



Elitist Britain?

Foreword

This report from the Commission on Social Mobility and Child Poverty Commission examines who is in charge of our country. It does so on the basis of new research which has analysed the background of 4,000 leaders in politics, business, the media and other aspects of public life in the UK. This research highlights a dramatic over-representation of those educated at independent schools and Oxbridge across the institutions that have such a profound influence on what happens in our country. It suggests that Britain is deeply elitist.

That matters for a number of reasons. In a democratic society, institutions – from the law to the media – derive their authority in part from how inclusive and grounded they are. Locking out a diversity of talents and experiences makes Britain’s leading institutions less informed, less representative and, ultimately, less credible than they should be. Where institutions rely on too narrow a range of people from too narrow a range of backgrounds with too narrow a range of experiences they risk behaving in ways and focussing on issues that are of salience only to a minority but not the majority in society. Our research shows it is entirely possible for politicians to rely on advisors to advise, civil servants to devise policy solutions and journalists to report on their actions having all studied the same courses at the same universities, having read the same books, heard the same lectures and even being taught by the same tutors.

This risks narrowing the conduct of public life to a small few, who are very familiar with each other but far less familiar with the day-to-day challenges facing ordinary people in the country. That is not a recipe for a healthy democratic society.

To confront the challenges and seize the opportunities that Britain faces, a broader range of experiences and talents need to be harnessed. Few people believe that the sum total of talent in Britain resides in just seven per cent of pupils in our country’s schools and less than two per cent of students in our universities. The risk, however, is that the more a few dominate our country’s leading institutions the less likely it is that the many believe they can make a valuable contribution. A closed shop at the top can all too easily give rise to a “not for the likes of me” syndrome in the rest of society. Overcoming declining levels of public engagement and trust in our country’s institutions relies on them opening their doors to a broader range of talent.

We in the Commission hope this report prompts a re-think in the institutions that have such a critical role to play in making Britain a country where success relies on aptitude and ability more than background or birth.



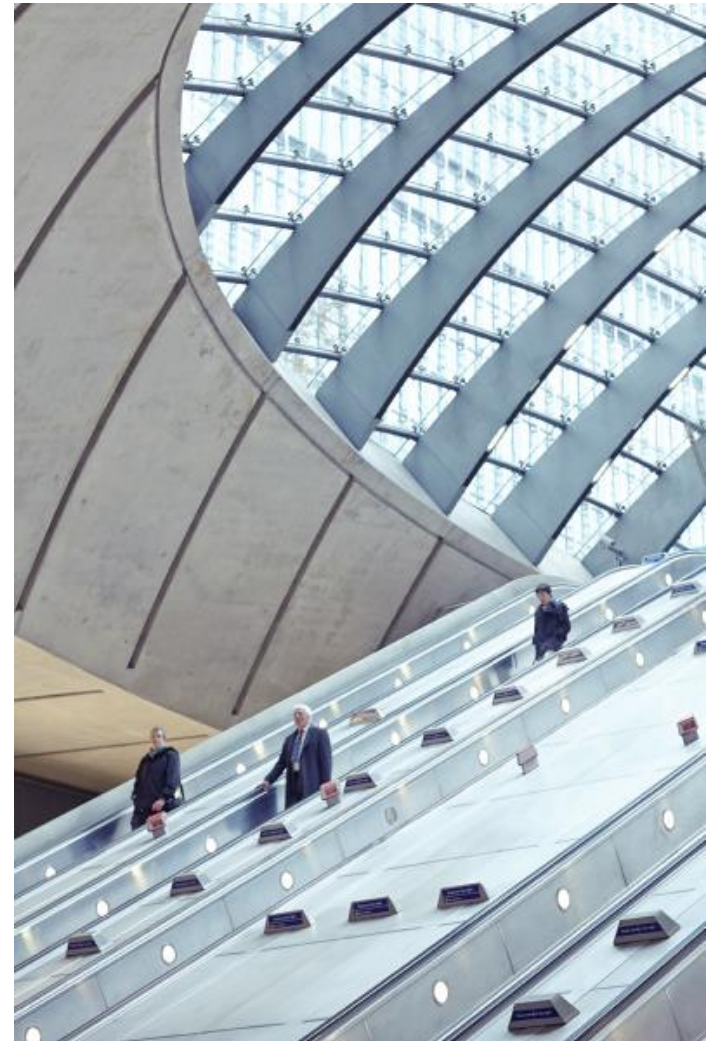
The Rt Hon. Alan Milburn
Chair, Social Mobility and Child
Poverty Commission

In Britain today, fairness and meritocracy are core values

Britain aspires to be a land of opportunity, where hard work and fairness are rewarded.

This view is widely held amongst the general public.

- The British Social Attitudes survey finds that 95 per cent of the public agrees *“in a fair society every person should have an equal opportunity to get ahead”*
- 2013 research by YouGov found that 78 per cent of the public in Great Britain thinks that *“it should be the government’s job to ensure that rich and poor children have the same chances”*
- 2011 research by YouGov for Policy Exchange found 85 per cent of the UK public agrees that *“in a fair society, people’s incomes should depend on how hard they work and how talented they are”*. Fairness was second only to economic competence as an important value voters look for in a political party.

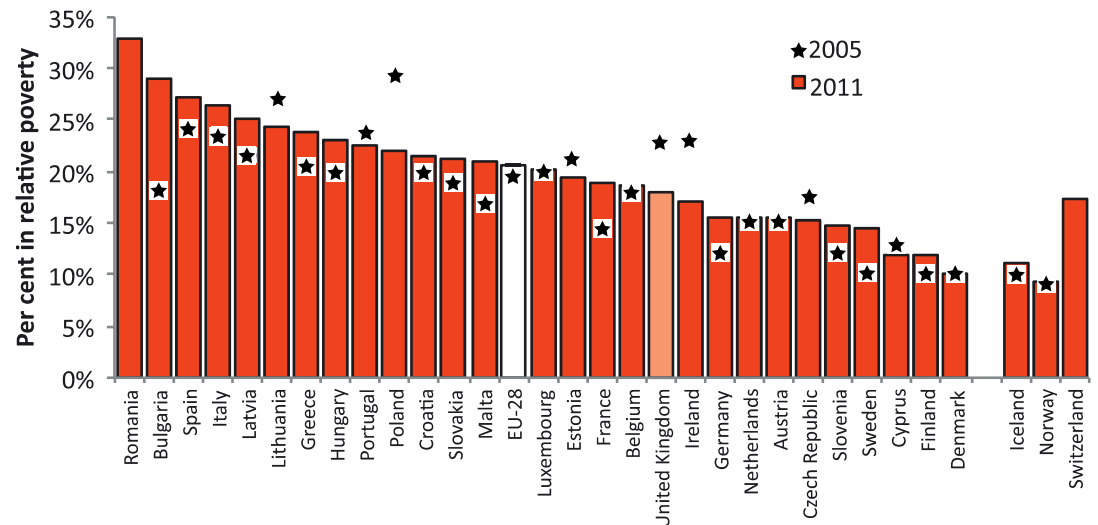
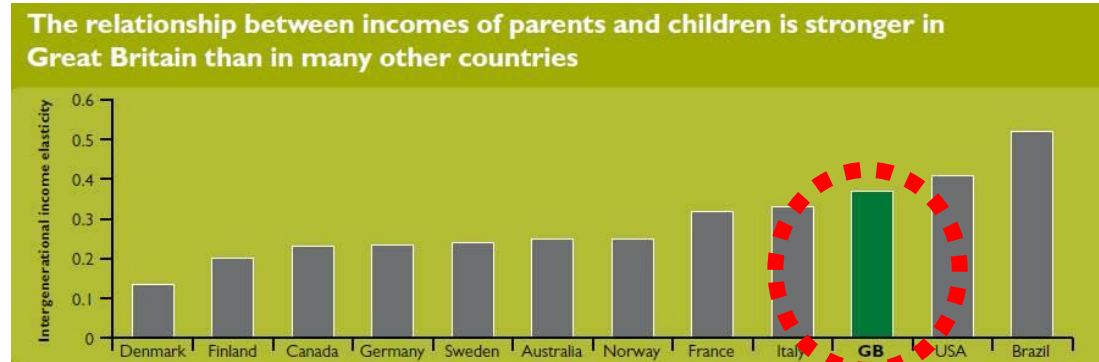


...but the evidence suggests we are a long way from a society where everyone has an equal chance...

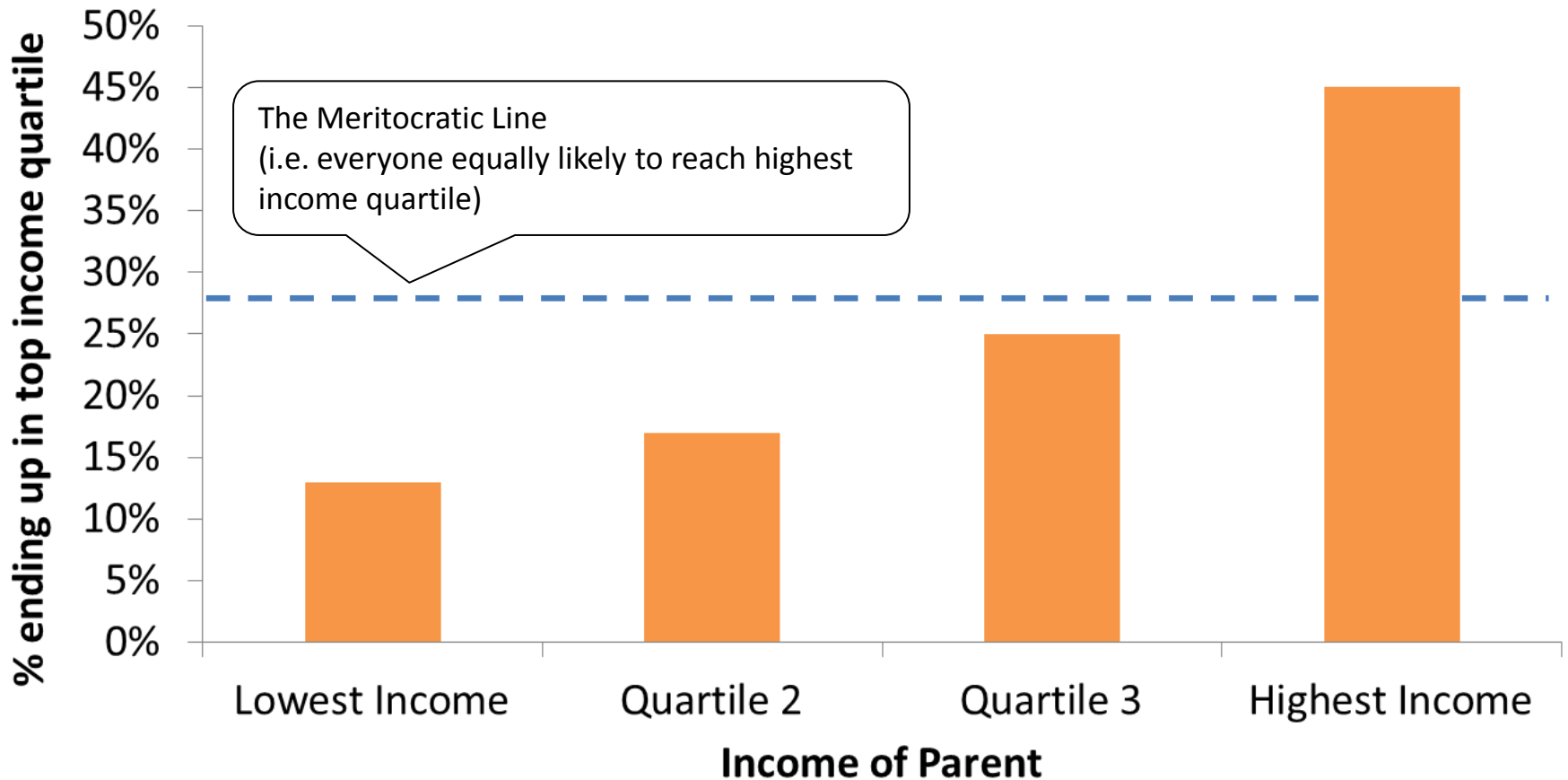
Research conducted by the Social Mobility and Child Poverty Commission found that 65 per cent of people believe 'who you know' is more important than 'what you know', and three quarters of people think family background has a significant influence on life chances in Britain today.

There appears to be a stronger relationship between parental background and children's future income in Britain than in many other countries

We are a middle performer on relative child poverty, with much higher levels than in many EU countries



In a mobile society, people get on in life because of their own efforts, not the family they are born into...



...but in the UK, those from high income backgrounds are far more likely to have high income as adults

Last year, Sir John Major highlighted the narrowness of Britain's elites in stark terms...



'In every single sphere of British influence, the upper echelons of power in 2013 are held overwhelmingly by the privately educated or the affluent middle class.'

Concern is shared across the political spectrum...

David Cameron: 'You only have to look at the make-up of the high levels of parliament, the judiciary, the army, the media. It's not as diverse; there's not as much social mobility as there needs to be'



Ed Miliband: 'Despite all the efforts of the last few generations to open Britain up, the doors of opportunity are open much wider for a wealthy and privileged few than they are for the many.'

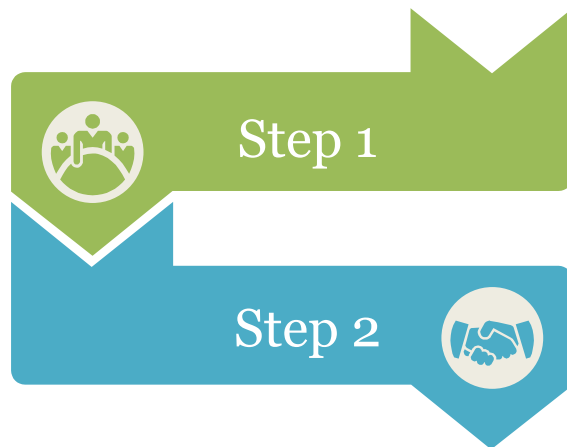


Nick Clegg: 'Our society is still too closed, too static. A society that still says where you are born, and who you are born to, matters for the rest of your life.'



We decided to research the individual backgrounds of people in top jobs in Britain today....

Our Methodology (1)



The core question

- Who has the top jobs in Britain? In particular, what are the backgrounds of people who influence opinion – such as politics and the media?
- We decided to research the school and university people attended
- Our work builds on previous research – for example by the Sutton Trust – that studies the social backgrounds of a number of professions, such as senior judges, politicians and the media

Why this approach?

- There is little data on family income and class – therefore we need to use other proxies for social background
- There is some association between school and social background: only seven per cent of pupils attend independent schools and those attending tend to have parents with a high income or wealth
- The data on school and university background of people is readily available
- This method allows us to understand social diversity.
- Our method allows comparison with the Sutton Trust's work, that also studies certain professions such as politics and the media in the 1980s and the early 2000s
- For the lists of people that were compiled, we aimed to find data for 70 per cent of the group, to give a strong indication of a domain. In the majority of cases, this minimum threshold was reached and exceeded; the percentage known for each domain is included in tables in the appendices to this report

....by using a range of sources to build a fuller picture than has been possible previously

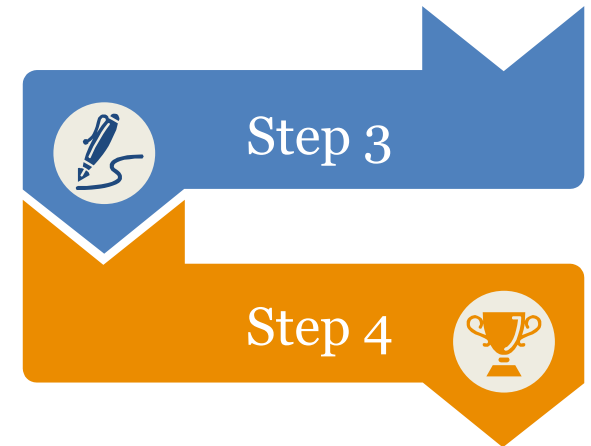
How did we do it?

- We defined top jobs such as law, media and politics
- We researched the top people in each areas using sources including the Sunday Times Rich List, a list of all media columnists, and lists of MPs, and generated a list of 4,000 names
- Our research uses a range of public sources including 'Who's Who', LinkedIn, DODS People, internet searches, supplemented by direct communication in some instances
- We defined secondary school as the school attended at age 11
- We defined university as where a first degree was obtained (if completed by the age of 22)
- Our key interest is those educated in the United Kingdom. Because of sample sizes we have not excluded the internationally educated in our calculations. In some sectors (FTSE350 and Rich List) this is likely to understate the degree to which UK educated individuals were privately educated or went to Oxbridge.

But we recognise that the picture is far from complete

- A small minority of those privately educated are from disadvantaged backgrounds (e.g. around one percent is in receipt of means-tested scholarships covering 100% of fees), and many educated in state schools are from highly advantaged backgrounds
- The method used tells us about the top tier of the various professions, and not about people at different levels. By looking at top jobs, we are reflecting on past inequalities and initial recruitment decisions made decades ago. We will look at more recent intakes and the pipeline for social mobility in future work, though we touch on existing data on this at the end of this report
- Non-educational advantages or 'social capital' have not been captured, for example networks and advice

Our Methodology (2)



Our examination of who gets the top jobs in Britain today found elitism so stark that it could be called ‘Social Engineering’...

Britain’s elite: formed on the playing fields of independent schools

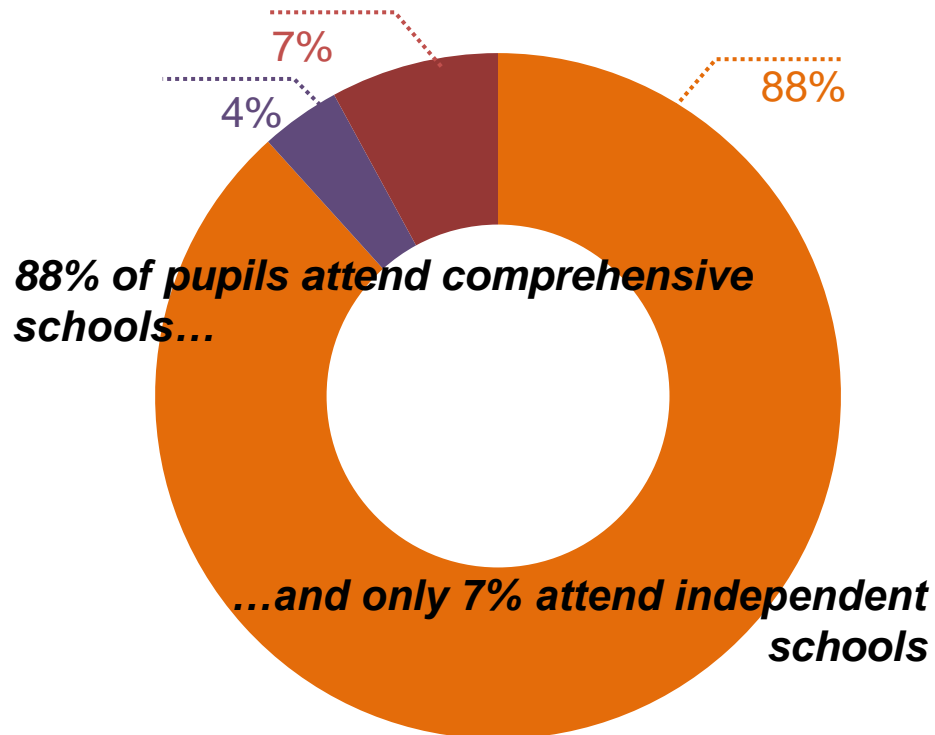
71 per cent of senior judges, 62 per cent of senior armed forces officers, 55 per cent of Permanent Secretaries, 53 per cent of senior diplomats, 50 per cent of members of the House of Lords, 45 per cent of public body chairs, 44 per cent of the Sunday Times Rich List, 43 per cent of newspaper columnists, 36 per cent of the Cabinet, 35 per cent of the national rugby team, 33 per cent of MPs, 33 per cent of the England cricket team, 26 per cent of BBC executives and 22 per cent of the Shadow Cabinet attended independent schools - compared to 7 per cent of the public as a whole.

Britain’s elite: finished in Oxbridge’s dreaming spires

75 per cent of senior judges, 59 per cent of the Cabinet, 57 per cent of Permanent Secretaries, 50 per cent of diplomats, 47 per cent of newspaper columnists, 44 per cent of public body chairs, 38 per cent of members of the House of Lords, 33 per cent of BBC executives, 33 per cent of the Shadow Cabinet, 24 per cent of MPs and 12 per cent of the Sunday Times Rich List attended Oxbridge - compared to less than 1 per cent of the public as a whole.

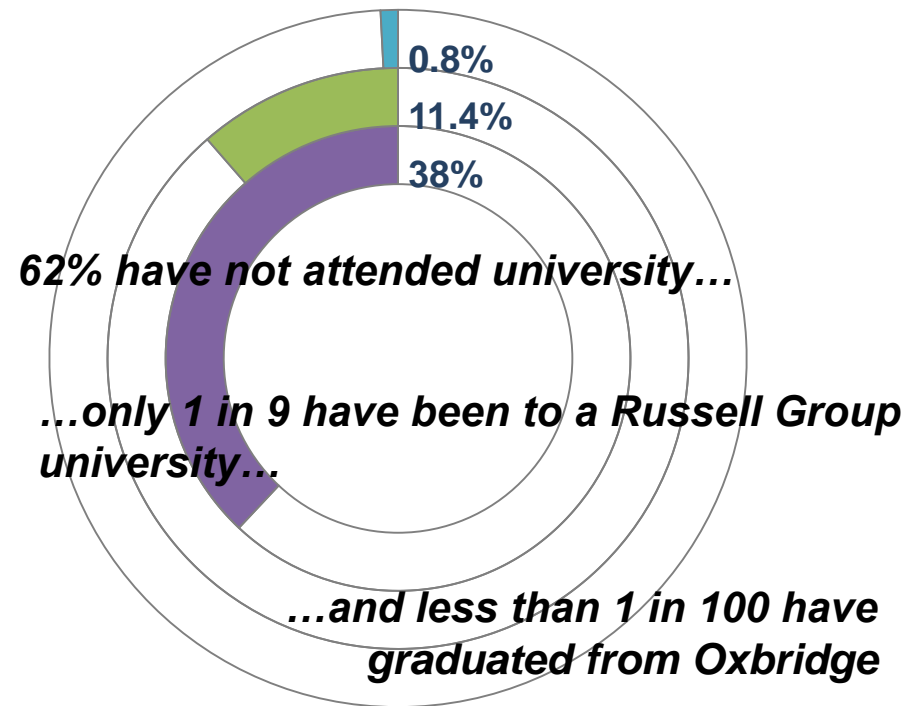
In order to assess the make-up of Britain's elite, it is important to understand the UK as a whole...

Breakdown of school type (2012)



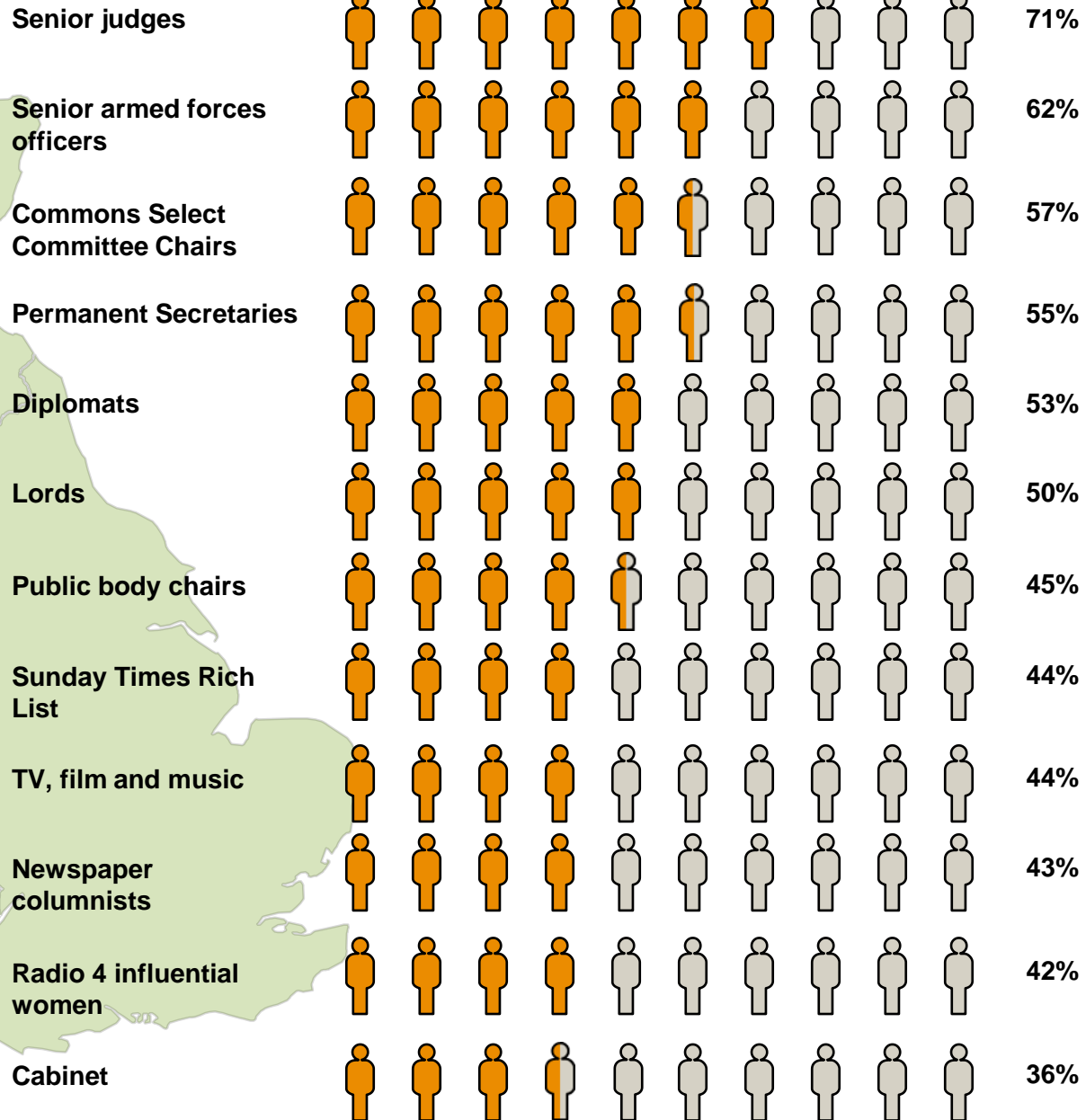
- Independent school
- Grammar school
- Comprehensive school

Breakdown of university attendance of the UK adult population (2014)

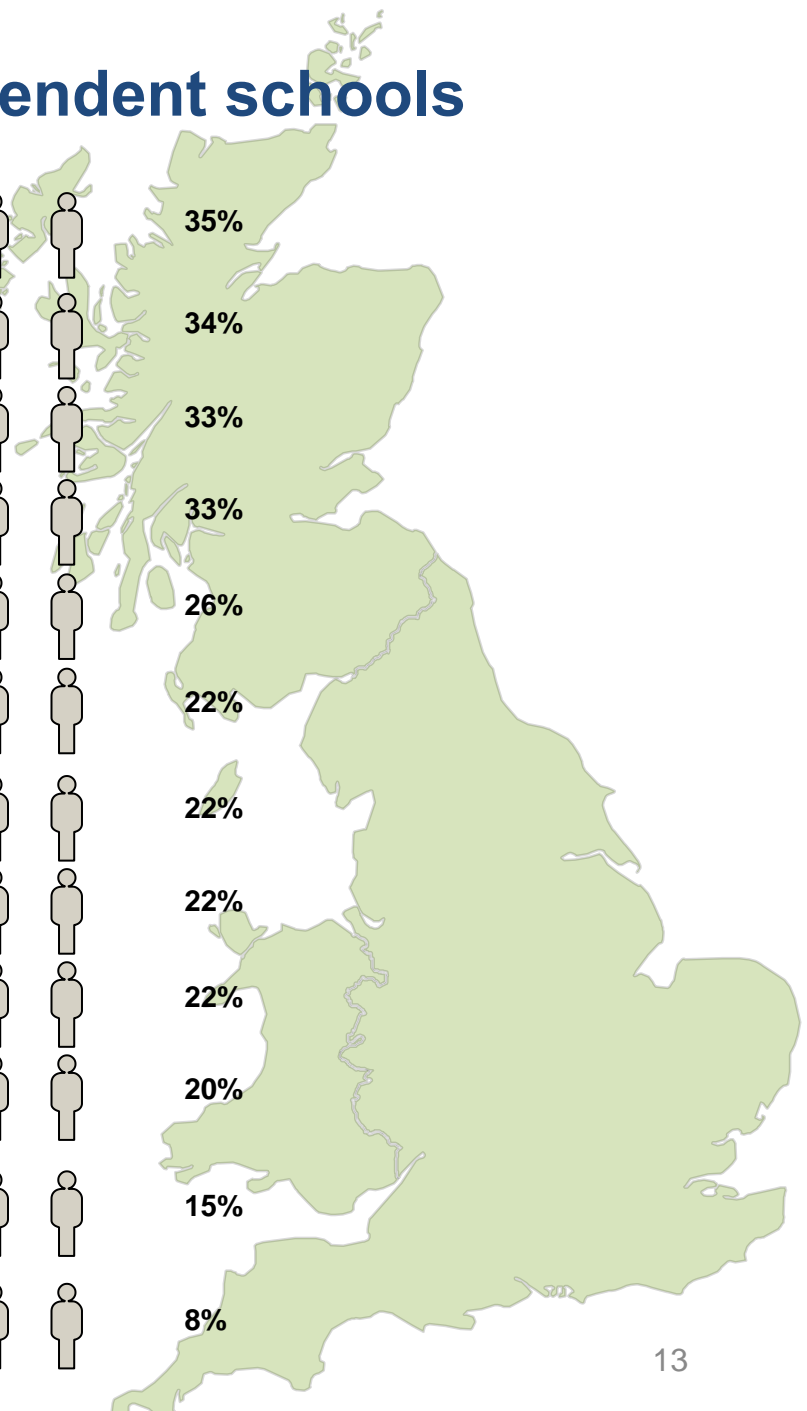
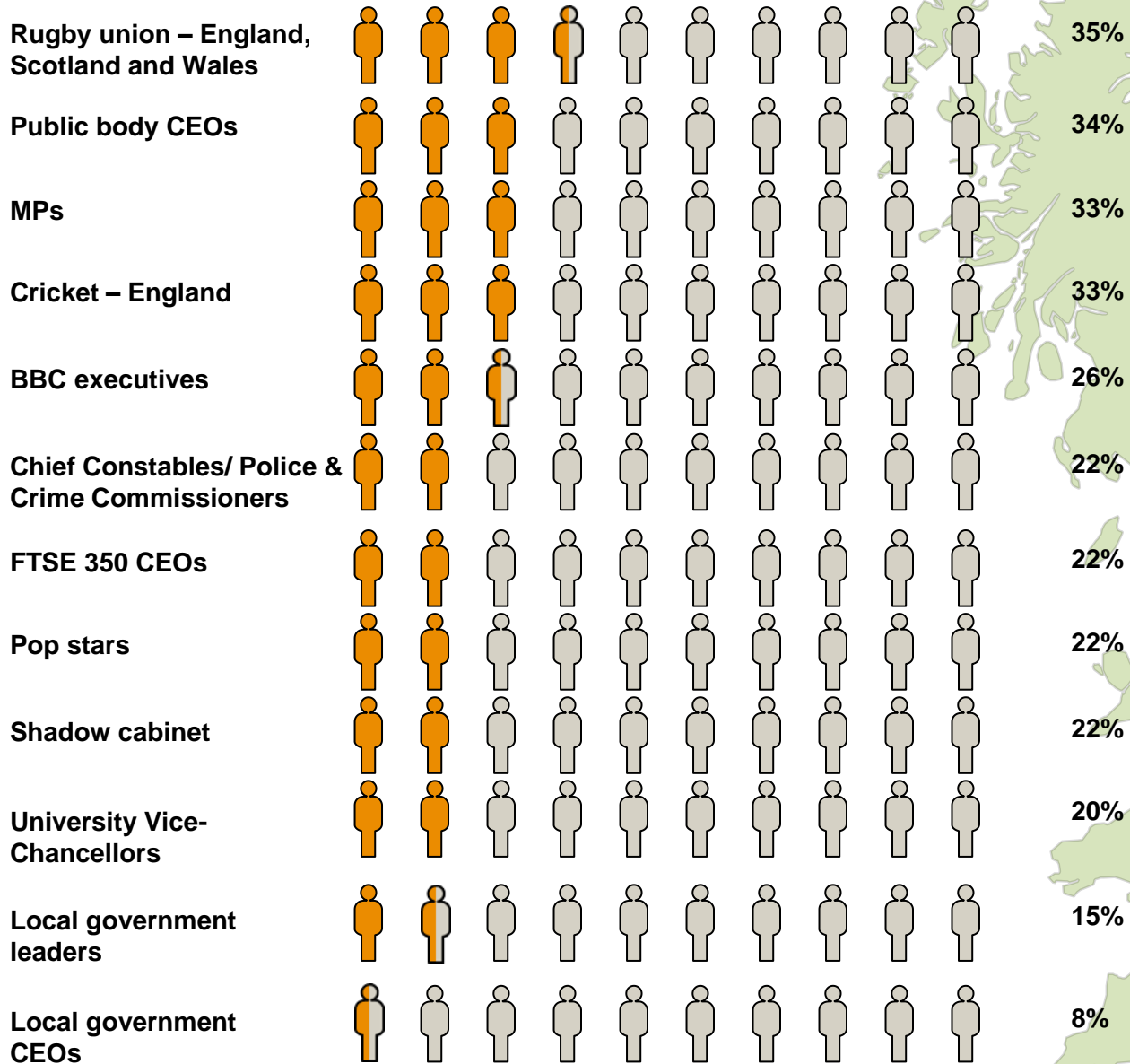


- Attended university
- Attended a Russell Group university
- Attended Oxbridge
- Rest of the UK population

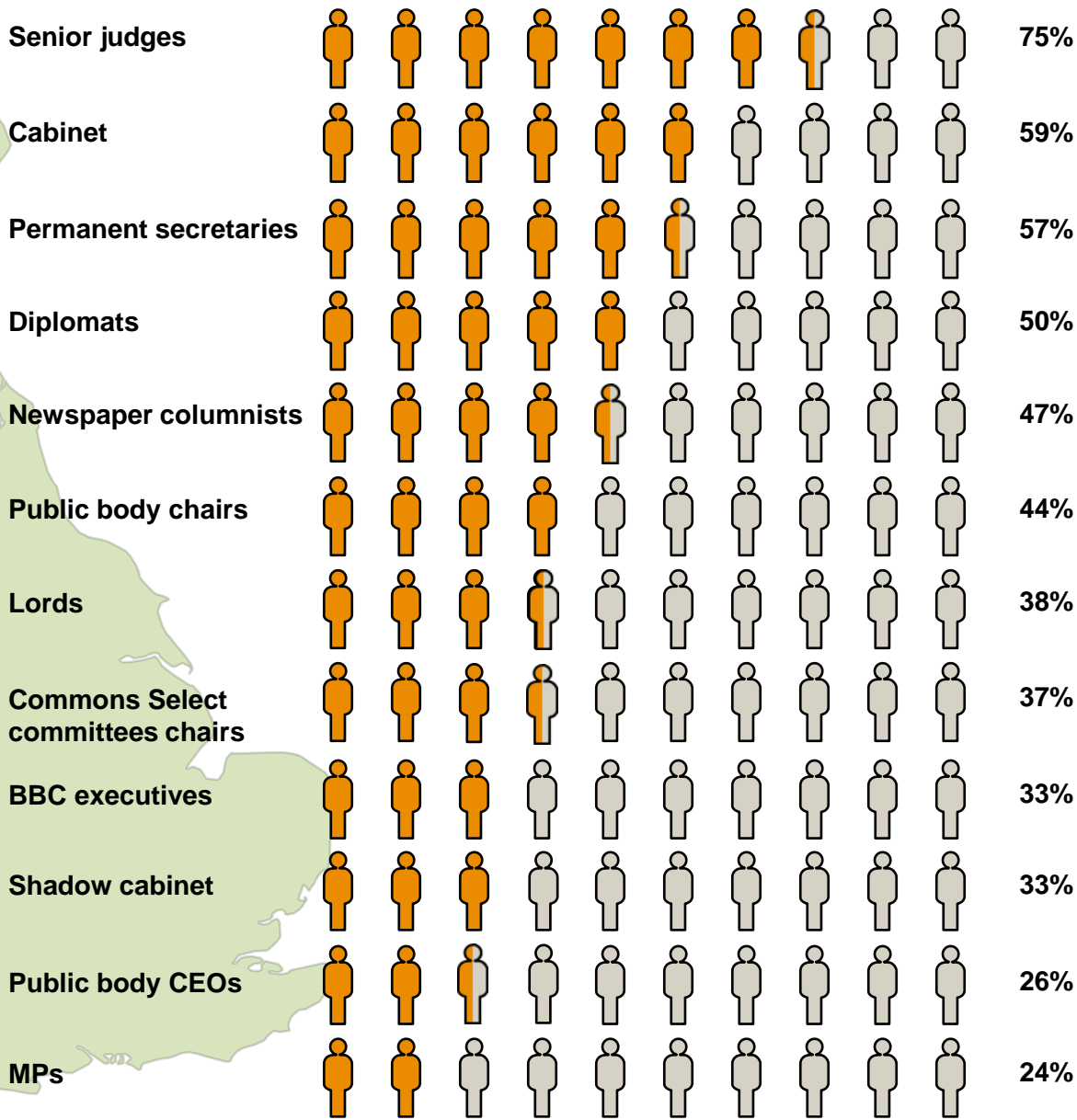
Britain's elite attendance at independent schools



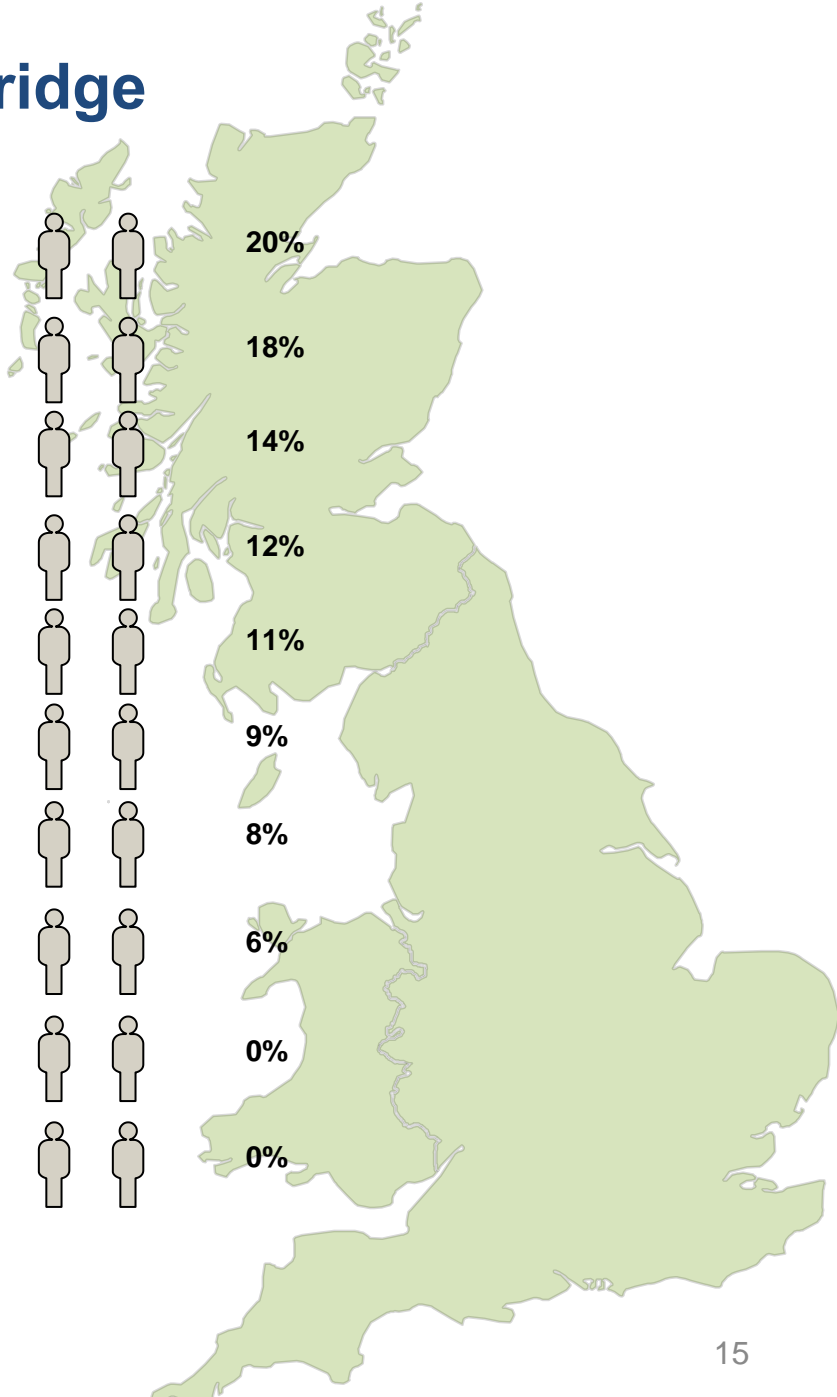
Britain's elite attendance at independent schools



Britain's elite attendance at Oxbridge



Britain's elite attendance at Oxbridge



Why is this important?

The Commission believes that:

- The **best people need to be in the best jobs**; in a truly meritocratic society, employers recruit people on their aptitude, competence and potential for a certain role
- **Many talented people go to independent schools, Oxbridge and Russell Group universities.** For current cohorts, 32 per cent of those who get AAA or better at A-level are educated in independent schools
- **School type and university are imperfect markers of social background:** school type is a partial proxy for socio-economic status of the family and university attendance is largely meritocratic, determined by A-level results

However, the results in the previous slides are concerning because:

- **A lack of diversity in the people who run the country is a problem in and of itself:** the risks are 'group think' and a lack of understanding of those with different backgrounds. Certain professions should arguably be representative of the public for reasons of legitimacy: for example, politics, media and the judiciary
- **A narrow elite suggests serious limits on adult social mobility:** given the importance of school and university background, it seems prospects of making it to the very top are limited for those who begin their career without these advantages
- **The sheer scale of the dominance of certain backgrounds** raises questions about the degree to which the composition of the elite reflects merit. Are top jobs about what you know, or who you know? Is some talent being locked out?



'a lack of diversity in the people who run the country is a problem'

'The sheer scale of the dominance of certain backgrounds raises questions about the degree to which the make-up of the elite reflects merit'

Policy implications

01

Access to top jobs and opportunity should not be dependent on where you come from. Social diversity should be a national mission – class is as important as ethnicity or gender

02

Recruitment to top jobs should be opened up and based on what you know, not who you know. Barriers for younger cohorts like unpaid internships, funding for post-graduate degrees and entry tests susceptible to coaching should all be addressed

03

Policy needs to focus on schools to broaden the supply of talent – both high attainment and broader character skills needed to thrive in the workplace



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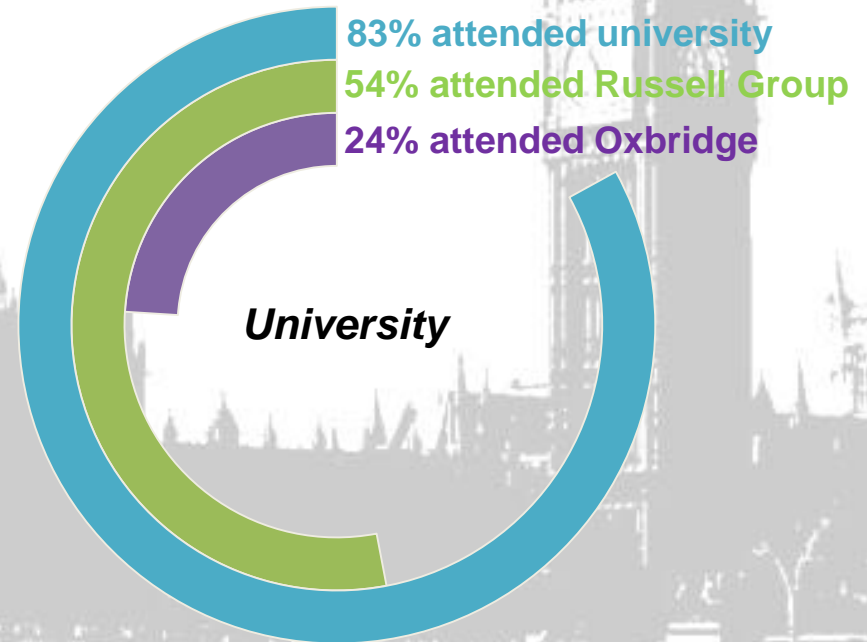
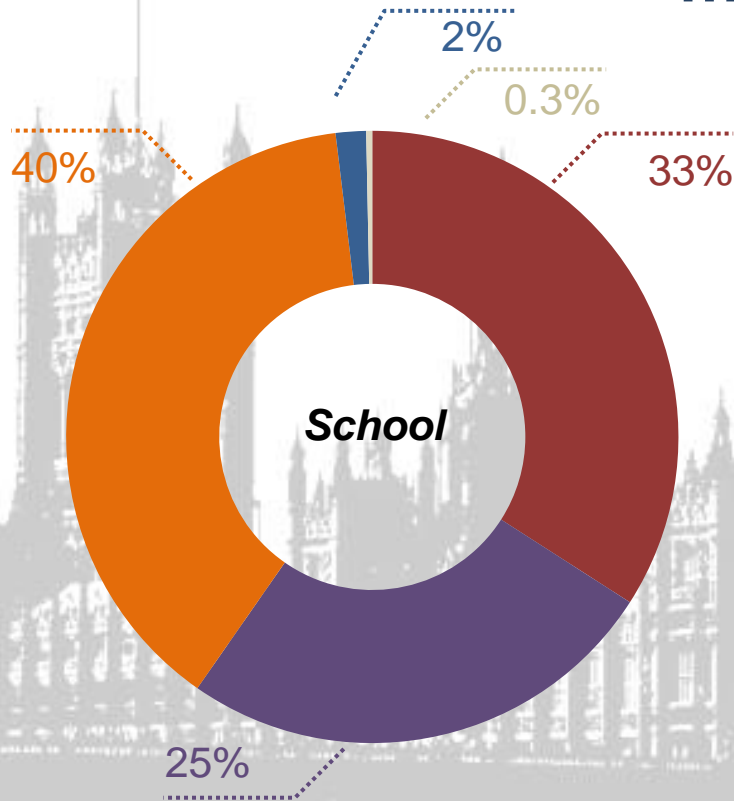
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Spotlight on: Politics



Out of 650 MPs...

...33% went to independent school, compared to 7% of the public...

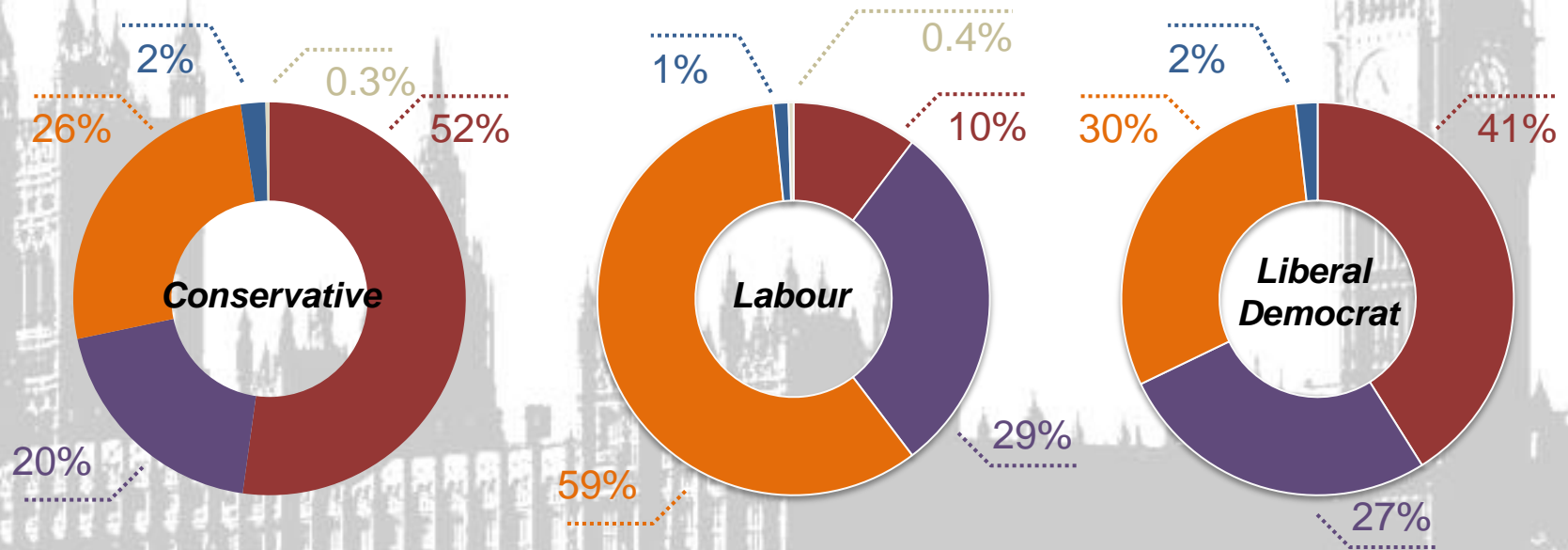


...and 24% of MPs went to Oxbridge, compared to less than 1 in 100 of the public

Information based on data for schools of 626 MPs and universities for 642 MPs

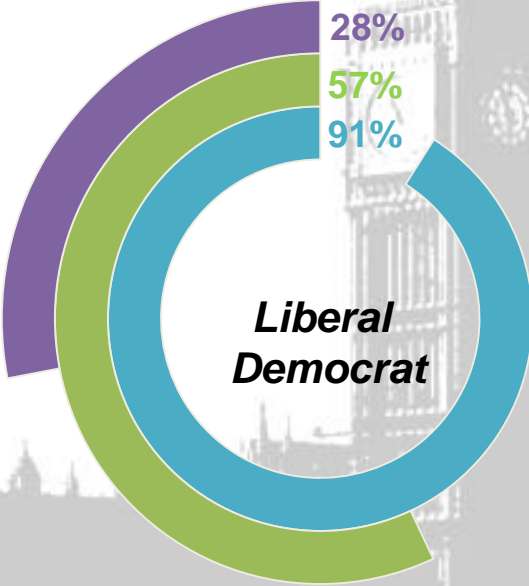
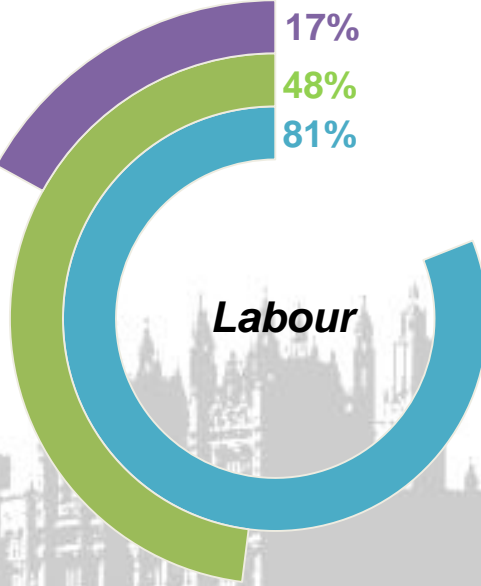
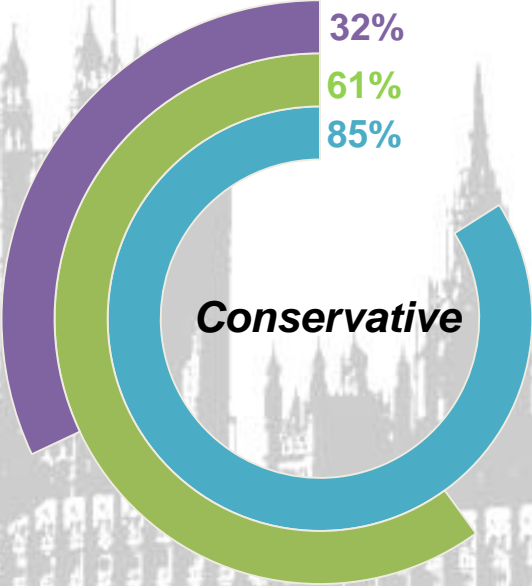
- Independent school
- Grammar school
- Comprehensive school
- International school
- Other (including home school)

Former independent school students are over-represented relative to the public as a whole across all 3 main parties...



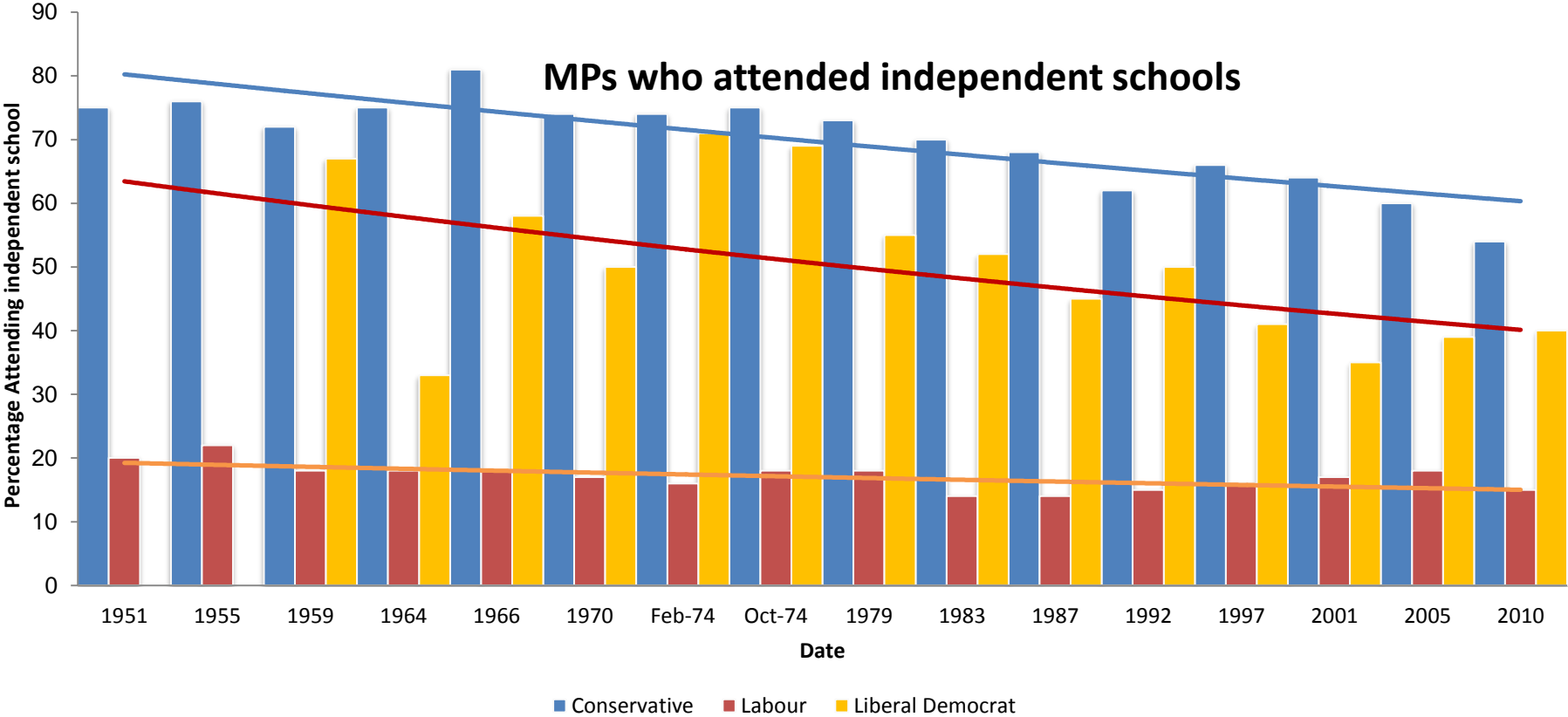
- Independent school
- Grammar school
- Comprehensive school
- International school
- Other (including home school)

A third of Conservatives, a fifth of Labour MPs, and a quarter of Liberal Democrats attended Oxbridge



- Attended university
- Attended Russell Group university
- Attended Oxbridge

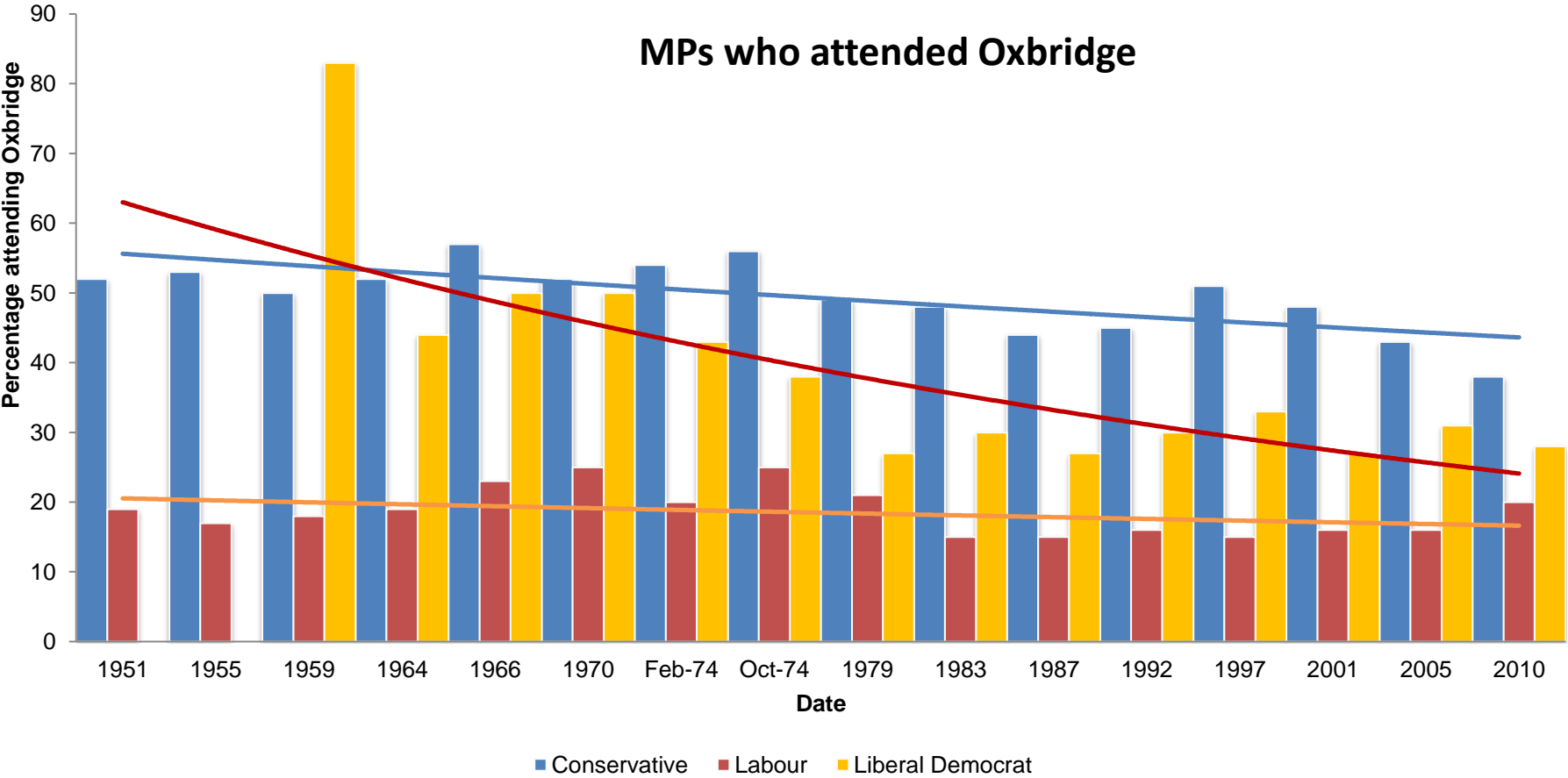
Over the past sixty years, there has been a slow, long-term move towards state educated MPs...



...the Conservatives and Liberal Democrats are increasingly less dominated by independent school-educated MPs

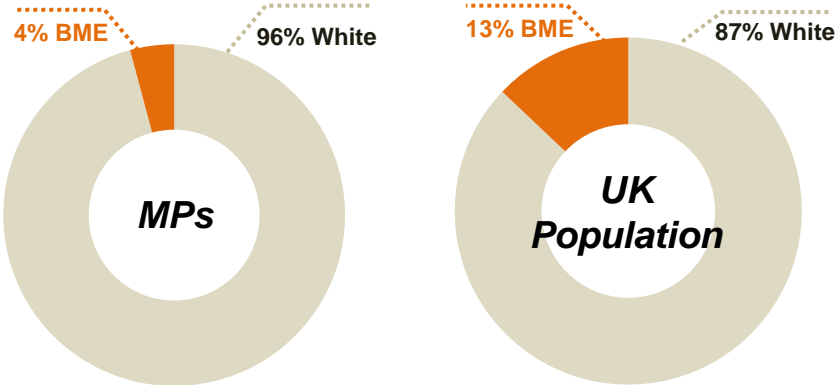
Source: Data from the Sutton Trust. Note: The Liberal Democrat Party previous to 1989 includes The Liberal Party, the Social Democratic Party, the Alliance, and the Social and Liberal Democrats

The proportion of Oxbridge graduates in the Commons is reducing slowly over the long-term...

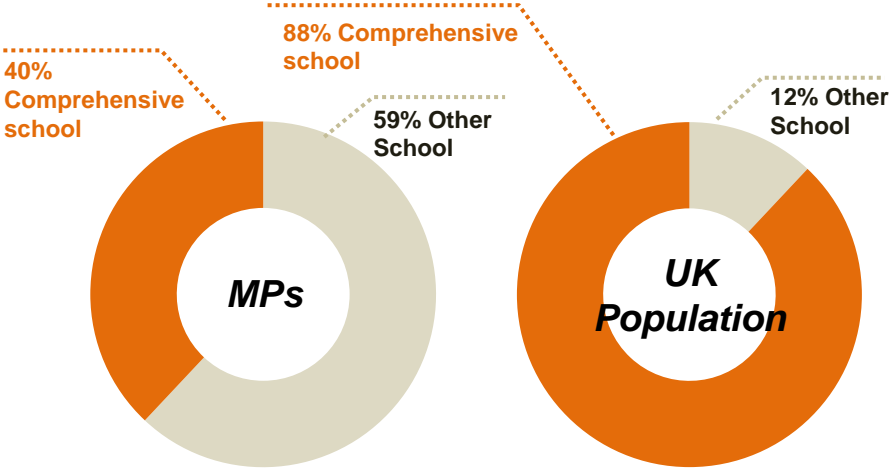


Source: Data from the Sutton Trust. Note: The Liberal Democrat Party previous to 1989 includes The Liberal Party, the Social Democratic Party, the Alliance, and the Social and Liberal Democrats

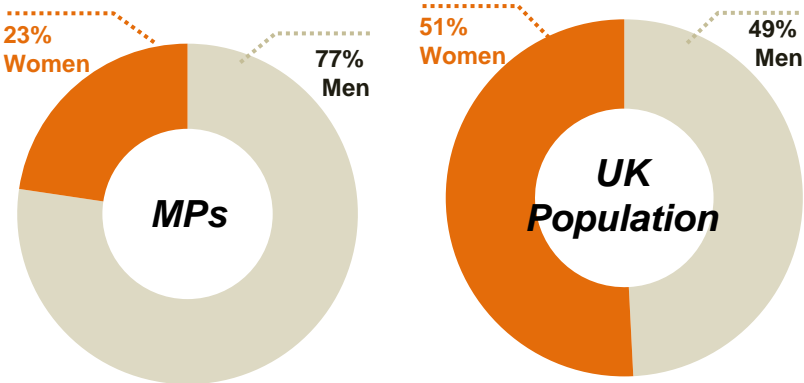
Independent school educated, white males still dominate Parliament...



Ethnic minorities are more than one in ten of the UK population, but fewer than one in twenty MPs are from BME backgrounds



Although 9 out of 10 pupils attend comprehensive schools, fewer than 4 in 10 MPs attended these schools



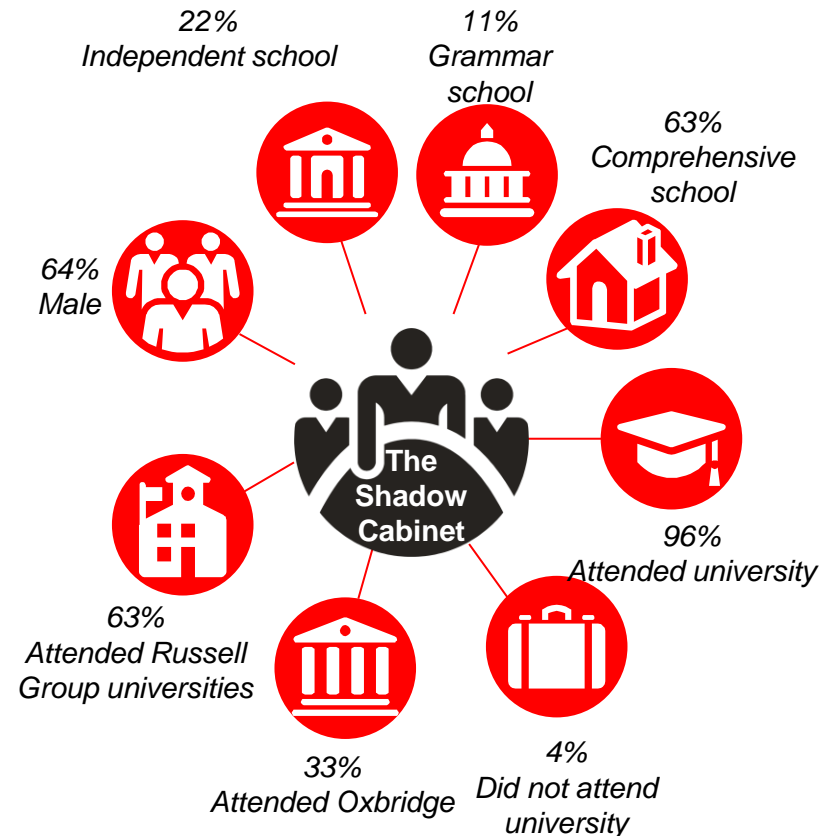
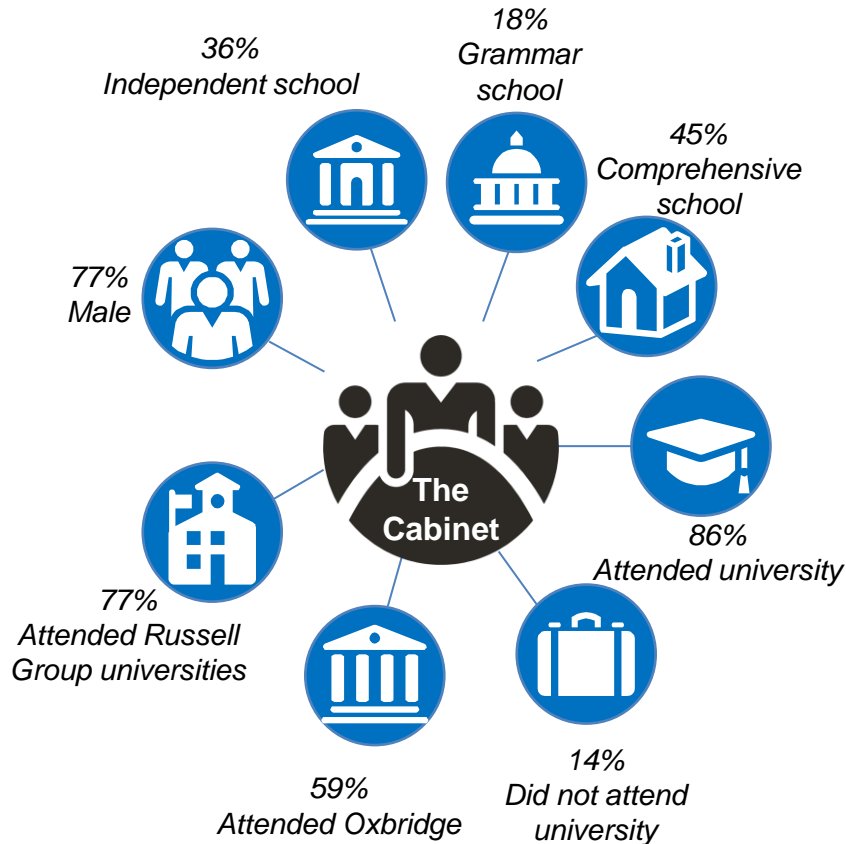
Despite making up more than half of the UK population, fewer than a quarter of the House of Commons are women

...MPs are half as likely to have been educated in a comprehensive compared to the UK population, and a third as likely to be from BME communities compared to the population

Source: Financial Times/Policy Exchange research

The top end of politics: the Cabinet and Shadow Cabinet

59% of the Cabinet and 33% of the Shadow Cabinet attended Oxbridge compared to less than 1% of the UK population as a whole....



...Cabinet members are five times as likely to have attended independent schools as the UK population. While the Shadow Cabinet is more representative, its members are still three times as likely to have attended independent schools than the population

My social mobility story

Gavin Williamson, Conservative MP for South Staffordshire

Family

My father and mother both worked in local government, but my father was the main breadwinner.

How did you get into politics?

I worked in the manufacturing industry, within the ceramics sector, and then as the managing director of an architectural design firm. I was also a local councillor and was successful running for parliament on my second attempt.

What are the backgrounds of other politicians?

I personally have found politics to be very open. I don't come from the typical background but have never felt that this has been a barrier. Far from it.

Do you think it is easier or harder to enter politics today?

I think it is only getting easier and there is certainly a move towards trying to ensure that the party is very representative of all demographics.



My social mobility story



Mark Williams, Liberal Democrat MP for Ceredigion

Family

My father worked on the shop floor of the printing industry before establishing his own company. My mother worked as a part-time classroom assistant, housewife and mother. Until a month before I was born my family always lived in social housing.

How did you get into politics?

I was engaged in political activism from an early age. There were no evident obstacles to standing for parliament.

What are the backgrounds of other politicians?

In politics, people tend to be Oxbridge or public school graduates

Do you think it is easier or harder to enter politics today?

It is easier today to enter politics

My social mobility story

Hazel Blears, Labour
MP for Salford and Eccles

Family

I was brought up in a two-up, two-down terraced house in Salford. I remember we had to move house because of a slum clearance. My dad was a fitter and my mum was PA to the director of Cussons, the soap maker. My dad was the chief earner. I passed the 11+ and attended Wardley Grammar School.

How did you get into politics?

Being a woman was not a major hindrance in my case, but it can still be a barrier to getting into parliament and then progressing your career.

What are the backgrounds of other politicians?

In theory, the job of MP is open to anyone. But in practice, there is a worrying trend of fewer people from working class backgrounds being elected to parliament.

Do you think it is easier or harder to enter politics today?

If anything, I would say it has become harder. Since 1997 internships have increasingly become the first step on the ladder for 'career politicians' who might go on to get a permanent job with an MP before standing for election themselves. Too many of these internships have been unpaid, and that inevitably deters people from poorer backgrounds from applying.

I think some people from working class backgrounds may be put off politics by the complex selection procedures which often reward people with strong communication and management skills. These skills are often developed in middle class professions.



MPs educated in independent schools are over-represented in Select Committees....



32% of Select Committee members attended independent schools



41% of Select Committee members attended comprehensive schools



More than one in six Select Committee members attended Oxbridge (17%)



More than two fifths of Select Committee Members attended Russell Group institutions (44%)

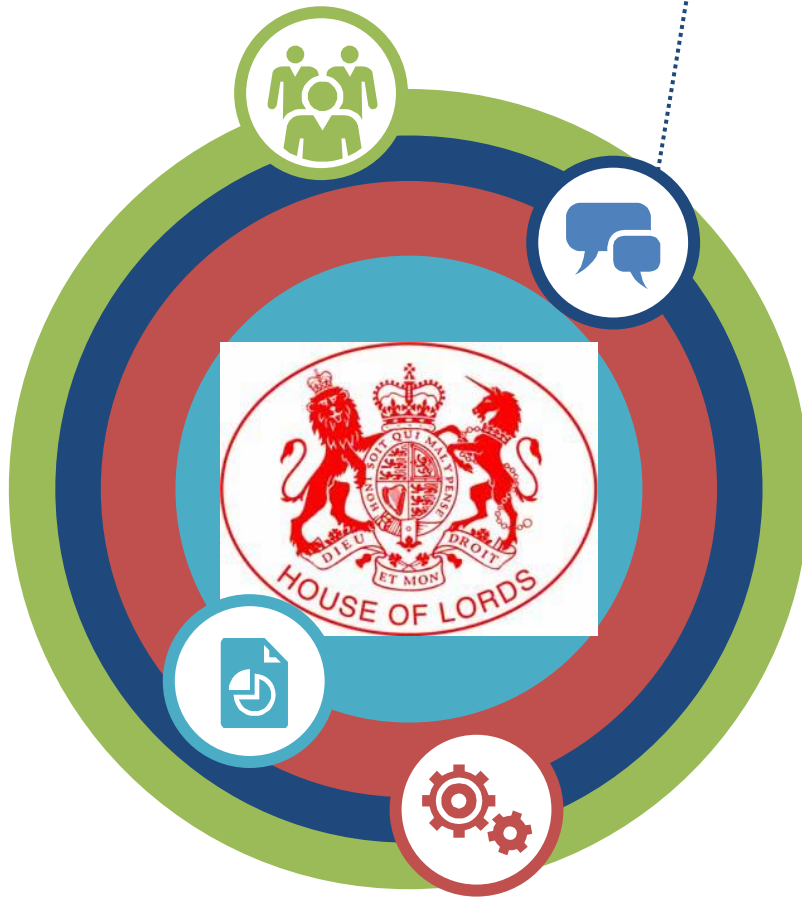


50% of Select Committee Chairs attended Oxbridge



...and Select Committee members are nearly four times as likely to be Russell Group university graduates (44%) than the UK population

The House of Lords is more dominated by 'the elite' than the Commons...



School

Overall 50% of Lords attended independent schools and only 12% attended comprehensive schools.

Two thirds of Conservative peers (67%), half (50%) of Liberal Democrat peers, a quarter (26%) of Labour peers and 62% of cross-benchers attended an independent school.

Only 6% of Conservative peers, 10% of Liberal Democrat peers and 25% of Labour peers and 6% of cross-benchers attended a comprehensive or secondary modern school.

24% of Conservative peers, 34% of Liberal Democrat peers, 44% of Labour peers and 22% of cross-benchers attended grammar schools

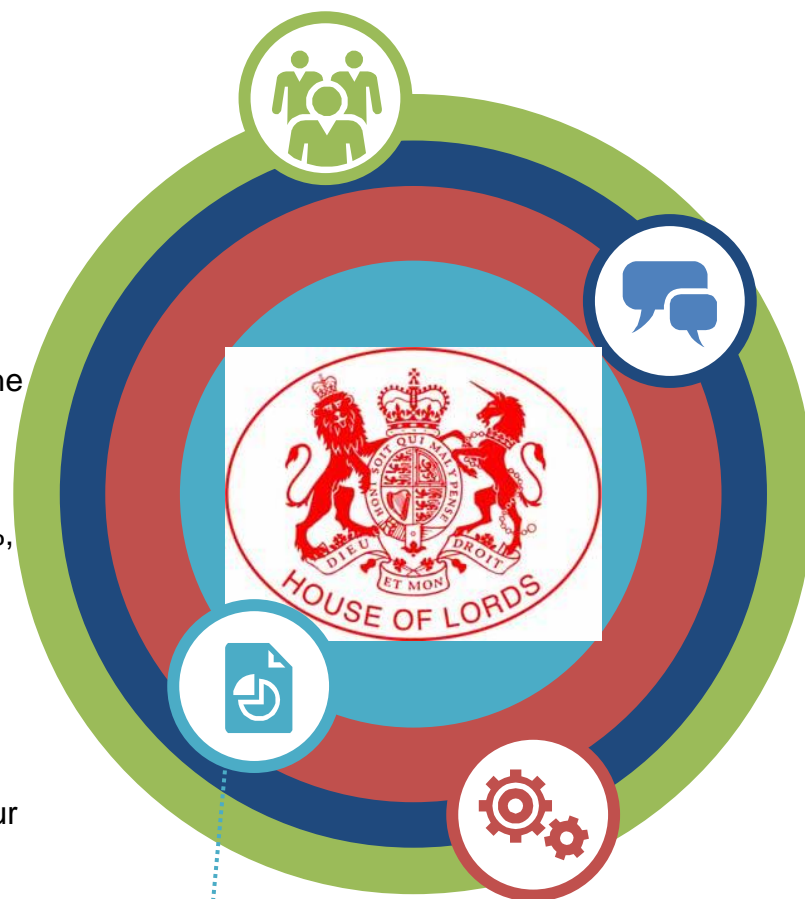
.... half of Lords attended independent schools (50%), seven times more than the UK population as a whole (7%)

Three in five Lords (61%) come from just 24 universities...

University

Over a third (38%) of Lords attended Oxbridge. At least half of peers from each of the three main political parties attended a Russell Group university (Conservative 61%, Liberal Democrat 62%, Labour 53%) and two thirds of cross-benchers.

45% of Conservative peers, 44% of Liberal Democrat peers, 44% of cross-benchers and 24% of Labour peers went to Oxford or Cambridge



...a higher proportion than the House of Commons (53%) and over 5 times the proportion of the UK population (11%)

Women

Women make up less than a quarter of peers (23%), and less than a fifth of Conservative peers (19%), a third of Liberal Democrats peers and a quarter of Labour peers (28%).



Spotlight on: the Media

Like the politicians it holds up to public scrutiny, the media is also drawn from a narrow range of backgrounds...

Newspaper

Top 100 media dominated by independent schools

54% of the Top 100 media professionals are from independent schools – despite only accounting for 7% of the UK's secondary school population. 26% attended grammar schools, followed by 16% from comprehensive schools and 4% from international schools.

Diverse range of voices?

By the Social Mobility and Child Poverty Commission, 2014

More than two in five newspaper columnists (43%) in the British press attended an independent school.

This contrasts with those less than a quarter (23%) of those educated at comprehensive schools. Time for a more diverse range of voices in the media?

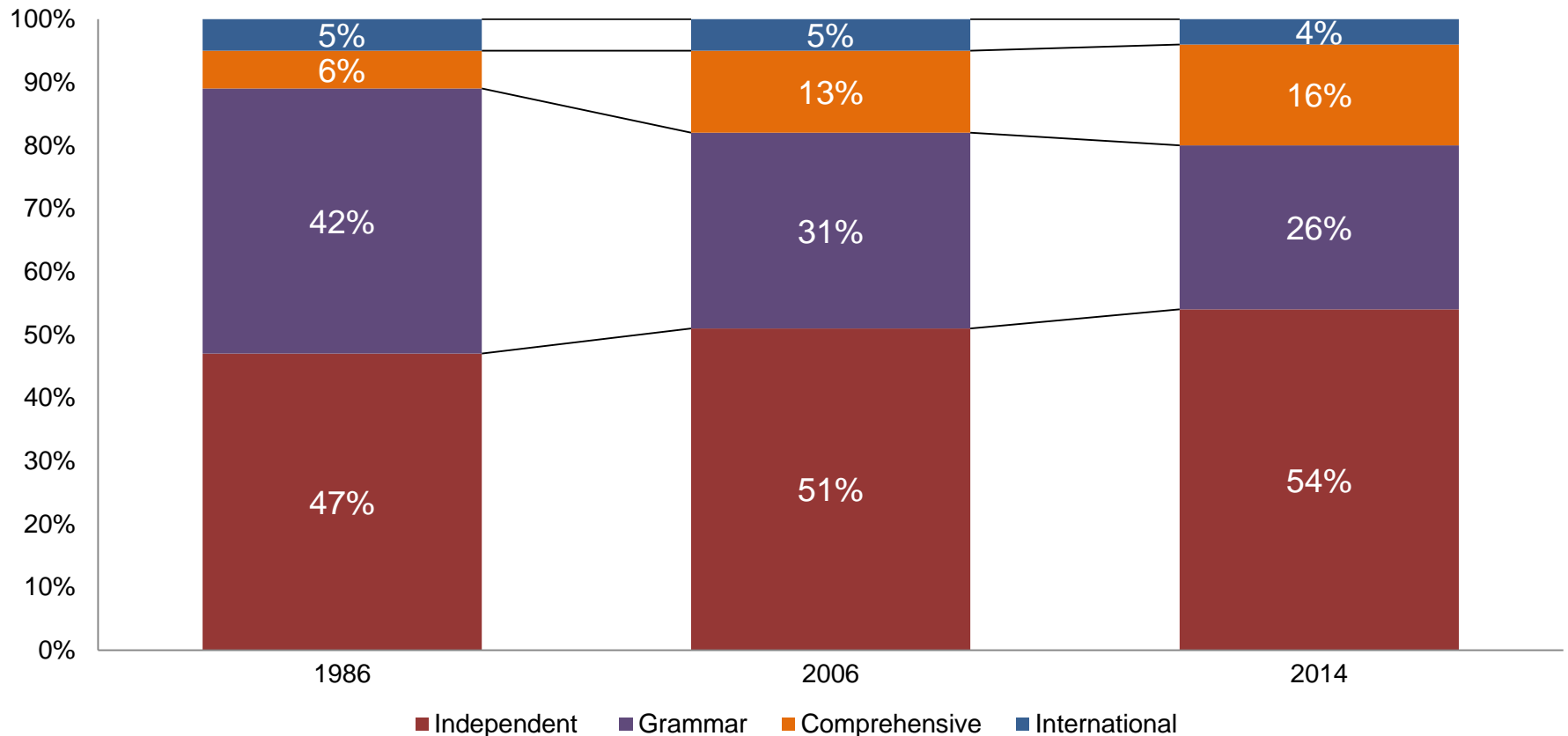
From Cherwell, Oxford Student and Varsity to The Times, the BBC, the Guardian and the Telegraph

Research by the Social Mobility and Child Poverty Commission has found that almost half of the Top 100 media professionals (45%) and newspaper columnists (47%) graduated from Oxbridge. Three quarters of the top 100 media professionals (74%) and two thirds of all newspaper columnists (68%) attended Russell Group universities.

Note: The Top 100 media professionals is based on newspaper editors, columnists and broadcasters, using methodology developed by the Sutton Trust. The (separate) list of all newspaper columnists was compiled by the Commission and includes all columnists for UK national newspapers

...and appears to be slightly more dominated by those from independent school backgrounds...

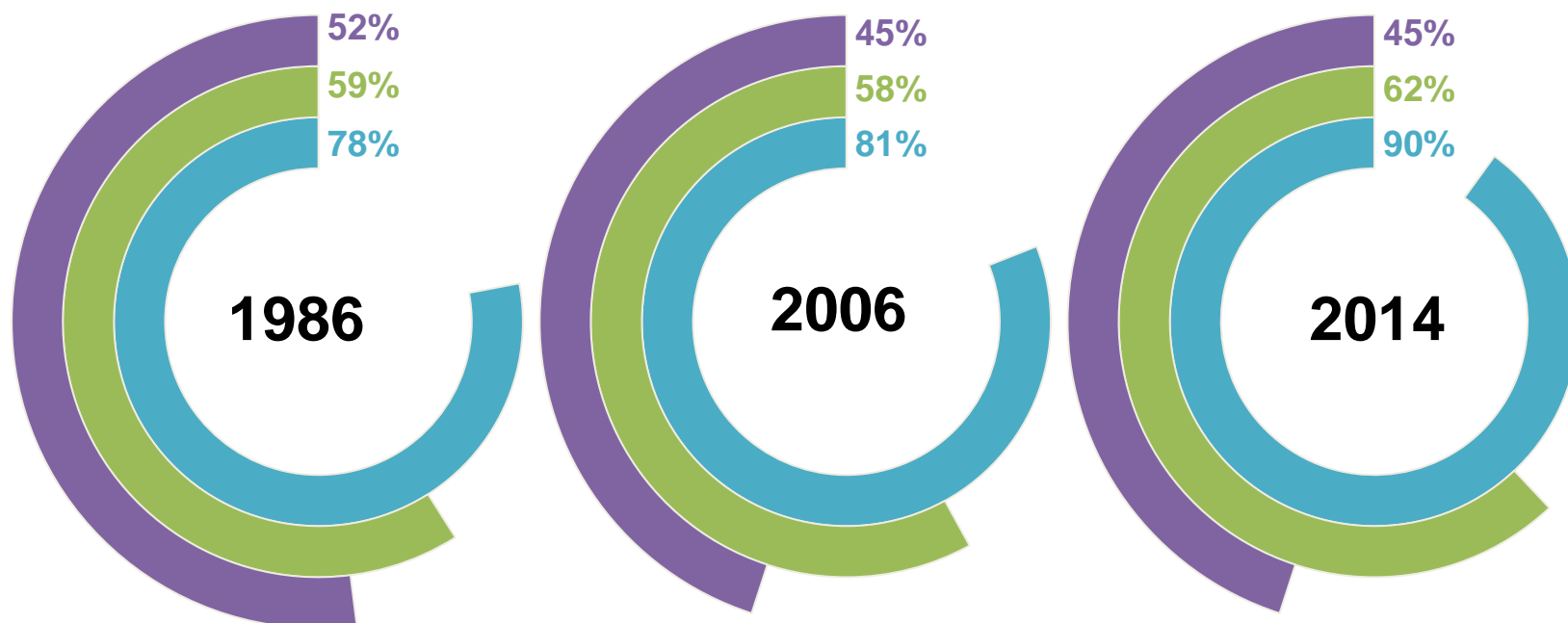
Secondary school attended by the top 100 media professionals



...a possible contrast with politics, which appears decreasingly dominated by the independently schooled

Note: the shift between grammar and comprehensives may reflect changes in school structures from the 1970s on rather than underlying changes in recruitment practices. Source: Sutton Trust (1986 and 2006)

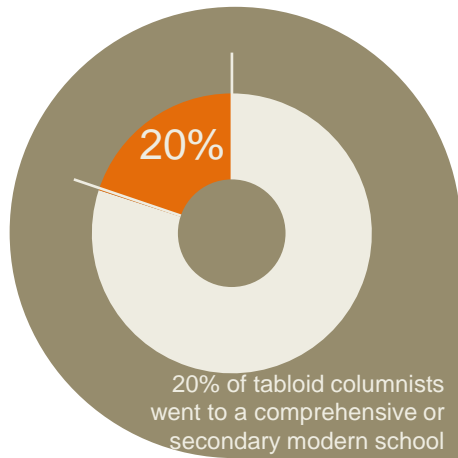
Around half of the 100 top media professionals went to Oxbridge



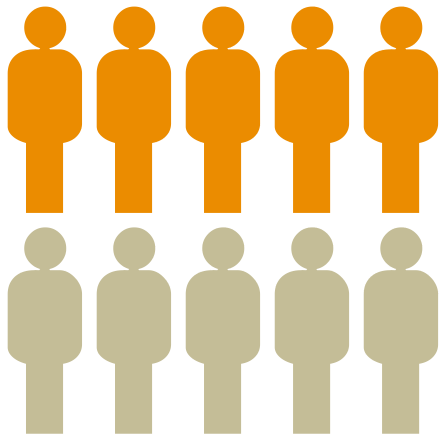
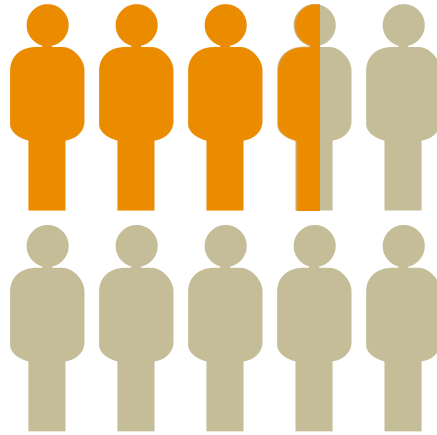
- Attended university
- Attended Sutton 13 university
- Attended Oxbridge

Note: The Sutton 13 universities comprise Birmingham, Bristol, Cambridge, Durham, Edinburgh, Imperial College London, LSE, Nottingham, Oxford, St Andrews, University College London, Warwick, York. Sutton Trust (1986 and 2006). We focus on this measure to enable comparison over time.

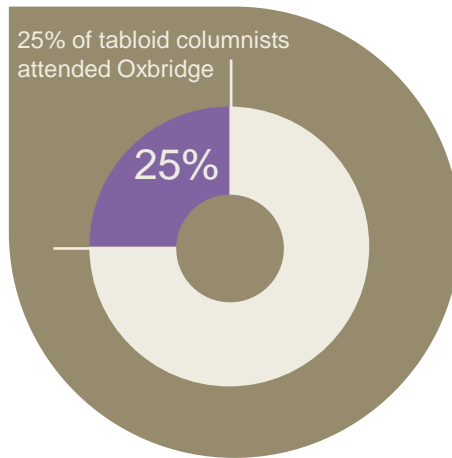
The tabloids



38% of tabloid columnists attended an independent school



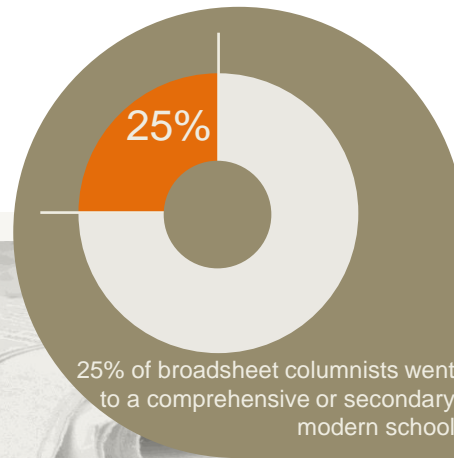
25% of tabloid columnists attended Oxbridge



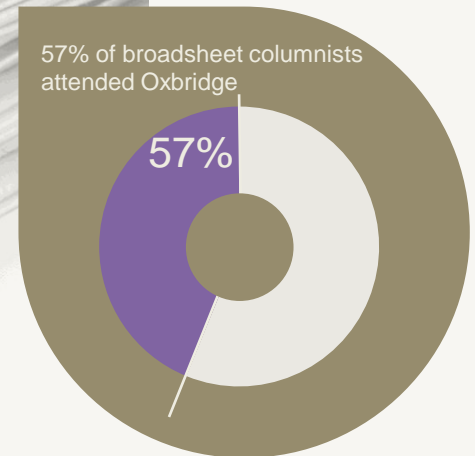
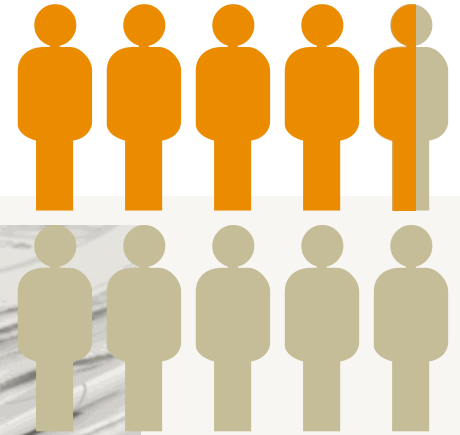
...it seems tabloid columnists have similar school backgrounds to other elite professions, with nearly two in five from independent schools

The broadsheets

...broadsheet columnists are similar to tabloids, with 45% from independent schools



45% of broadsheet columnists attended an independent school



My social mobility story

Deborah Orr
The Guardian



Family

My father worked on a factory production line and my mother was an office clerk.

How did you get into journalism?

I started working on production - layout and subbing for trade papers and gradually gained experience, working my way up. I had no particular qualifications, but I taught myself a lot of skills and techniques. A degree helped with establishing a general level of education.

What are the backgrounds of other journalists?

I think journalism has always been fairly diverse class-wise, except at the very top, where Oxbridge dominates.

Do you think it is easier or harder to enter journalism today?

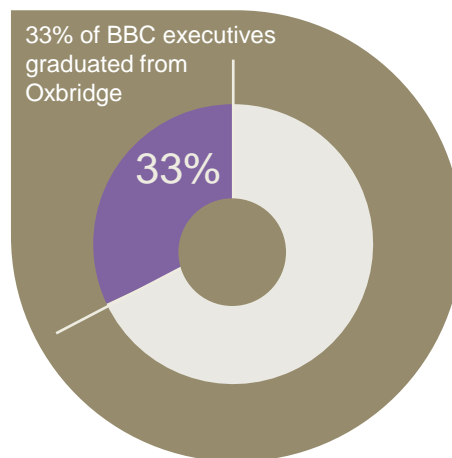
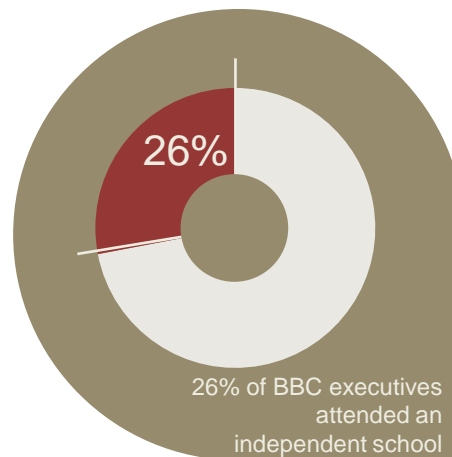
Unless you can move to London, with the attendant expense, it's harder, because of the decline in the regional press.

BBC Executives also appear to come disproportionately from a narrow range of backgrounds...



...33% of top BBC Executives attended Oxbridge and 26% independent school

37% of BBC executives attended a comprehensive or secondary modern school



62% of BBC executives attended Russell Group universities

My social mobility story

Aaqil Ahmed

Commissioning Editor, Religion and Head of Religion and Ethics, BBC

Family

My mother was a child refugee from India to Pakistan, my father was born in what became Pakistan. My father came to England to work in a dye works in Wigan.

How did you get into the BBC?

I decided to pursue a dream of becoming a graphic designer. At Art School in Wigan I discovered photography and film and applied for a degree. With no family connections I knew it would be hard to get work. I did lots of appropriate work experiences and that gave me the confidence to apply for a job as a researcher. I found little hindrance in my career path until reaching the level of senior manager.

What are the backgrounds of other media executives?

In my industry at that level there are few people with similar cultural or socio-economic backgrounds to mine and that has in my opinion hindered me, not completely but enough for me to find it hard to navigate a way forward.

There is a lack of diversity of socio-economic classes the higher up the food chain you get but I think the correct educational background from certain educational establishments can open up opportunities for advancement.

Do you think it is easier or harder to enter the media today?

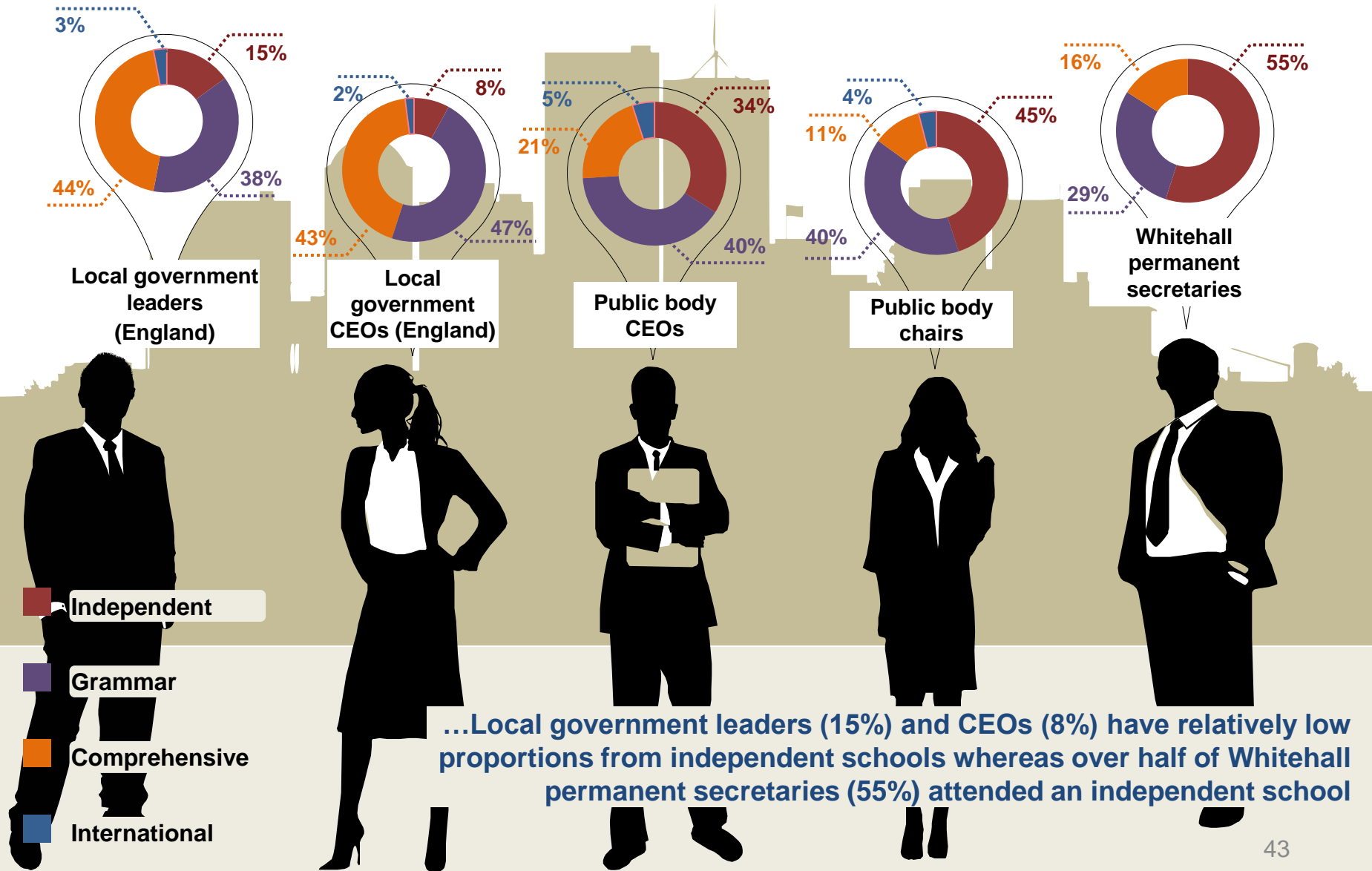
I think it would be easier to enter as there are so many entry level and diversity schemes. My concern is what happens when you are in, I think without the right educational credentials to fit in your career would stall at a certain level.



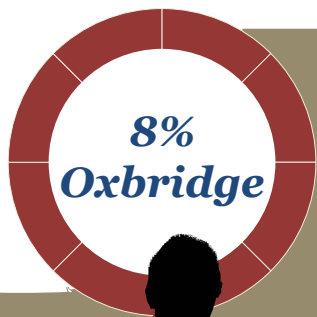
Spotlight on: the Public Sector



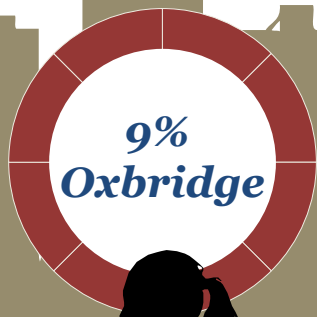
The social profile of the public sector varies considerably depending on profession...



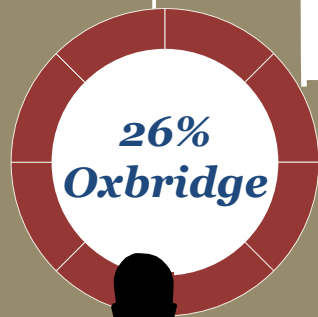
More than half of Whitehall permanent secretaries are Oxbridge educated (57%) compared to only 8% of local government leaders...



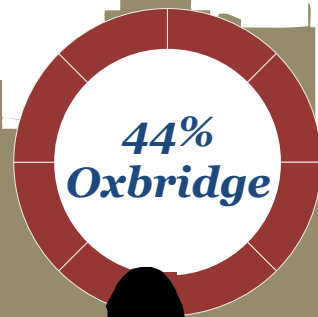
Local government
leaders
(England)



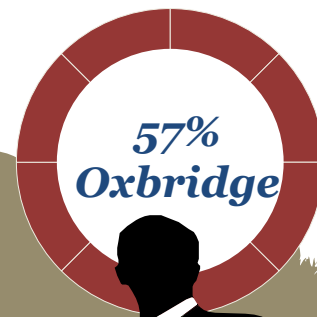
Local
government
CEOs (England)



Public body
CEOs



Public body
chairs



Whitehall
permanent
secretaries

My social mobility story

William Benson

Local Government CEO, Tunbridge Wells

Family

My mother was a teacher and my father started as a teacher but then became a civil servant in the Home Office.

How did you get into local government?

During school and my time at university I worked on a farm. At university I studied international relations and then spent some time volunteering for a foreign affairs think-tank. From there I successfully applied for a job in the House of Commons and then applied for a role in local government. In five years I held five different roles and ended up as a Head of Service. I certainly didn't plan to work in local government or any of my roles within it. I didn't need any qualifications other than my degree and was fortunate to work for authorities that recognised my potential and that were willing to develop me and trust me.

What are the backgrounds of other local government CEOs?

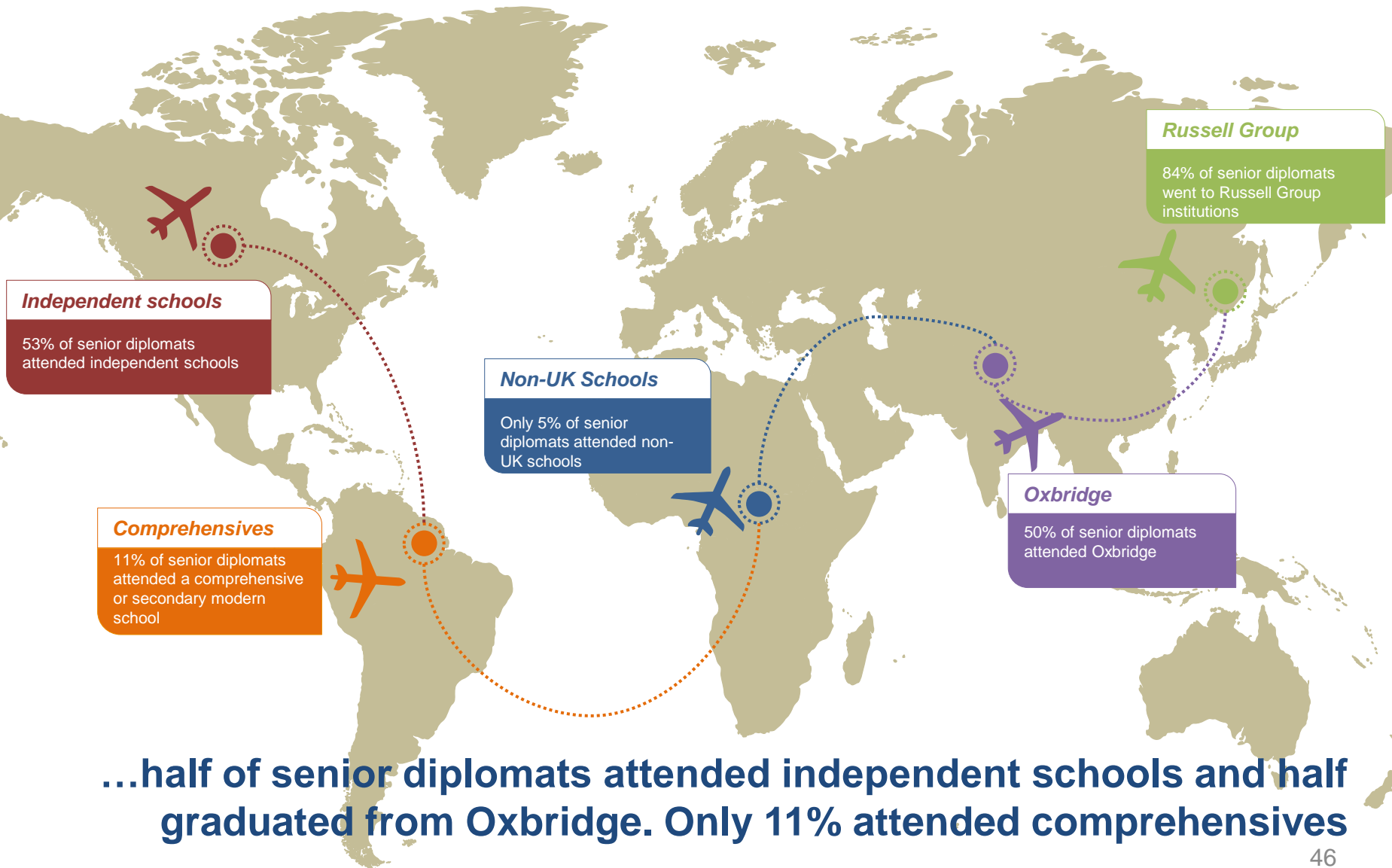
It is difficult to generalise about local government as cultures, recruitment practices and leadership styles vary from authority to authority but I have found it a great sector to work in – I was given significant responsibilities fairly early on and supported in taking them on. My personal experience is that it is open to people of all backgrounds.

Do you think it is easier or harder to enter local government?

Social mobility in local authorities varies from council to council. There are fewer senior roles in local government as a result of the significant reductions to funding.

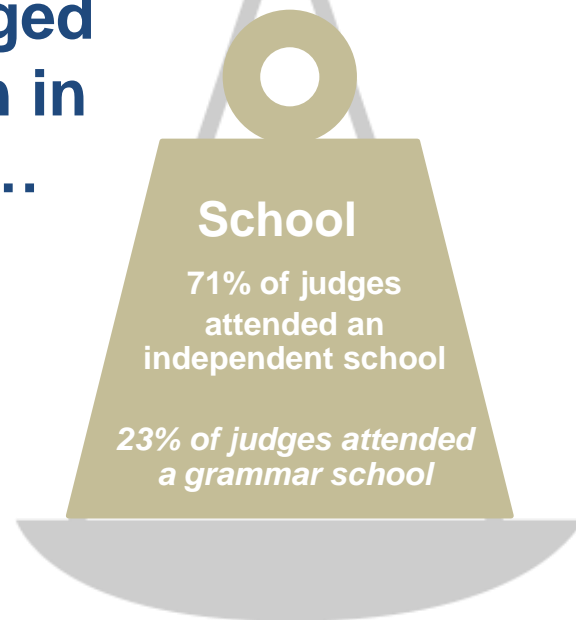
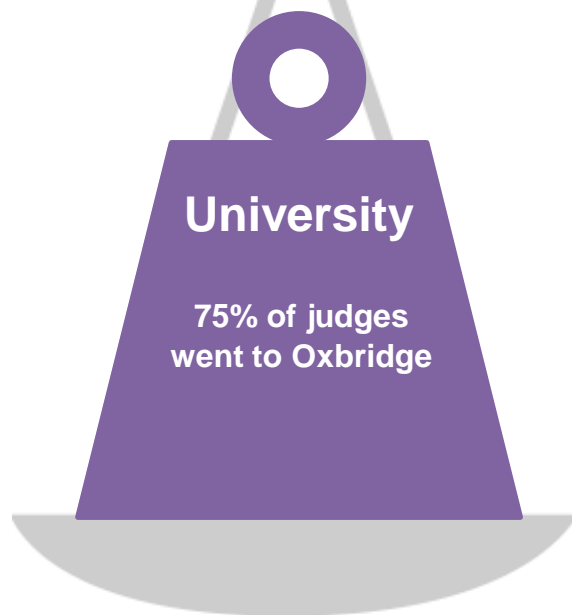


Britain's senior diplomats: the UK elite abroad



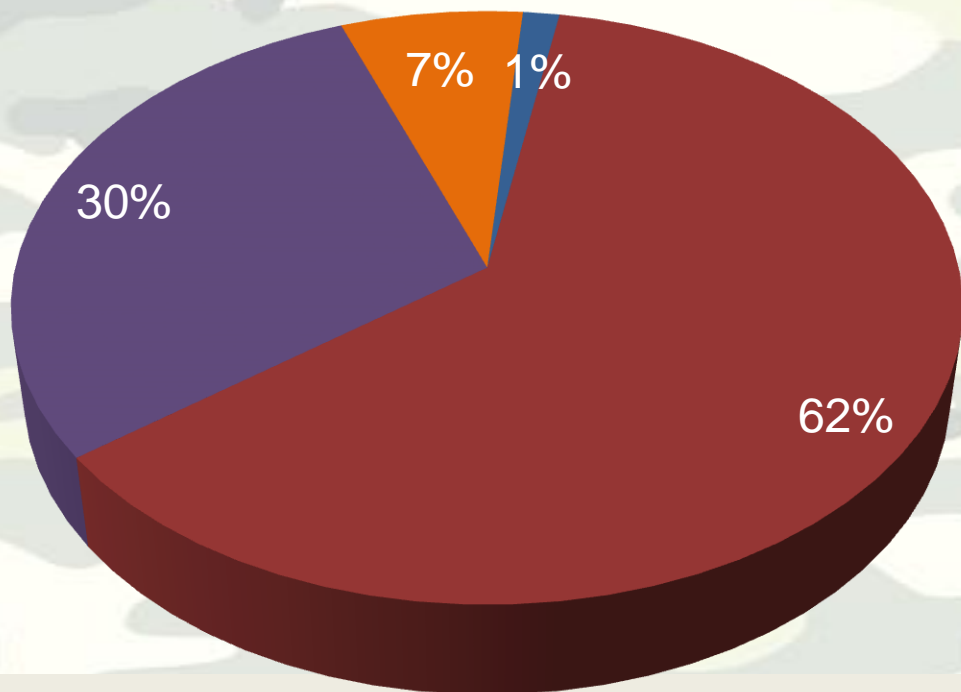
...half of senior diplomats attended independent schools and half graduated from Oxbridge. Only 11% attended comprehensives

Senior judges in England are the professionals with the most advantaged educational backgrounds, with seven in ten from independent schools (71%)...



...and one in seven judges (14%) went to just five independent schools: Eton, Westminster, Radley, Charterhouse and St Paul's Boys

Senior armed forces officers are also largely educated in independent schools (62%) and fewer than 1 in 10 (7%) went to comprehensives...

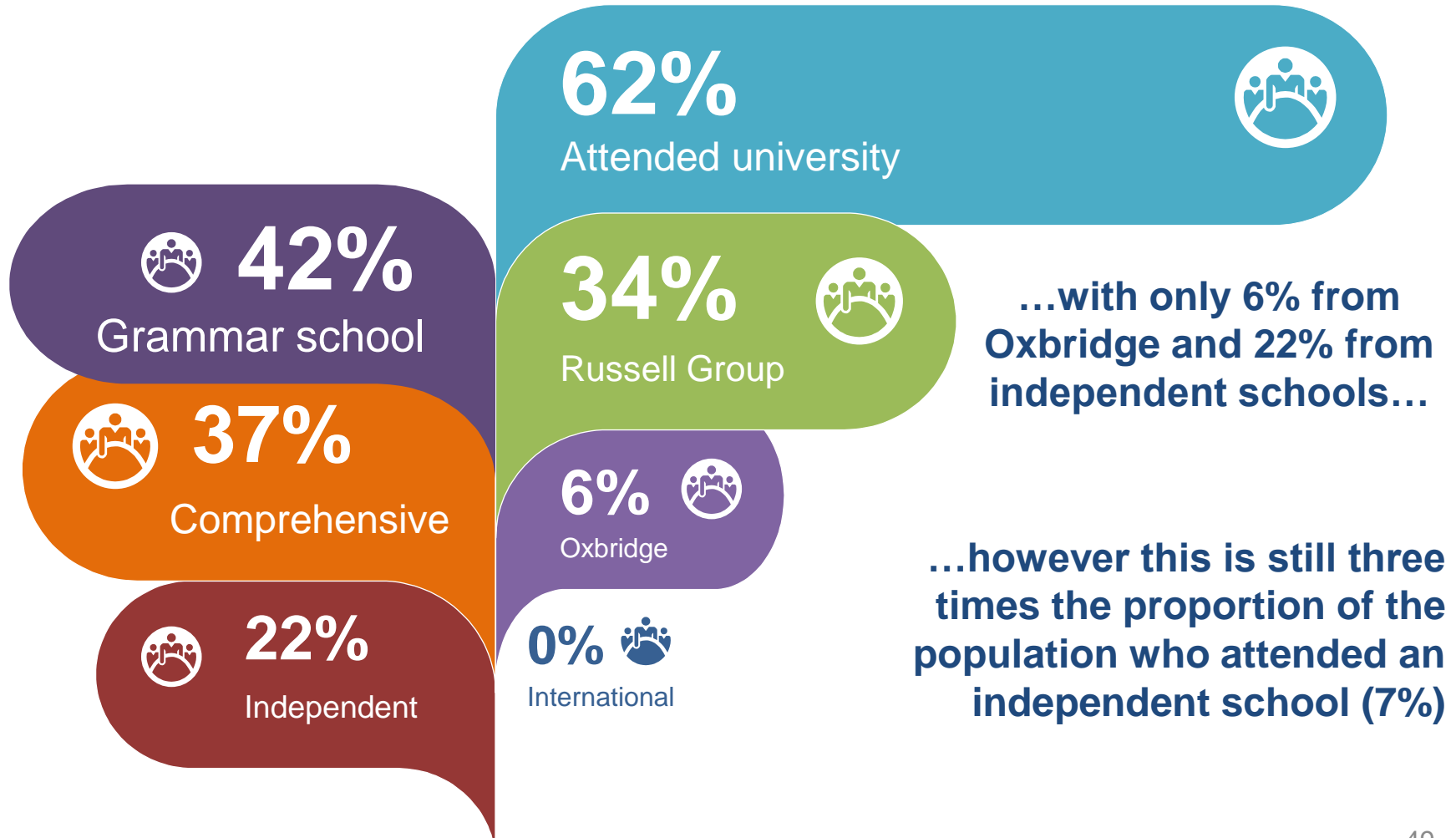


- Independent
- Grammar
- Comprehensive
- International

...a higher proportion than Permanent Secretaries in the Civil Service (55%) and second only to senior judges (71%)

Note: 'Senior Armed Forces Officers' include: General, Lieutenant General, Major General, Air Chief Marshal, Air Marshal, Air Vice Marshal, Admiral, Vice Admiral, Rear Admiral

Police and Crime Commissioners and Chief Constables in England and Wales are more representative of the country....

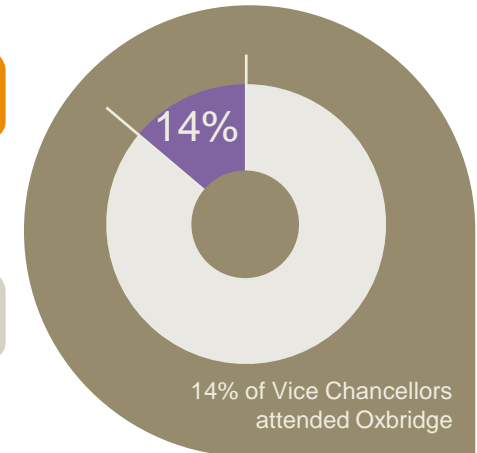
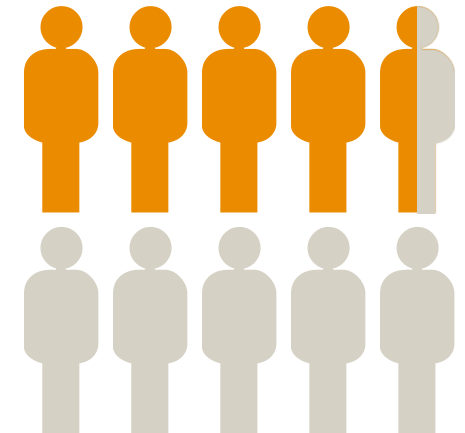
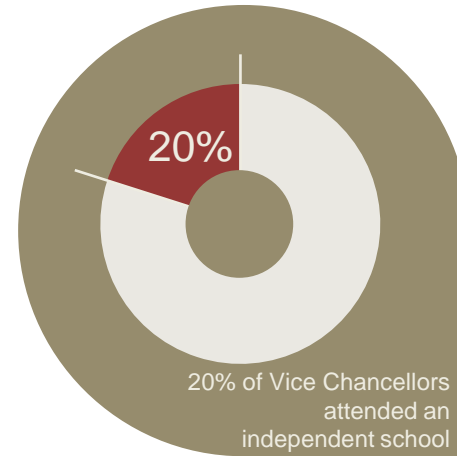


Note: this research only relates to England and Wales

A relatively low number of University Vice Chancellors attended independent schools compared to some other professions...



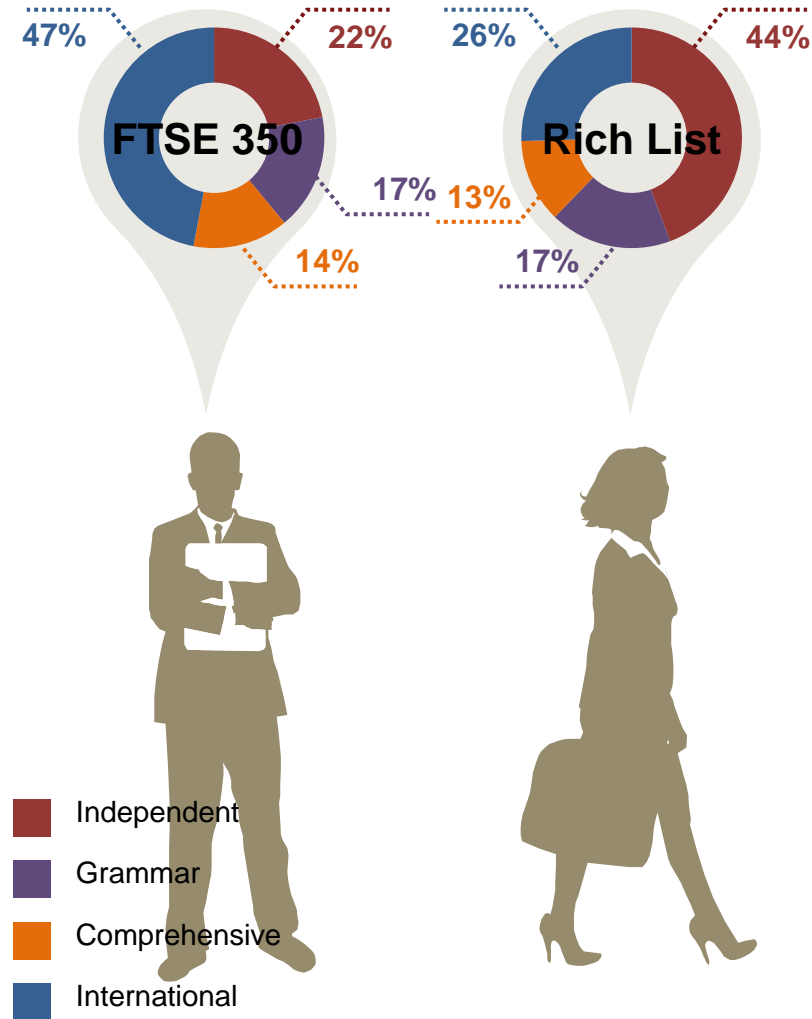
...however more than half attended Russell Group universities, almost five times the proportion of the UK who attended these universities





Spotlight on: Business

The FTSE 350 vs the Sunday Times Rich List: international and independently educated dominate



Large numbers of CEOs of the FTSE 350 (47%) and those in the Sunday Times Rich List (26%) were educated abroad...

Excluding those educated abroad, 41% of British-educated FTSE350 CEOs and well over half of those in the Sunday Times Rich List (60%) were educated privately

Almost half of FTSE350 CEOs (43%) and over a quarter of those on the Sunday Times Rich List attended Russell Group universities (28%)....



...and there are more male CEOs called 'David' in the FTSE 350 (17) than there are female CEOs in the same group (14)

Almost half (43%) of FTSE 350 CEOs attended a Russell Group university

Over a quarter of the Sunday Times Rich List (29%) did not attend a university

34% of the Sunday Times Rich List attended a non-UK University

Only 7% of FTSE350 CEOs did not attend a university





Spotlight on: Creative Industries and Sport

Of the wealthiest 100 UK-born people in the TV, Film and Music industries 44% attended independent schools...



...more than six times the proportion of the general public

Pop music seems to be somewhat more socially diverse...

1

Comprehensives

The majority of pop stars (72%) attended a comprehensive school, compared to 88% of the UK population

2

Independent schools

Almost a quarter (22%) of pop stars attended an independent school

Pop stars

4

Russell Group

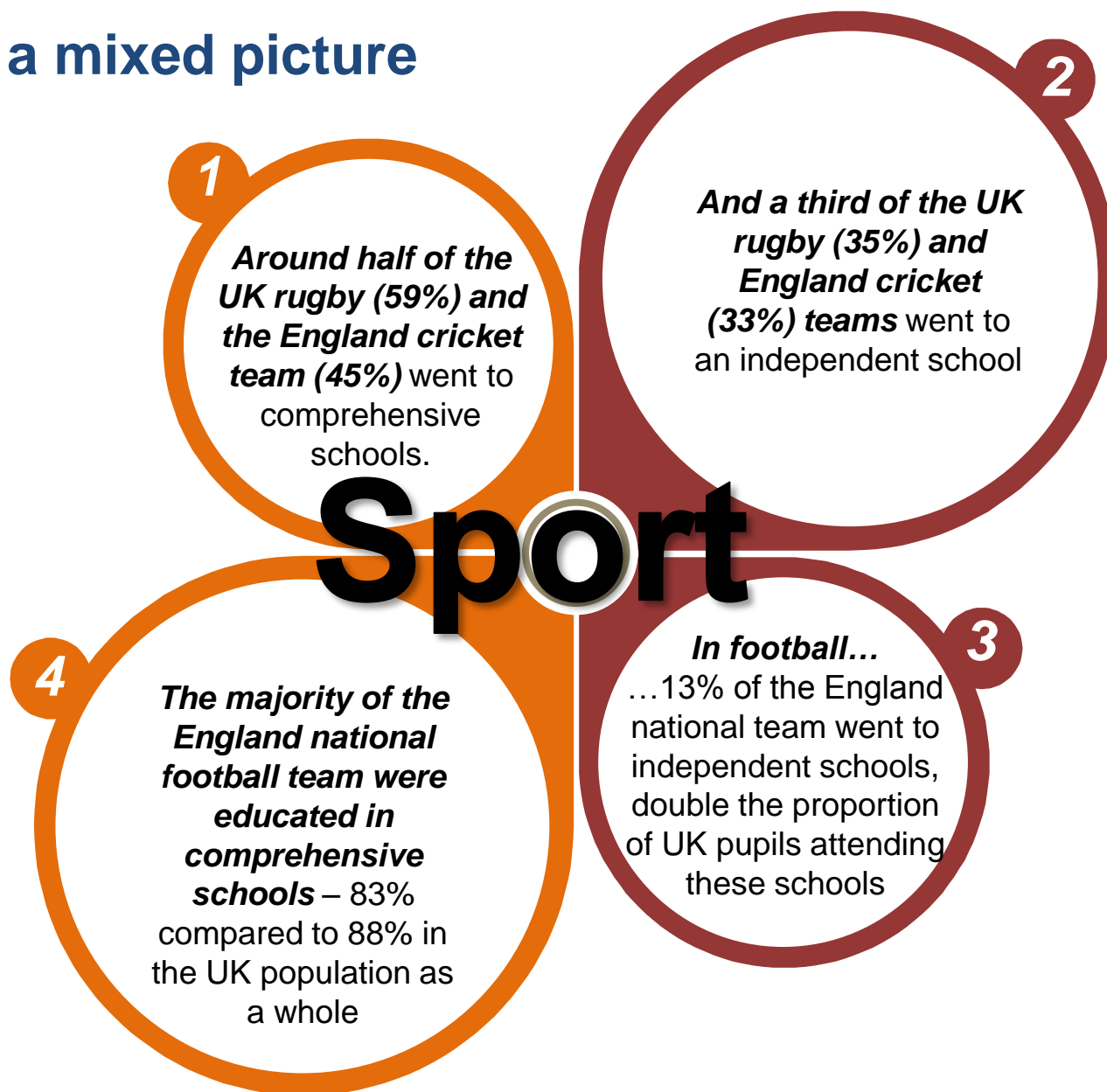
More than a quarter (27%) of pop stars graduated from a Russell Group institution

3

University Attendance

Almost two thirds of pop stars did not attend a university (62%)

Sport is a mixed picture

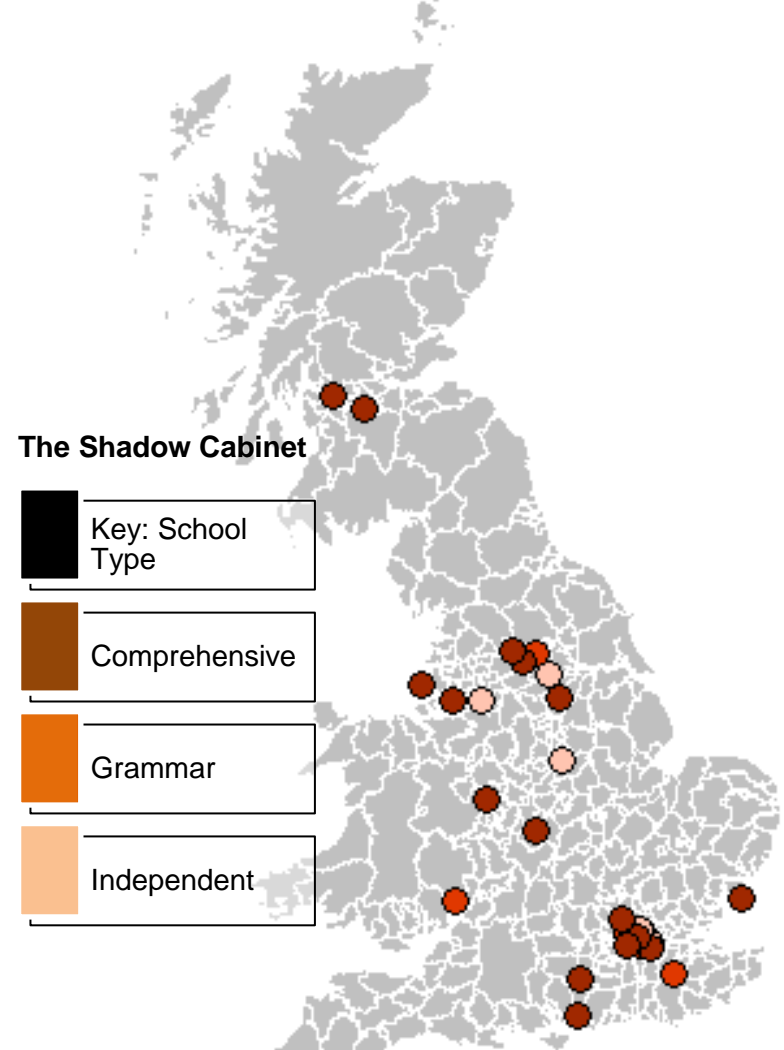
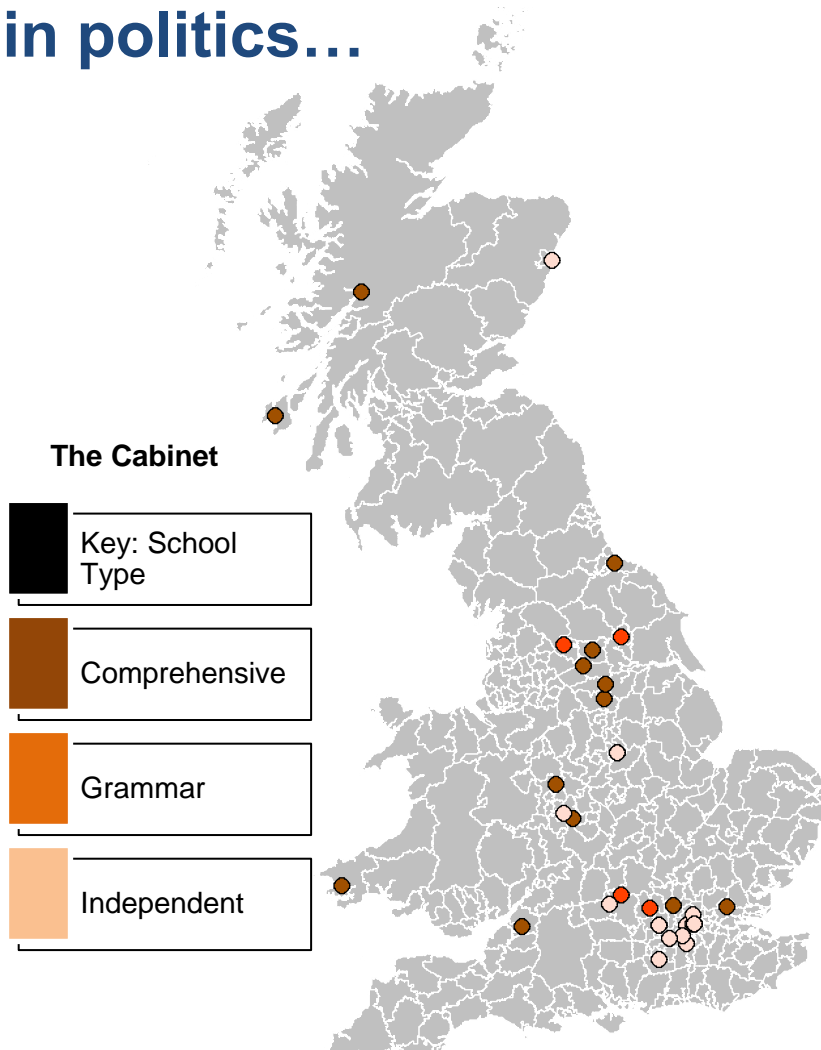


Note: the figures for cricket are based on the England team, and the figures for rugby are based on the national teams for England, Scotland and Wales. Figures for football are based on the England national team and research by the Sutton Trust.



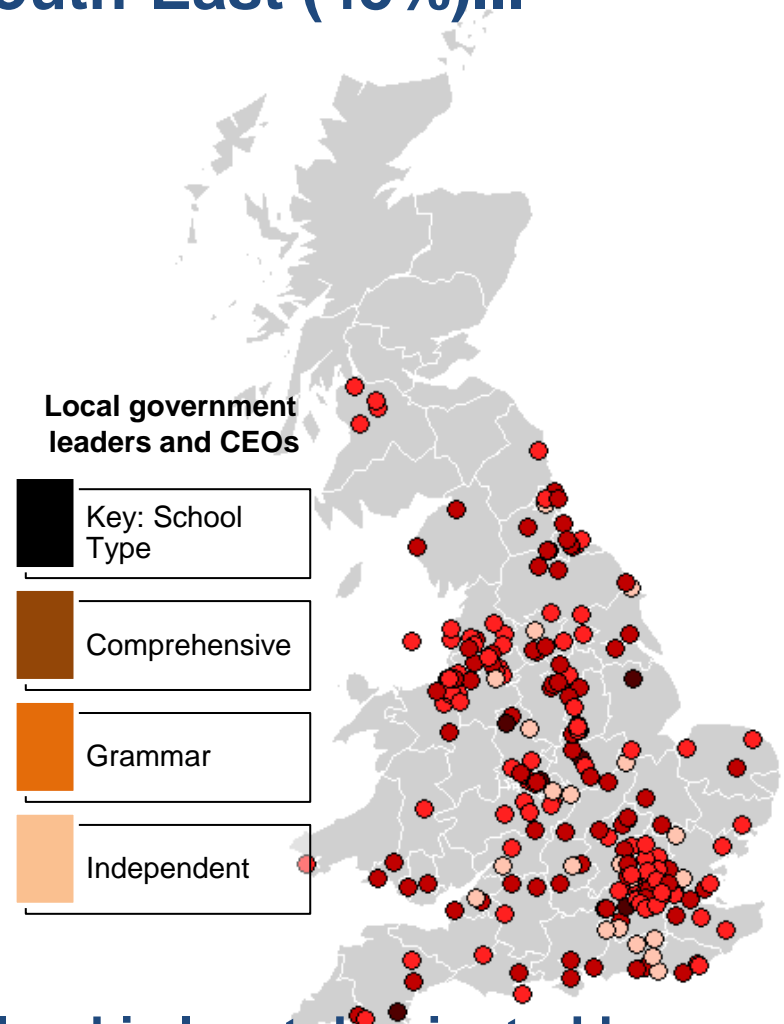
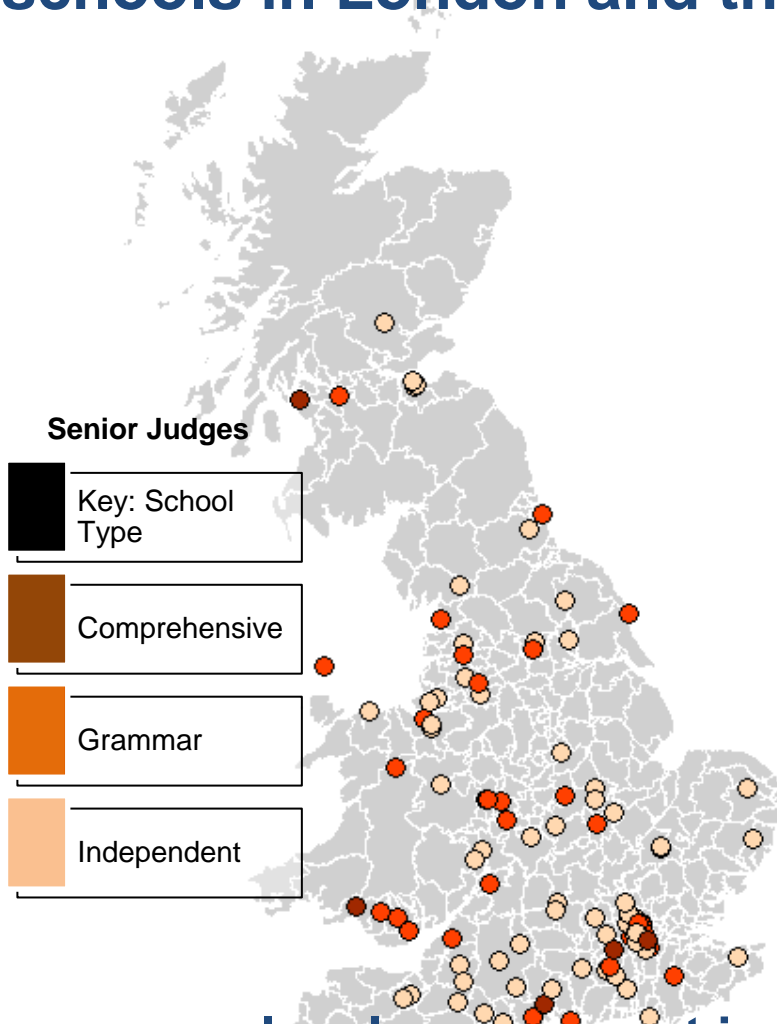
Spotlight on: the Future

Social immobility mirrors geographical inequalities, even in politics...



...45% of those attending cabinet and 43% of those attending the shadow cabinet attended schools in London and the South East

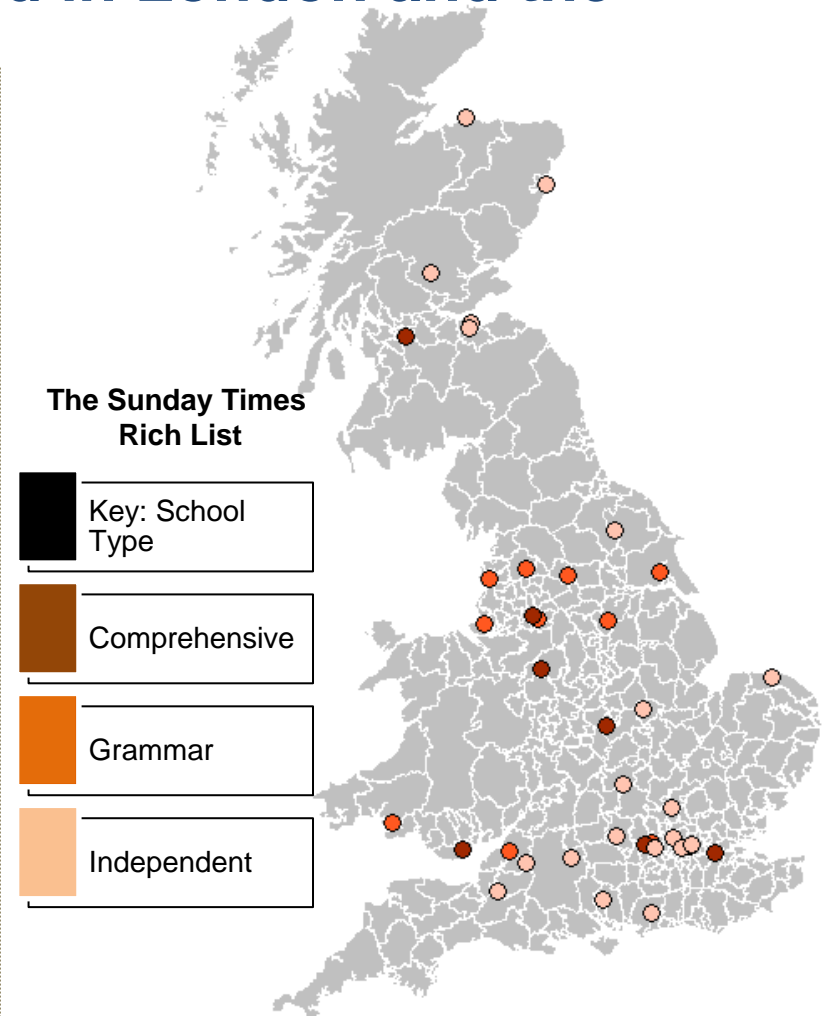
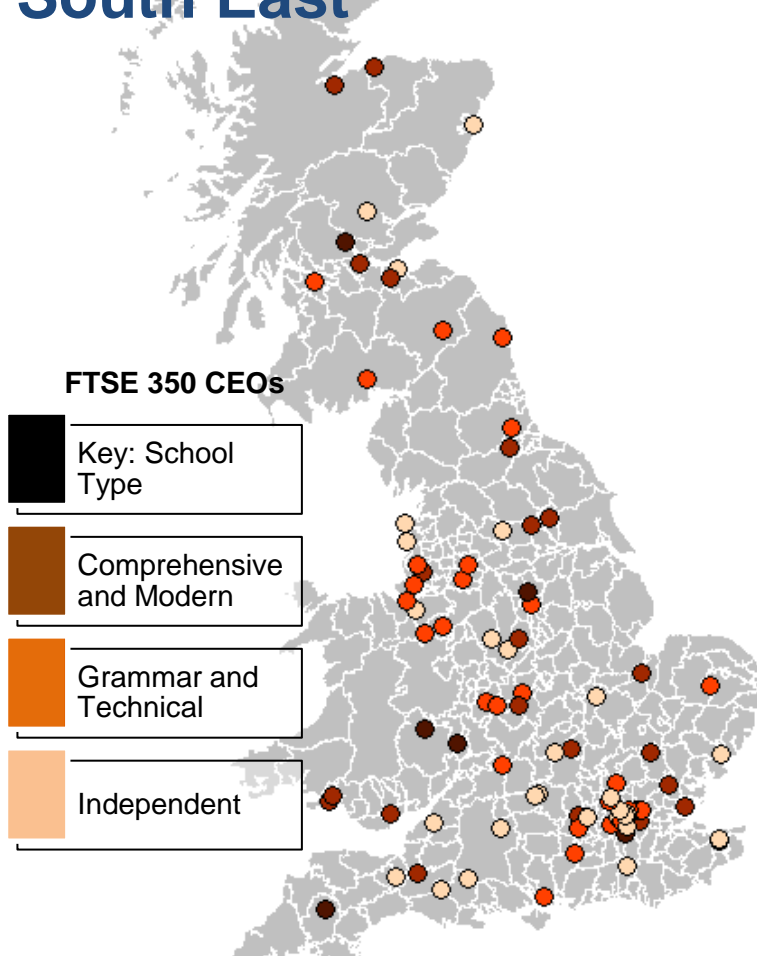
The judiciary is also dominated by people educated at schools in London and the South-East (45%)...



...local government in England is least dominated by people who attended schools in the South-East and London (31%)

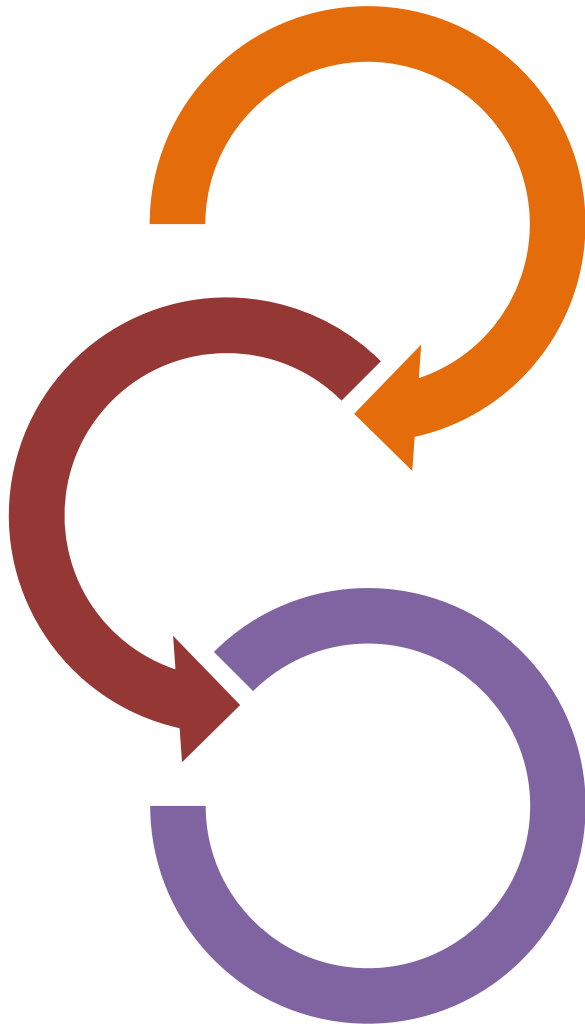
Note: Local government leaders and CEOs relates to England only

UK-educated FTSE CEOs and the Rich List are dominated by those educated in London and the South East



...with two in five having attended schools in these regions (39% of FTSE 350 CEOs and 42% of the Sunday Times Rich List)

We have considered the current generation of leaders, but what about the social profile of future leaders?



We have looked at top jobs today. But the UK's leaders today were mostly educated thirty years or more ago, under a different educational system. Can we take comfort from the fact that things have changed for more recent cohorts, so future leaders will be more diverse? To answer this question, we need to look into new entrants to careers, the young people that will make up tomorrow's CEOs, top journalists and diplomats.

The challenge here is that there is very little information on the talent pipeline. What data does get published tends to be from specific professions rather than the wider range of sectors we have looked at. And where firms publish data it tends to consider graduate entry, rather than the picture across an entire business.

The evidence we have seen – based on limited data - paints a mixed picture of the next generation of leaders. There is patchy evidence of Law, Medicine and Accountancy attempting to widen their search for talent . The Civil Service has only published data for junior staff, and progress is limited. In the media, progress is very limited. Overall, young entrants to the professions appear to be from a narrow range of social backgrounds.

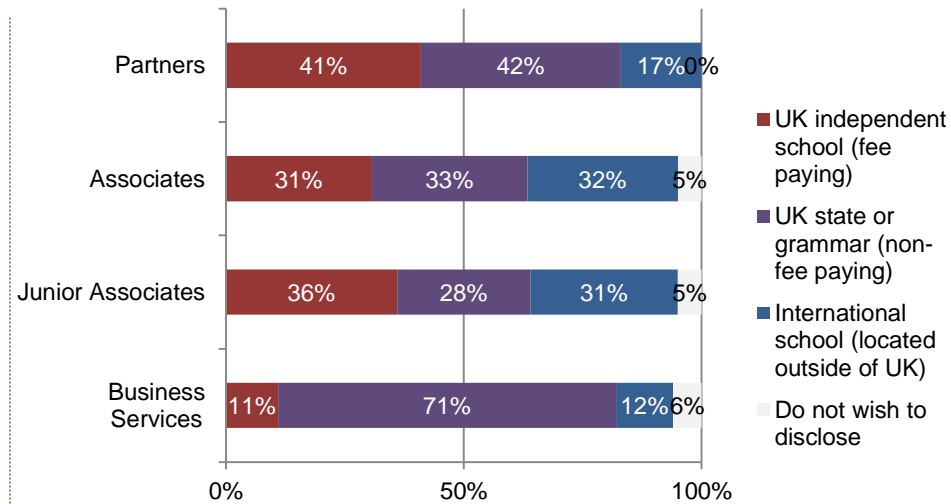
The data available suggests the grip of the narrow social group currently in the top jobs will only slowly be loosened in future...

...in law and medicine, the move to a broader profile is, at best, slow...

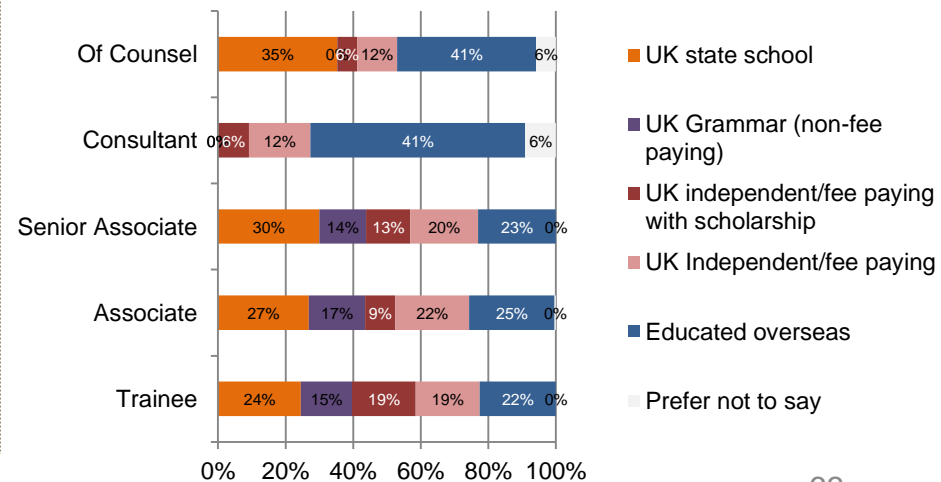
65% of doctors in training have at least one parent with a degree, a third were privately educated and just 6% grew up in the most deprived areas of the UK

Selecting for Excellence Group, Medical Schools Council, End of Year Report 2013

Leading law firm 1: School attended by level (2012)



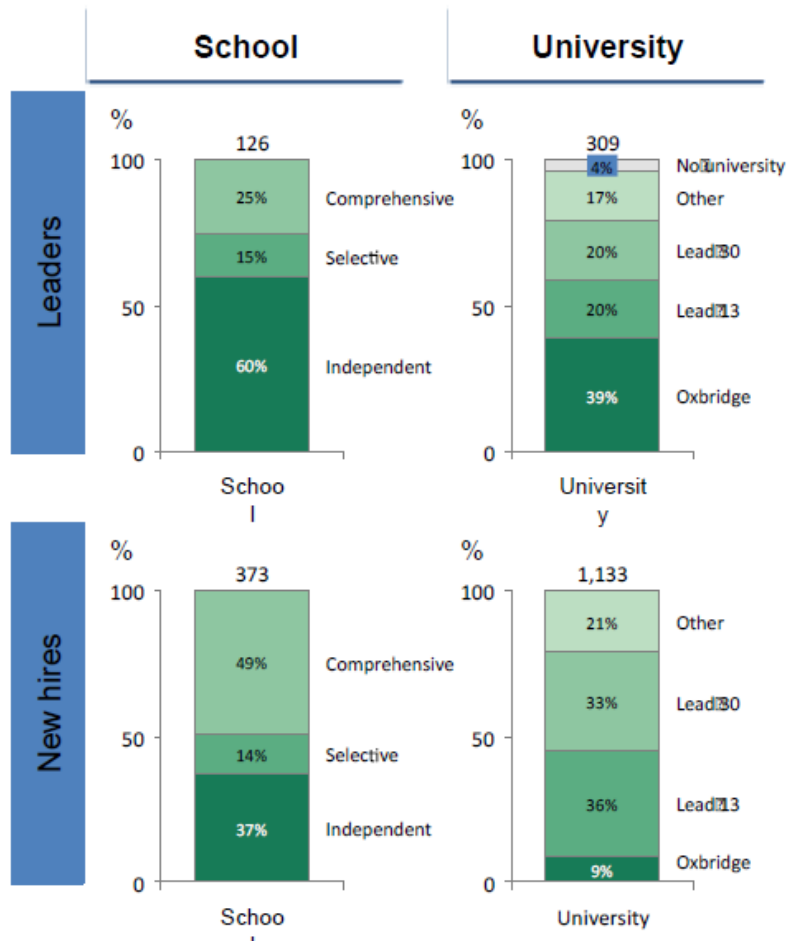
Leading law firm 2: School attended by level



Note: this data is from two leading law firms

There may be some widening of the talent pool in banking; but little evidence in the Civil Service...

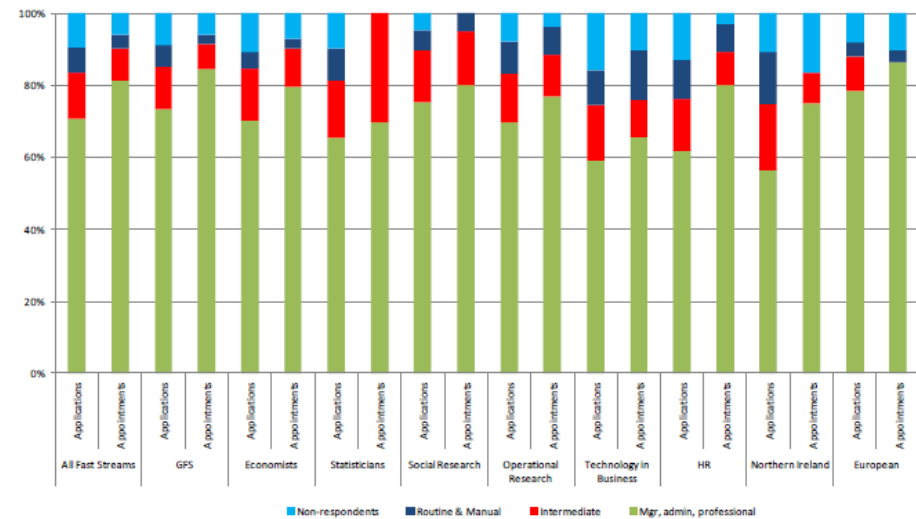
Banking



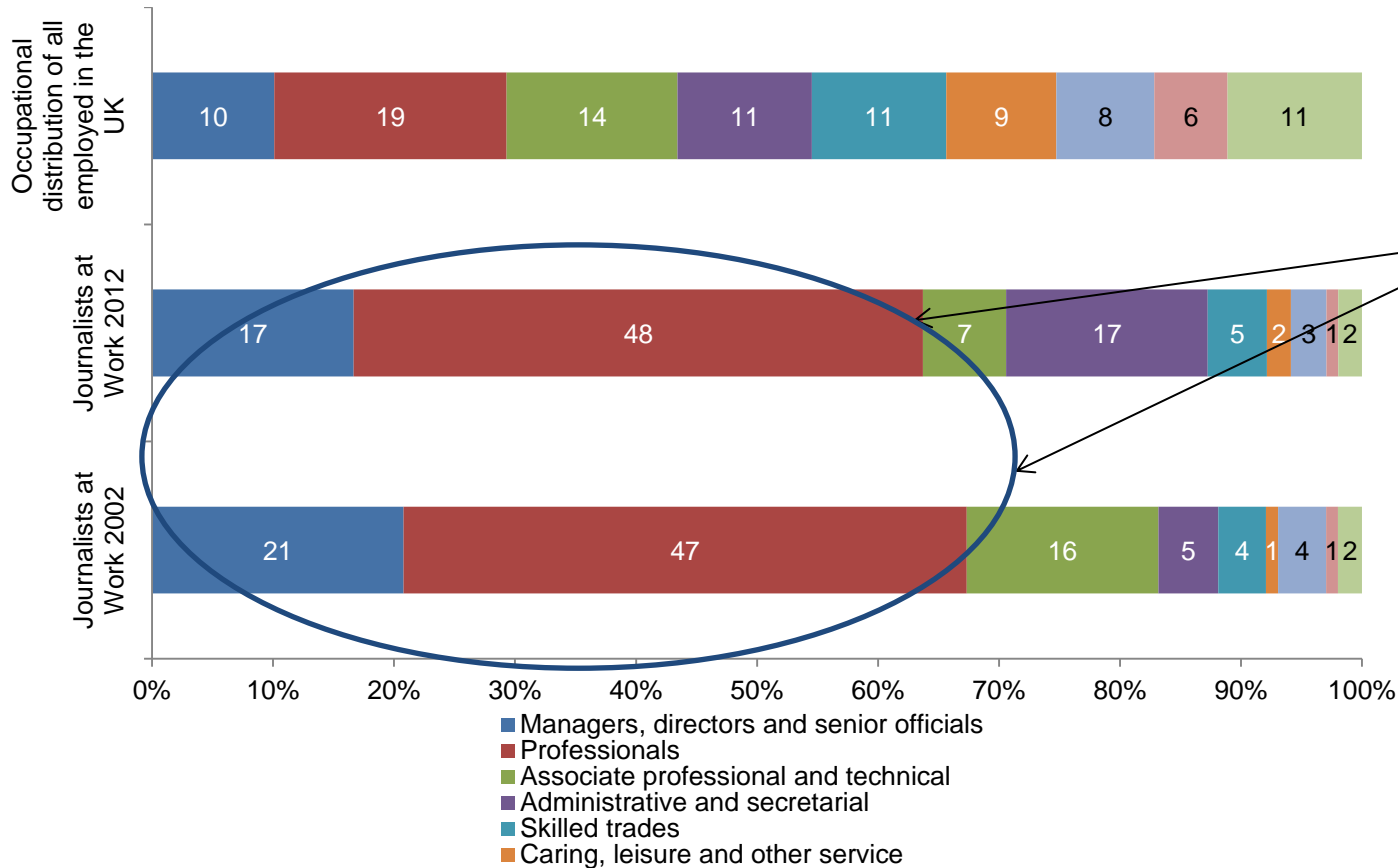
...in 2012, only 25 new recruits to the Civil Service Fast Stream out of more than 600 were from working-class backgrounds

Civil Service

Chart 5 - Applications and Appointments by Competition and Socio-economic status



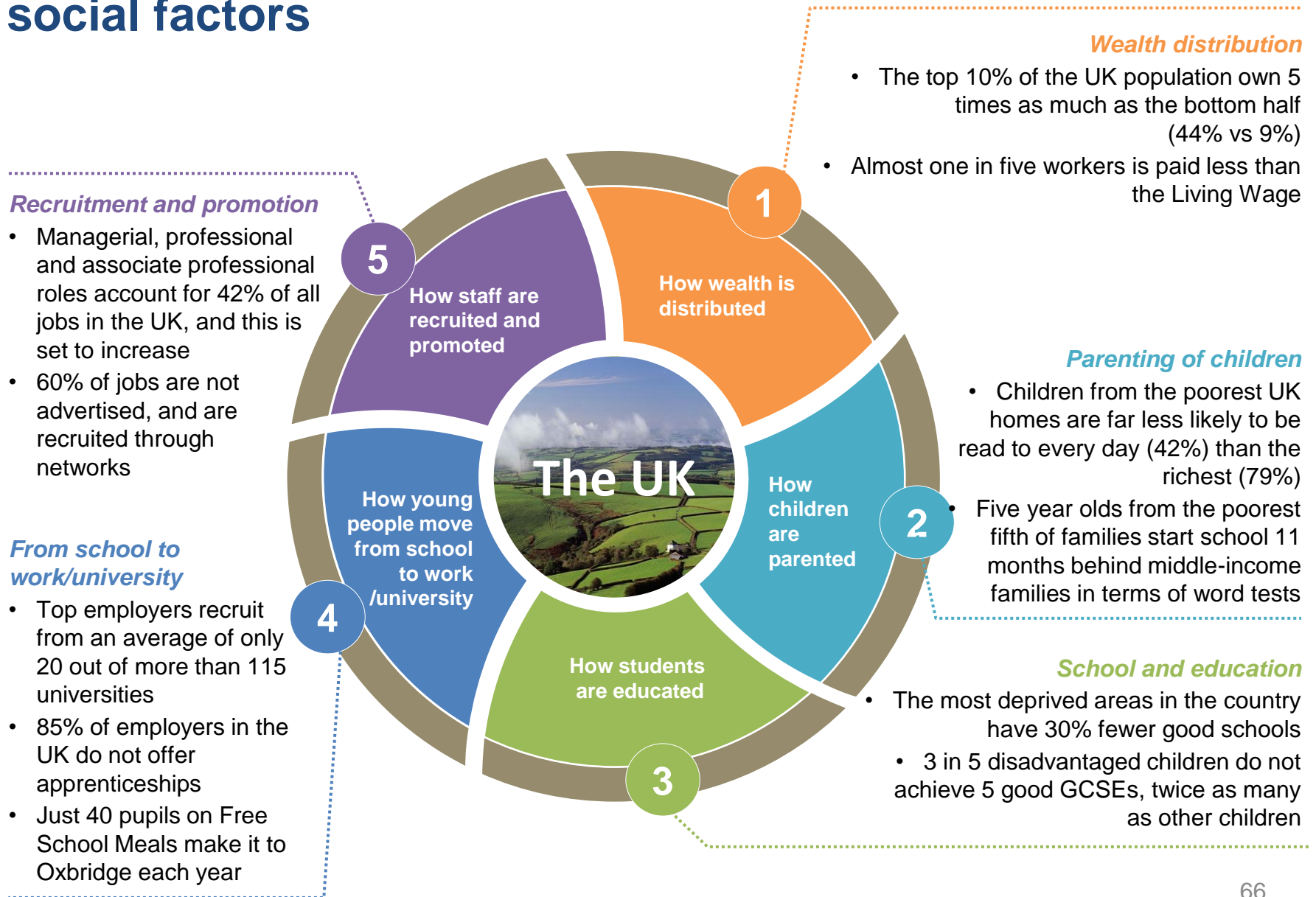
In journalism, progress seems to be limited



Two thirds of new entrants to journalism still come from managerial and professional backgrounds; they are more than twice as likely to do so as the rest of the population

83% of new entrants do internships, which are on average for seven weeks and 92% of these are unpaid: this might be freezing out those from less advantaged backgrounds

Britain's elite is the product of a complex coalition of social factors



A national effort is needed to break open Britain's elite...



01

Government should:

- Lead by example in recruitment decisions, opening up top jobs in the public sector and collecting data on social background
- Tackle unpaid internships and make progress on closing the high attainment gap between advantaged and disadvantaged pupils

02

Parents should:

- Provide warm authoritative parenting and a language rich environment
- Support children's education

03

Schools should:

- Redouble efforts for disadvantaged high attainers at 11 for results at 18
- Close the gap in quality careers advice, work experience and extra-curricular activities

04

Universities should:

- Use contextual admissions to gain a rounder picture of a student
- Engage with a wide range of schools to raise aspiration of attainment

05

Employers should:

- Publish data on the social background of their staff
- Widen the talent pool, for example with university-blind applications, non-graduate entry routes and contextual evaluation of academic achievements

Employers in particular need to step up to the plate...



Schools outreach:

Employers should build long-term relationships with schools on mentoring, careers advice, and insights into work

01



Work experience and internships:

Firms should advertise work experience and pay internships

02



Recruitment and selection:

Employers should broaden the range of universities they recruit from and use school and university-blind applications

03



Flexible entry:

Employers should build non-graduate routes, such as Higher Apprenticeship and school-leaver programmes

04



Monitoring and data collection:

Firms should collect and publish data on data on social background of new recruits and existing staff

05



Social Mobility &
Child Poverty
Commission

...the Commission will take a lead by:



Social Mobility &
Child Poverty
Commission

- 01** **Annual 'State of the Nation' report**
Continuing to hold the government and other actors in society to account through our Annual Report, published in October 
- 02** **Engaging with firms:**
Encouraging the publication of data, opening up of diverse entry routes and widening the talent pool 
- 03** **Low pay research:**
Encouraging employers to offer career opportunities and progression for low-paid workers 
- 04** **Encouraging the Social Mobility Business Compact:**
Pushing firms and the government to make tangible changes for social mobility 
- 05** **Advice to ministers:**
Informing ministers on issues around social mobility and child poverty, to ensure that it remains on the agenda 

Acknowledgements

The Commission would like to thank PwC for pro bono support in compiling this report . We are particularly grateful to Neil Gandhi, who was the Policy Analyst leading the project.

The Commission would also like to thank Amy Stewart, who was a social research intern at the Commission under a wider Civil Service programme, for her extensive data research, and the Social Mobility Foundation, which also provided supporting analysis.

Finally the Commission is grateful to the Sutton Trust whose previous work in this area laid the foundations for this research, and which we draw on extensively.



Social Mobility &
Child Poverty
Commission

Appendix A: Professions by school type

Profession	Population size	Population known	Percentage known	Independent (%)	Grammar (%)	Comprehensive (%)	International (%)
Armed Forces Officers (Senior)	114	71	62%	62	30	7	1
BBC Executives	187	93	50%	26	25	37	13
Cabinet	22	22	100%	36	18	45	0
Constables and Police and Crime Commissioners	101	65	64%	22	42	37	0
Cricket (England Team)	33	33	100%	33	6	45	15
Diplomats (Senior)	150	114	76%	53	31	11	5
FTSE 350 (excluding Trusts)	318	201	63%	22	17	14	47
Junior Ministers	102	98	96%	55	17	26	2
Local Government CEOs (England)	333	144	43%	8	47	43	2
Local Government Leaders (England)	355	130	37%	15	38	44	3
Lords	780	727	93%	50	32	12	6
MPs	650	626	97%	33	25	40	2
Newspaper Columnists	261	158	61%	43	27	23	6
Permanent Secretaries and their equivalents	37	31	84%	55	29	16	0
Pop Stars	127	90	71%	22	4	72	1
Public Body CEOs	182	134	74%	34	40	21	5
Public Body Chairs	189	121	64%	45	40	11	4
Radio 4 Influential Women	101	81	80%	42	20	25	12
The Sunday Times Rich List	163	77	47%	44	17	13	26
Rugby Union - English, Scottish and Welsh Teams	111	105	95%	35	2	59	4
Select Committee Chairs	33	28	85	16	57	7	0
Select Committee Members	302	303	95%	32	25	41	2
Senior Judges	161	151	94%	71	23	4	3
Shadow Cabinet	27	27	100%	22	11	63	4
Shadow Ministers	109	99	91%	13	27	60	0
Top 100 Media Professionals	100	80	80%	54	26	16	4
TV, Film and Music	101	82	81%	44	28	24	4
University Vice-Chancellors	144	114	79%	20	44	21	15

Appendix B: Professions by university attendance

Profession	Population size	Population known	Percentage known	Any university (%)	Oxbridge (%)	Russell Group (%)	No university (%)
BBC Executives	187	125	67%	91	33	62	8
Cabinet	22	22	100%	86	59	77	14
Constables and Police and Crime Commissioners	101	86	85%	62	6	34	38
Diplomats (Senior)	150	124	83%	90	50	84	10
FTSE 350 (excluding Trusts)	318	260	82%	93	18	43	7
Junior Ministers	102	96	94%	95	45	72	5
Local Government CEOs (England)	333	186	56%	83	9	40	17
Local Government Leaders (England)	355	131	37%	50	8	28	50
Lords	780	723	93%	82	38	61	18
MPs	650	642	99%	83	24	54	17
Newspaper Columnists	261	170	65%	86	47	68	14
Permanent Secretaries and their equivalents	37	37	100%	97	57	87	3
Pop Stars	127	72	56%	38	0	27	62
Public Body CEOs	182	152	84%	92	26	58	8
Public Body Chairs	189	123	65%	94	44	73	6
Radio 4 Influential Women	101	99	98%	88	20	60	12
The Sunday Times Rich List	163	125	77%	71	12	28	29
Rugby Union - English, Scottish and Welsh Teams	111	35	32%	97	0	40	3
Select Committee Chairs	33	28	85	96	50	79	4
Select Committees Members	302	298	99%	78	17	44	22
Senior Judges	161	158	98%	99	75	94	1
Shadow Cabinet	27	27	100%	96	33	63	4
Shadow Ministers	109	105	96%	90	28	64	10
Top 100 Media Professionals	100	86	86%	90	45	74	10
TV, Film and Music	101	75	74%	52	11	31	48
University Vice-Chancellors	144	141	98%	99	14	53	1
Newspaper Columnists	261	170	65%	86	47	68	14

Appendix C: References (1)

Page 3:

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Page 11:

- Source:
- (1) <https://www.gov.uk/government/publications/schools-pupils-and-their-characteristics-january-2013>
- (2) http://www.ons.gov.uk/ons/dcp171776_337841.pdf

Page 16:

- Department for Education, *Education and other A-level results: academic year 2012 to 2013*, 2014

Page 23:

- Data cited in Sutton Trust *The Educational Backgrounds of Members of Parliament in 2010*, 2010

Page 24:

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