

Grace Osborne

Senior Social Mobility Inclusion Manager

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As Browne Jacobson's Social Mobility Lead, Grace supports social mobility across outreach, recruitment, inclusion and advocacy. A social mobility expert and practitioner, her career has focused on improving outcomes for lower socio-economic backgrounds. One of society's biggest issues, Grace addresses social mobility for staff, clients and the wider legal sector.

Grace joined Browne Jacobson in 2024 after a number of years working in Social Mobility for a Big 4 accountancy firm. She has led entries to the Social Mobility Employer's Index for a number of years, securing the top spot for Browne Jacobson in 2024. Her expertise span both social mobility in the access and recruitment space as well as inclusive practices for existing staff from lower socio-economic backgrounds.

Grace has provided advice and support for many organisations, including Browne Jacobson clients and the wider legal sector. In 2025 she will lead the firms' "Social Mobility Incubator" supporting many organisations to develop their own social mobility strategy. Grace is also a regular speaker on the topic of social mobility, recently presenting at the Institute for Student Employers' Diversity Conference and the Westminster Insight Group's Social Mobility Summit.

Grace is also a passionate volunteer. She is a trustee for two social mobility focused charities, one focused on improving social mobility at the bar and another supporting the outcomes of care experienced and estranged students. She is also a school governor and mentor for two social mobility charities. Grace was recently a Silver winner in the Rising Star category of the national Social Mobility Awards.