

# Social Mobility Matters

## From Bystander to Barrier-Breaker: Everyday Ways We Help Hidden Talent Thrive

Most people want to work in a fair, inclusive environment. But many don't realise how class can still shape someone's sense of belonging, confidence or access at work. Whether it's the fear of "sounding wrong" in a meeting, or not knowing the unwritten rules, hidden barriers stop talent from thriving. This session is for anyone who wants to be part of the solution. It's designed to help all employees regardless of role or background, to spot the subtle signs of exclusion and take simple, everyday actions to open doors for others. You'll hear powerful real-life stories and leave with tools to create a workplace where potential, not polish sets the pace. Because talent is everywhere. But opportunity isn't. Until all of us learn to challenge bias, share power, and widen access, we'll keep missing out on the brilliance sitting right beside us.

### Session Outline

- What is Social Mobility and why it affects you too
- How background shapes confidence, connection, and career paths
- Why DEI efforts often overlook class—and how to change that
- Everyday actions that help hidden talent rise
- Moving from passive support to active inclusion

### Session Includes

- Real stories that connect culture to lived experience and outcomes
- Real stories drawn from lived experience, backed by data
- Practical ways to build belonging, one conversation at a time
- Reflection questions to deepen understanding and challenge assumptions
- A personal call to action and what you can do, today
- Content aligned to your company's culture, values, and goals

#### Facilitator: Jo

Jo is an award-winning former Financial Services senior leader with over 20 years' experience delivering transformational change across regulated, high-performing environments. . Most recently, she led Nationwide Building Society's social mobility strategy, helping the firm become a finalist in multiple national awards.

She now helps organisations unlock untapped talent, build inclusive leadership pipelines, and turn equity into performance strategy. Her approach is rooted in lived experience, commercial acumen and deep emotional intelligence.

Jo's style is warm, challenging and refreshingly human. She speaks with the authority of someone who's navigated the system and the clarity of someone determined to change it. She's been recognised as Inspirational People Leader of the Year by Nationwide, Outstanding Contributor for DEI Leadership by Women in Credit, and a finalist at the Social Mobility Awards.

