helps them to improve their organisation.

3

ATTRACTING TALENT

89% of young people in the Social Mobility Foundation's 2023 Unheard Voices survey said they would be more interested in working for an employer committed to social mobility.

[Learn more](#) about the Index's impact on businesses

▶ WHAT DO WE GAIN?

Entrants to the Index receive:

- **Structured, tailored feedback** responsive to your business, that allows you to create a long-term strategy.
- **Expert advice and support** to allow you to take meaningful action to improve socioeconomic diversity.
- **Benchmarking** against peers and leading employers, so you have insight into the wider market.



“Public relations, like most of the creative sector, does pretty poorly on socioeconomic diversity. And yet, original creative thinking - the critical ingredient of any high-performing campaign - requires a diverse team in the room, especially when you’re trying to connect with a diverse audience.”

Martin Currie, Chief Executive, Citypress

WHY ENTER THIS YEAR? ♥

- Our new banded recognition system makes accessing the Index easier than ever. Instead of the Top 75, you’ll be given a band. This more inclusive approach allows more employers to celebrate their work.
- This year marks a decade of the Index – it’s a credible, trusted resource that has been tried and tested.
- As the Index enters its tenth year, it is a strategic moment to start your social mobility journey to ensure a more successful, resilient workforce in the future.

▶ HOW DO WE JOIN?

The Index is designed to be supportive and flexible. That means that you can choose how many sections you choose to fill out, and whether you want to enter publicly or not. Wherever you are on your journey, the Index will propel you forward.

- The assessment is made up of eight sections. You can choose to skip some, and will still receive insights on these sections so that you can take action.
- Prefer to keep your organisation anonymous? Your organisation’s name won’t appear in external communications unless you choose to share it.

Entrant fee: £1,400 + VAT

Additional sectors analysis: £600 + VAT

Sector analysis is available for employers in law, banking, insurance, professional services and financial services.

[Sign up to our online portal via our website](#)

Here you can start your submission, access guidance, save progress, and return at any time.

If you have any questions, get in touch via **employerindex@socialmobility.org.uk**