



Karen Campbell-Williams & Jenn Barnett

Head of Tax & Head of EDI and Sustainability

Large Organisation
NPWAwards Winner 2022



HOW TO ACCELERATE SOCIAL MOBILITY & CELEBRATE ALLIES

NORTHERN POWER WOMEN
PODCAST



Karen's Story

Karen is UK Head of Tax and a member of the Strategic Leadership Team which functions as an executive board running the firm's UK business operations.

She is also the sponsor on the SLT for Social Mobility – close to her own heart given her working class roots and some of the challenges she faced moving into the world of work.

Jenn's Story

Jenn is a people change specialist, psychologist and UK Lead for Inclusion, Diversity and Sustainability at Grant Thornton UK LLP. She is responsible for designing and leading the firm's distinctive I&D and Sustainability strategy. This strategy aims to transform the culture and attract, retain, and liberate diverse people to deliver an exceptional client experience.

Jenn has expertise in psychological culture change, and is an executive coaching and leadership specialist.

How Grant Thornton are shifting workplace culture

"In heterosexual relationships currently women have to give up some of their maternity for the man to take the shared parental leave. What we've tried to do at Grant Thornton is recognise that and rather than ask the woman to take something away, we've actually given more paternity leave. It is to try and equalise this view that both men and women need time off when they've had such a life changing event.

So we've got a number of networks that we have set up to support working parents and we also have a Single Parent Network. As well as support for that transition, coaching people being off work, coming back to work." -Jenn

What is next on the agenda at Grant Thornton?

- Growing their societal and environmental impact
- Continue to support cultural heritage and ethnicity and disability - from that, start to think about the real barriers that exist culturally and help all of their diverse talent to thrive
- Continue to build psychological safety so that people feel safe to share their stories

The importance of social mobility

"You can never underestimate the impact that something might have on someone's life, no matter how minor.

Grant Thornton were the first in our profession to drop academic requirements in terms of entry, but we're working really, really hard around things like school leavers and also around trying to make sure that we get that diversity in terms of social mobility.

Then looking at progression once people are in the organisation to make sure that we're giving the right support to help people really move their careers forward, whatever their background." - Karen