**Commissioner / Committee member declaration of interests**

Name

Caroline Waters

Role

Commissioner, EHRC Deputy Chair, Chair Human Resources and Remuneration Committee

Part 1: Biography

Please provide concise (max 130 words) and objective biographical details for publication on the Commission's website, and elsewhere.

Currently Vice President of Carers UK, Trustee of RSPCA, and Founder and CEO of CW Consulting Box, Caroline Waters was also Director of People and Policy at BT and has a distinguished record on equality, inclusion, and human resources, and has been the driving force of many diversity-focused groups.

She chaired, for example Employers for Carers from 2001 to 2013, was founder and inaugural Chair of the Employers' Forum on Belief, and Chair of the Lone Parents working group.

She was awarded HR Director of the Year in the 2009 and Most Influential HR Director of the decade in 2016 HR Excellence Awards and has also judged a number of prestigious diversity awards including the CRE Race in the Media Awards and Help the Aged's Living Legends.

She was awarded the OBE for services to diversity and equal opportunities in the New Year’s list in 2010.

She is a Director of Wilson James and a member of the Leaders as change Agents Board. Appears on the Disability 100 Power list.

Part 2: Relevant pecuniary interests

Please list your or close family members' or associates’ relevant pecuniary interests. These might include:

1. any business interests (for example your employment, trade, profession, contracts, or any company with which they are associated); and
2. any wider financial interests (for example trust funds, investments, and assets including land and property);
3. sponsorship or payments for specific activities not covered in (a) or (b) (e.g.one-off speaking engagements, or study tours).

which may have a direct bearing on the business of the Commission, or which a fair minded person might reasonably think could influence your judgment.

Vice President, Carers UK (charity number 246329)

Associate, [Marylebone Associate](https://www.linkedin.com/title/marylebone-associate?trk=mprofile_title)s (Company number **09476344)**

Director, CW Consulting Box Ltd (Company number **08248203)**

Shareholder, BT Group Plc (Company number **04190816)**

Non-executive role at Wilson James (Company number: 2269560)

Associate Six Ideas UK Limited (Company number: 10853631)

Residential property in Turvey, and Great Denham Bedfordshire

Leaders as Change Agents Board Member

Sustainable Care Advisory Board Member

Member of Diversity Advisory Board

Adviser to remuneration committee of Midland Heart Housing Association

Mentor to the Auditor General of Audit Scotland

Member of the International Longevity Centre’s Strategic Advisory Board (from December 2020)

Part 3: Relevant non-pecuniary interests

Please list your or close family members' or associates’ relevant non-pecuniary interests. These might include membership or active involvement with any:

1. public bodies
2. political parties
3. campaigning groups
4. professional and trade bodies
5. charities and other voluntary and community sector bodies

which, even if not remunerated, may have a direct bearing on the business of the Commission, or which a fair minded person might reasonably think could influence your judgment.

Member of London First Business Mentoring Programme. Mentees may include people from organisations with which the Commission works

Trustee, Royal Society for the Prevention of Cruelty to Animals

Member, RSA

Expert Panellist Global Inclusion & Diversity Benchmark

Member of the Steering Group of The Governance Forum’s Race Code

Part 4: Gifts and hospitality

Please confirm by completing and returning the attached Gifts and Hospitality form (Appendix A) details of any of any gifts, hospitality or favours you have received or provided that may be related to your membership of the Commission’s Board or Committees.

1. You should include details of the person(s) or organisation(s) offering or in receipt of the gift, hospitality, or favour, the date, the purpose or object of the offer and the reason why the gift, hospitality or favour was or was not accepted
2. You do not normally need to include:

* hospitality received which is implicitly registered by the declarations of interest in Parts 1 and 2 (for example if you have declared that you are a director of a campaigning group, you do not need additionally to declare all gifts and hospitality received while working in that capacity);
* isolated gifts of a trivial character or inexpensive seasonal gifts (e.g. trade calendars) valued up to £25:00
* conventional hospitality associated with routine Commission business (for example refreshments provided during a meeting with stakeholders).

Part 5: Version Control and updates [Officer Use Only]

This declaration was updated on 18 November 2020 to reflect that Caroline had taken on a new role as a Member of the International Longevity Centre’s Strategic Advisory Board (from December 2020)