



TOUCH OF CAPITAL

# Capital Sisters Lab

*Building the room we needed.*

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The IATL's Den





When I was eleven, I joined Guides.  
Every week I looked around the hall —  
and I never saw another girl who looked like me.

*I didn't have the word for it then. Now I do: capital.*



# It's not what you know.

Two people. Same occupation, same grades. The one from a working-class background takes home thousands less, in effect, **working one day in every eight for free.** Qualifications open the door. Capital decides what happens once you're inside.

Explored this in IATL modules – Reinventing Education and Serious Tabletop Game Design and Development.

£6,287

*paid less, every year*

for the very same job



THE INSIGHT

# So, what is cultural capital?

The knowledge, skills and experiences that help someone move through society more easily.

It's the currency school never teaches: knowing how to email a professor.

Which question makes you sound “clever.” The confidence to put your hand up.

Who to ask and how to ask.

**Bourdieu** called it cultural capital.



CULTURAL CAPITAL

*the unwritten advantages  
that open doors — and  
never appear on a  
timetable.*

THE PROBLEM



# More ambition. *Worse outcomes.*

*Remove every explanation — only one thing is left standing.*

UNIVERSITY ENTRY

**48% Black • 29.8% White**

White students have the lowest HE entry rate of any ethnic group in the UK — yet Black students face the worst outcomes after entry

*... and yet ...*

PRESTIGIOUS INSTITUTIONS

**Only 9% reach a high-tariff university**

The lowest of all ethnic groups. Black applicants with comparable grades are still significantly less likely to receive Russell Group offers.

*... and yet ...*

DEGREE OUTCOMES

**17% earn a first — vs 36% of white students**

After controlling for grades, background and institution, a gap remains completely unexplained.

*After graduation: white graduates have the highest employment rates of any ethnic group — and even controlling for degree subject and institution, Black graduates earn significantly less.*

**3 in 5**

*young people say you  
need the right connections  
to get the job — not just  
the grades.*

KFC & UK Youth / Personnel Today



# Grades are only half the answer.



## What almost every programme teaches

- Grades
- Revision & exam technique
- Homework support



## What actually moves the dial

- Confidence & voice
- Networks & mentors
- The unwritten rules
- Self-belief
- Exposure

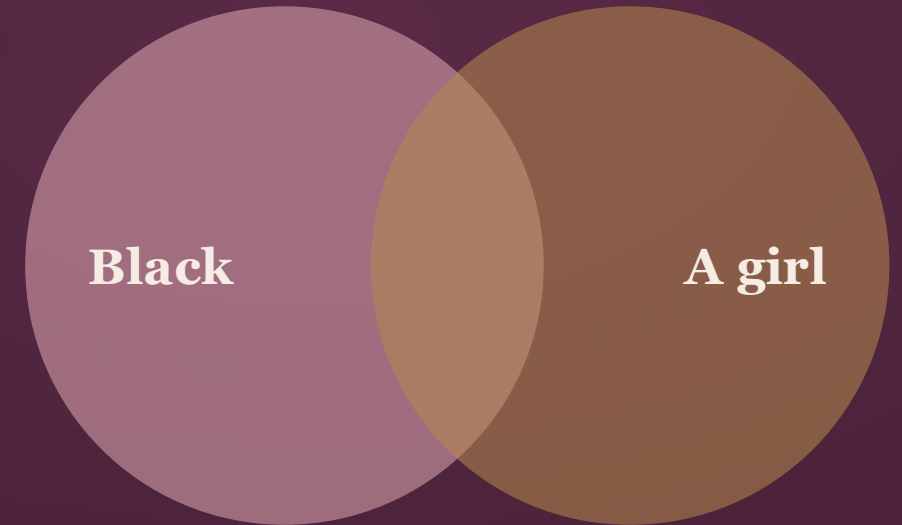
*Tutoring treats half the problem. **We teach the half no one else does.***

## THE COMPOUND EFFECT

**The barriers don't add up.**

***They multiply.***

Crenshaw called it *intersectionality*: face two disadvantages at once and they compound. A working-class woman already carries an extra £6,855 gap on top of the gender gap. Combined with race, the ceiling continues to drop.



**0.67%** of partners at major UK law firms are Black women — 43 of 13,000.



# Three kinds of capital.



## Cultural

Confidence, voice, and exposure to universities and the arts.



## Social

Mentors, networks, and people firmly in their corner.



## Symbolic

Certificates, a showcase, recognition on paper.

*They're not broken. We hand them the capital the world withheld.*



# The Coventry pilot.

A child should not lose a future simply because nobody taught her how to enter the room.



**20 girls**

Year 5, ages 9–10



**8–10 weeks**

weekly mentor-led sessions



**Campus day**

a day at Warwick



**Showcase**

graduation with families

*One primary school. One cohort. Proof of concept — measured end to end.*



TRACTION

# Not just an idea.



65+

Capital Sisters members in one  
year



30

mentors recruited & ready



4 yrs

widening-participation work in  
schools



Lord Rootes

Fund winner

*Born in an IATL module — **your classroom.***

THE MODEL

# Built to scale.



**Coventry**  
this year

**West Midlands**  
next

**National**  
via university chapters

**~£100**  
*per girl, per term*

- Volunteer-powered
- Safeguarding built in
- Infinitely repeatable

*Every university Capital Sisters chapter becomes a local delivery team.*

## THE BUDGET



# Where every pound goes.

ITEM	COST
Campus-day coach hire (Coventry ↔ Warwick)	£400
Capital Passports + session workbooks	£100
Belonging kit — tote, lanyard, badge	£200
Session & craft materials	£120
Take-home book per girl	£160
Catering: campus day + showcase	£250
Showcase: certificates, décor, keepsakes	£150
Cultural trip contribution	£200
Volunteer DBS checks*	£150
Showcase photography	£120
Evaluation & impact report	£50
Contingency (~5%)	£100
<b>TOTAL</b>	<b>£2,000</b>

£

**£100**

*per girl, for a full enriched term*

£0 staffing costs - volunteer-powered

Volunteer DBS checks are free when role qualifies for Standard or Enhanced volunteer check.

THE ASK

# £2,000

funds one complete pilot cohort — materials, the campus visit, the showcase, and the evaluation that proves it works.



## The funding

The money.



## Warwick's name

Beside me in the schools.



## Your networks

Doors I can't yet open.

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*Help me build the room I needed — for the girl in Coventry right now.*





*Thank you!*