

Caroline Waters OBE FRSA FCiPD (Hons)

Biography

Caroline is Deputy Chair of the Equalities and Human Rights Commission, Vice President of Carers UK, a member of the Whole Education, Roffey Park and IncredIBull Boards and Founder of CW's Consulting Box. Caroline has held a number of positions for the BT Group, where she was formerly Director, People & Policy.

Her previous role focused on realising BT's business ambitions through leading-edge people strategies, underpinned by robust policies and processes, promoting inclusivity and the empowerment of individuals whilst allowing them to contribute to the community and volunteering. For many years, she actively pioneered homeworking, and other forms of flexible working. Caroline's enthusiasm for the benefits of work-life balance is unrivalled. She has demonstrably proven that flexible working is good for business. A high-profile leader in this area, she has proven track record of delivering sustained transformational change programmes across a complex international organisation.

Caroline regularly contributes advice and guidance to Government and industry. She is a Board member or Chair of a variety of employer forums and Governmental working parties and has judged a number of prestigious diversity awards. She recently contributed to the Department of Work and Pensions publication of 'The Disability and Health Employment Strategy: the Discussion so Far' Charing the Task and Finish Group on Young Disabled people and Employment. Caroline also Co-Chaired the Department of Health's Task and Finish Group which launched the ground breaking report Supporting Working Carers: The Benefits to Families, Business and the Economy' in autumn 2013.

Caroline's work was widely recognised across the industry with her appointment as HR Director of the Year at HR Magazine's HR Excellence Awards in 2009. She is consistently placed within the top 3 positions in their annual 'HR's Most Influential People' listings. This leadership was further recognised by the award of an OBE in the New Year Honours List 2010 for services to diversity and equal opportunities.

Caroline also mentors a number of people, from apprentices to senior business leaders. She has now formed her own consultancy, CW Consulting Box.