

	SOCIAL MOBILITY COMMITMENTS
	GOVERNANCE
2023	Establish an internal social mobility taskforce to work through the detailed findings of the report and publicly report back in Summer 2024 with a full Social Mobility strategy. We will ensure that this taskforce continues to be informed and driven by the views of colleagues from less advantaged socioeconomic backgrounds.
2024	Continue to evolve our social mobility taskforce and look to establish an employee-led community of interest.
	DATA
2023	Set a target of 80% of all our colleagues voluntarily declaring their Socioeconomic background by the end of 2025 and publish the results annually after that date, including a breakdown by work levels across the Co-op and across our businesses.
2024	Continue to work towards an 80% completion rate by the end of 2025 with a campaign to drive both volume and accuracy of completion. Publish the results annually from 2026 onwards.
	PAY GAP REPORTING
2023	Publish a Socioeconomic Pay Gap Report in 2024 in addition to Ethnicity and Gender pay gap reports. We'll take an inter-sectional approach and provide commentary on how different characteristics may jointly impact on outcomes for individuals and use our insight to inform our future approach.
2024	Continue to publish our Socioeconomic Pay Gap annually and lobby for the Government to undertake a review to identify how to incentivise and support employers to measure and publish data on the socioeconomic background of their workforce.

INTERNAL PROGRESSION	
2023	Redesign the way in which we present our internal job opportunities to help our colleagues see how their skills may suit a sideways move or promotion within the Co-op.
2024	<p>We will:</p> <ul style="list-style-type: none"> • Launch a career development programme specifically for colleagues from lower socioeconomic backgrounds, using data to identify specific colleague populations that face systemic barriers. • Share our learnings and impact with our suppliers and other organisations to encourage more businesses to focus on socioeconomic progression programmes. • Continue to evolve our Apprenticeship offer in line with business growth and explore opportunities to open up access to professional qualifications and degrees through that offer.
FINANCIAL RESILIENCE	
2023	Continue to develop our financial wellbeing programme so our colleagues develop increased financial resilience. We will: 1) address the size of contracts and the number of additional hours worked to give colleagues a more secure income with fewer uncertain overtime hours. 2) support colleagues to start saving and build their financial security. 3) give colleagues a better idea of what they will be paid ahead of payday, making it easier to stay in control of their finances. 4) help colleagues to build the skills and embed the behaviours which will help them to manage their money more easily.
2024	<p>We will:</p> <ul style="list-style-type: none"> • Continue to develop our financial wellbeing programme so our colleagues develop increased financial resilience. • Work with partners to promote the uptake of workplace savings schemes by other employers (particularly Co-op suppliers), specifically those run on an autoenrollment basis. • Lobby Government and regulators to support the creation of a regulatory environment which promotes the offering of autosave workplace savings schemes.
MENTORING	
2023	Develop mentoring opportunities for colleagues from lower socioeconomic backgrounds, with a particular focus on intersectionality with other areas of inequality.

2024	<p>We will:</p> <ul style="list-style-type: none"> • Broaden our internal coaching and mentoring offer with a specific offer for colleagues from lower socioeconomic backgrounds and targeted colleague populations, including through structured development programmes. • Develop a cross-organisation mentoring scheme to support the progression of lower socioeconomic colleagues in Retail.
	PROTECTED CHARACTERISTIC CAMPAIGN
2023	Campaign for Socioeconomic background to become the 10th protected characteristic under the 2010 Equality Act, focusing on working in partnership with others and involving Co-op member-owners, colleagues, and customers in our campaign.
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	PUBLIC SECTOR DUTY CAMPAIGN
2023	Campaign for Section 1 of the Equality Act to be enacted (Public Sector Duty to have regard for socioeconomic inequalities).
2024	The Labour Party manifesto included a commitment to enact Section 1 of the Equality Act. We will continue to campaign to ensure that this commitment is met and the approach taken is effective.
	INFLUENCING OTHER EMPLOYERS AND SUPPLIERS
2023	Encourage other employers to include a clear focus on Socioeconomic Background in their Diversity and Inclusion strategies, collect socioeconomic data, support financial wellbeing and to commit to publish socioeconomic pay gap reports, with a particular focus on Co-op suppliers and partners.

2024	<p>We will:</p> <ul style="list-style-type: none"> • Continue to advocate for UK employers to integrate social mobility initiatives as a core component of their Diversity and Inclusion strategies. • Build intentional action on social mobility into all Co-op procurement tender processes, using this information to publish a best practice guide that can be shared with other employers. • Work with partners to promote best practice in Socioeconomic Pay Gap reporting.
	NEW FOR 2024 AND BEYOND
	FOCUS ON INCLUSIVE HIRING
	<p>We will enhance our talent pipeline by partnering with organisations that support individuals from under-resourced backgrounds and specific marginalised groups into employment.</p> <p>This will include those with experience of the criminal justice system in order to reduce reoffending rates in our communities, as voted for by our member-owners at the 2024 AGM.</p>
	EARLY YEARS AND CO-OP ACADEMY TRUST
	<p>As a member of The Royal Foundation Business Taskforce for Early Childhood we commit to the Employer pledge, highlighting the pivotal role businesses must play in supporting early years and laying the foundations for a more equitable future. We will work across our supply chain to encourage others to sign the pledge.</p> <p>Through our Co-op Academies Trust, we will ensure that support is available for students and families experiencing financial hardship.</p>
	RESEARCH AND INSIGHT
	<p>We will continue to support the development of new insight and research which both builds the case for action on social mobility and identifies and promotes best practice in the area.</p>
	APPRENTICESHIPS CAMPAIGN
	<p>We will campaign:</p>

	<ul style="list-style-type: none"> • For reform of the apprenticeships system, with an ambition to ensure that apprenticeships are equally accessible to all, whatever their socioeconomic background. • To ensure that a range of apprenticeships are on offer that open up opportunities for all, in particular those at an entry level. • To end the apprenticeship rate <p>We will work to ensure that the Co-op Levy Share Service delivers a mixed range of apprenticeship levels and supports individuals from lower socioeconomic backgrounds.</p>
	<p>SOCIAL VALUE AND MEMBERSHIP</p>
	<p>To deliver social value we will support initiatives that help to remove barriers to opportunity in communities, in line with our member-owner views. Including but not limited to;</p> <ul style="list-style-type: none"> • Providing young people with jobs with purpose through our partnership with the Peer Action Collective. Giving young people with experience of violence paid employment as Peer Researchers and Social Action leads, who in turn work with large groups of young changemakers to break down the barriers to opportunities and build safer, fairer communities. • Building positive futures for young people through our partnership with Barnardo's. • Providing fair and sustainable access to food which helps provide the basic foundation for social mobility through our partnerships with Hubbub and Your Local Pantry. <p>We will enable at least 100,000 opportunities for our member-owners to both influence our campaigning approach on Social Mobility and campaign directly themselves.</p>