

Social Mobility, Inclusion, and Belonging at Co-op



Making the Leap.

In 2022-23, [Making The Leap](#) conducted in-depth qualitative research with Co-op colleagues, leaders, and senior leaders from lower socio-economic backgrounds (LSEBs) to explore their views and experiences of social mobility, inclusion, and belonging. Read the full report [here](#).

The research found three levels of social mobility at Co-op:



What can Co-op do?

By providing financial security, job stability, and fair progression opportunities, Co-op can support social mobility for LSEB individuals at all work levels, and improve working conditions for its whole workforce. To do this, Co-op should:



Continue and widen access to financial support for the lowest-paid colleagues.



Improve transparency and communication about working hours for colleagues on variable-hours contracts.



Facilitate more pathways for career progression and ensure fair and transparent processes.



Draw on Co-op's core values and engage social mobility role models to improve inclusion and belonging.