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**Social Mobility**

**Business Compact:**

**Application Form**

**September 2015**

**Please complete all fields on the form.**

**Completed applications should be sent to:** **socialmobilitybusinesscompact@bis.gsi.gov.uk**

**Social Mobility Business Compact Application Form**

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| **Contact Details**  |
| **Company Name** |  |
| **Chief Executive (or senior sponsor)** |  |
| **Company Address** |  |
| **Main Contact** |  |
| **name:** |  |
| **email address:** |  |
| **telephone number:** |  |
| The following information will help us to better understand who our signatories are and the context of what you are doing to improve social mobility.  |
| **Company Size**(Number of employees) | * Up to 49
 |  |
| * Up to 249
 |  |
| * Up to 999
 |  |
| * 1,000 plus
 |  |
| **Sector****Please tick which sector best describes your company’s business** | Agriculture |  |
| Mining and Quarrying |  |
| Manufacturing |  |
| Electricity, Gas and Water |  |
| Construction |  |
| Wholesale and Retail |  |
| Hotels and Restaurants |  |
| Trade, Accommodation and Transport |  |
| Financial Services |  |
| Business Services |  |
| Public Admin |  |
| Education |  |
| Health and Social Work |  |
| Community, Social and Personal Services |  |

| **Why do you wish to join the Business Compact?** |
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| **Please include a brief description to your organisation and what you can bring to the Business Compact.**  |
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| **What are you doing as an organisation and what do you plan to do to work with schools and communities to raise the aspirations of young people?** |
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| This might include: * Giving staff paid volunteering time to participate in mentoring schemes for young people;
* Focusing outreach activity on schools with above average levels of disadvantage;
* Participating in careers fairs to inspire and build knowledge about the world of work.
 | ***Please tell us what you are already doing to promote this and/or how you think you can achieve this.*** |
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| **What are you doing as an organisation and what do you plan to do to provide fair, accessible and high quality work experience and internship opportunities?**  |
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| This might include: * Advertising all opportunities as widely and openly as possible rather than filling them through informal networks;
* Paying all interns at least the national minimum wage;
* Providing reasonable expenses to ensure individuals from less well-off backgrounds are not excluded from opportunities;
* Ensuring that work experience and internship opportunities deliver a high quality experience for the young person.
 | ***Please tell us what you are already doing to promote this and/or how you think you can achieve this.*** |
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| **What are you doing as an organisation and what do you plan to do to recruit fairly and ensure that your recruitment practices eliminate barriers to social mobility?**  |
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| This might include: * Widening university recruitment beyond the most selective universities and advertising all opportunities as widely and openly as possible;
* Introducing application ‘blind’ stages into the recruitment process (where the sifter/ interviewer does not know certain details about the candidate such as the school/university they went to);
* Training staff to eliminate unconscious bias in recruitment.
 | ***Please tell us what you are already doing to promote this and/or how you think you can achieve this.*** |
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| **Additional information: is there anything else your organisation is doing to support social mobility?** |
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| **Please include any case studies or attachments you have made reference to in above sections.**  |
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| **Where did you hear about the Social Mobility Business Compact?** |
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| **In submitting this form we are committed to being a member of the Social Mobility Business Compact. We will continue to meet the set criteria and share information about our efforts and progress.** |
| **Signed** |  |
| **Date** |  |