

Chairman's column

by Jo Williams

I'm often asked why, in the current arena of inclusion and diversity, we still need organisations like Women in Property. I don't class myself as a feminist yet I find myself as National Chairman of a women's group, because it's still needed and is still relevant.

I class myself as an equalist, and an employer. I want the best person for the role and with the right attitude to succeed to their fullest potential and personal fulfilment. That means being honest about the people we're employing, regardless of gender, ethnicity or orientation.

Many of you reading this are Millennials, a different breed to my generation. You rightly have an expectation of universal equality and won't stand for the treatment that others have had to put up with over the years. You expect flexible working and opportunity to succeed. As the old guard are retiring, Millennials are increasing in seniority and having a positive effect on the rest of us. With so much competition from other industries we need to keep

the open dialogue, be authentic and keep those industry opportunities open for you: our industry can then grow and thrive.

To answer my opening question, yes organisations like Women in Property are still very much needed. We work alongside employers, influencers and other professional groups, to help attract girls and young women into property and construction and support their ongoing development. But this is not just about women; very many of the issues that affect women, are also keenly felt by men, not least of which are flexibility, work-life balance and career progression. Culture change is based on collective will power and, in my view, this industry is seeing it gain steady momentum.



Jo Williams
Chairman of Women in Property

Brand new

As you will have seen, Women in Property now boasts a new identity, that extends to the website womeninproperty.org.uk and all our literature and social media. Do make regular visits to the Events pages for details on the many and varied events held by our branches. Follow us on twitter @WiPUK, or through your branch and join the conversation on Linked In.



Aspire, Succeed, Inspire – the National Student Awards 2018

The Finalists

Central Scotland



Rebecca Hodálová,
Architecture,
Glasgow School of Art



Chloe Sinclair,
Civil Engineering,
Heriot-Watt

Midlands



Alice Fox,
Architectural Engineering
and Design Management,
Loughborough

North West



**Giorgiana-Armeana
Paduran,**
Architecture,
Manchester School
of Architecture

Northern Scotland



Stacey Wotherspoon,
Town and Regional
Planning, Dundee

South East



Shannon Cresswell,
Project Management
for Construction,
Brighton



Claudia Spencer,
Civil Engineering,
Surrey



Olivia Ashby,
Real Estate
Management,
Oxford Brookes



Laura Barrett,
Engineering,
Cambridge

South Wales



Ellis Cunliffe,
Project Management
Surveying,
South Wales

South West



Robyn Dearden,
Rural Land
Management,
Royal Agricultural
University



Sally Kerr,
Civil & Environmental
Engineering, Exeter

Yorkshire



Choon Yuan Wang,
Architecture,
Leed's Beckett



Katie McManus,
Real Estate,
Sheffield Hallam

The 2018 Awards programme is reaching its final stage. Over the past few months, 132 undergraduates competed in the regional Awards, presenting coursework to a judging panel, including representatives from our regional and national sponsors, Bouygues, Linden Homes and Savills. During May and June we discovered who will go through to the final round of judging, which will be followed by the announcement of the winner at the Best of Best dinner at Claridge's on 18th September. All the regional judges, without exception, were amazed and inspired by the young women they met during the Awards process. Our thanks to their Universities for nominating them and to the students themselves for performing so brilliantly. Congratulations to all of them and, in particular, our fourteen finalists. We look forward to seeing them at the Awards Dinner, when FT Personal Finance Editor, Claer Barrett, will be giving the keynote address.



Central Scotland



Midlands



North West



Northern Scotland



South East



South Wales



South West



Yorkshire

Confronting Sexual Harassment

In April, BBC Radio 4 aired an episode of In Business, a series of programmes exploring the world of work. On the back of the #MeToo campaign, the subject was Confronting Sexual Harassment (<https://www.bbc.co.uk/programmes/b0b01rw2>) and quoted a UK survey by polling company ComRes that found that half of women and a fifth of men have experienced this during their careers.

With the assurance of anonymity, three Women in Property members took part in a group discussion for the programme.

Over the course of the conversation they described situations where, at best, they were astonished at the behaviour exhibited and, at worst, made to feel profoundly uncomfortable. They also talked about the positive changes



that are taking place, as the workplace becomes more open to 'outing' the offenders, challenging bad behaviour and instilling a more transparent and supportive environment.

Having a safe space to discuss or report these issues is critical and so is encouragement to develop and grow in confidence. One of the interviewees has cited the Women in Property mentoring programme as giving her this, by supporting her professionally and personally, and strengthening her take-no-nonsense approach. For information on the mentoring programme, visit <https://www.womeninproperty.org.uk/career-development/mentoring/the-wip-mentoring-scheme/>.

Going the extra mile

Jenni Montgomery runs BW Velo, Barton Willmore's national cycling team, where she is Business Development Director. The team has just completed the epic tour of Raid Pyrenean with nine other property cyclists, raising £30k for Shelter, a huge – and steep – 720km of cycling!



More sporting activity in the South West, where branch Chairman Carly Willis, Rachael Sherratt and Mairead Gallagher, have all been made Ambassadors of the Bristol Sport Foundation 'Eagle Project'. This provides young women with life skills and confidence workshops through girls' rugby programmes. They supported the Foundation with the organisation and hosting of a corporate tag rugby event recently, when 15 big businesses took part. Girls from the Eagle Project helped manage the event and over £10,000 was raised for charity.

Success Stories

Women in Property members continue to thrive. Congratulations on your achievements!



Ann Allen won the Glasgow and West Scotland Regional Director of the Year, at the Scottish Institute of Directors Awards.



Nicola Barclay and Nikola Miller were both featured in Planner's Women of Influence list 2018.



Jo Bell, a former Student Awards national finalist, has been promoted to Associate at Malcolm Hollis.



Lynsey Brydson, Central Scotland branch Chairman, recently graduated from the Open University with an MBA, focusing on the implications of relationship marketing.



Emma Carmichael Stewart moved to Morton Fraser as an Associate.



Emma Foster has been promoted to Planning Director at Spitfire Bespoke Homes.



Mairead Gallagher has moved to AHMM as BIM Coordinator.



Kal Gill-Faci from Levitt Bernstein became a RIBA Conservation Architect from early 2018.



Sarah Jones has been promoted to Head of Legal Indemnities for Thomas Carroll Insurance Brokers.



Bernadette Kinsella has been promoted to the board and is now partner in Powell Dobson Architects.



Chithra Marsh, North West branch Chairman, has joined Buttress Architects as Associate Director.



Karen Mosley has become Managing Director of HLM Architects.



Laura Mitchell has been promoted to Associate at Cushman & Wakefield.



Lindsay Ramsden has moved to Avant Homes as Group Strategic Land Director, covering Midlands, Yorkshire, North East, Central Regions and Scotland.



Sophie Smith of Atkins was the winner in the Building Surveyor category at the WICE Awards.



Natalia Sokolov has been promoted to Partner at Things, where she is Partner in Construction.



Sasha Wayne has moved to Transport for the North, where she is Head of Legal Services.



Catherine Windibank has moved to Richard Jackson Ltd as Business Development Manager and has also been appointed Midlands Regional Chairman of the National Federation of Builders, the first woman to hold this position for the Midlands. A further success is her achieving Member of the Chartered Institute of Marketing.

Branch News

Central Scotland The branch had excellent feedback from its **International Women's Day** lunch, when Sandra Cassells, partner at law firm BTO and Gillian Stewart, Director at architects MLA, spoke about their experiences and lessons learned, working in the property industry.



Midlands The branch jointly hosted a **Diversity in the Built Environment** event with BDP Architects, RIBA and the BAA at Pinsent Masons' offices in Birmingham. A wide range of speakers presented, including Deborah Cadman, CEO of the West Midlands Combined Authority and Louise Brooke Smith, UK Head of Town Planning and Partner at Arcadis and Past Global President RICS (2014-15), who gave their thoughts on improving diversity in the Built Environment.



North West Kal Gill-Faci of Levitt Bernstein hosted an event described as inspirational - **Business Tackling Homelessness** - when she shared details of her work helping the homeless and those struggling with food poverty. Speakers included Lauren Coulman, Social Impact Consultant of Noisy Cricket and Sarah Walters of Inspiring Change Manchester, who presented an overview of the current situation and details of a pilot scheme which places people directly into permanent accommodation with support workers.

The North West celebrated their **Annual Dinner** attended by 240 guests at the Radisson blu hotel in Manchester. The theme was Suffragettes with The Pankhurst Trust attending, marking 100 years since some women were given the right to

vote. Speaker, Engineer Roma Agrawal MBE told about her auspicious career in Construction.



South East The South East branch runs a member-only **'Top Ten Tips'** series, with the difference between agile working and flexible working being the subject of the last discussion. The group agreed that agile working is seen largely in the context of WHERE you can work and what makes 'working anywhere' possible. Flexible working, on the other hand, is about WHEN you work and is more related to your contract and arrangements with employers. A number of points were discussed including the importance of excellent IT, the conflict of working flexibly with working as a team and finding a realistic balance between the personal needs of a diverse workforce, with running an efficient business.

Thames Valley Seven months on from its grand opening and the **Westgate Centre** in Oxford city centre is thriving. Brendan Hattam of Land Sec presented on the background, present and future of the Centre, which has already seen 7.5 million people pass through its doors. An engaging Q&A session gave guests a thought provoking insight into the centre's impact on and benefits for Oxford retail industry and residents.



South Wales The branch held a **Future Generations Act Panel Debate**, sponsored by Grasshopper Communications and Arup. One year on since the public sector published objectives setting out its plans to improve the social, economic, environmental and cultural well-being of Wales through the Wellbeing and Future Generations Act, the panel discussed the implications and opportunities for private and third sector organisations in Wales. What was clear from the event was the appetite for a more sustainable approach in Wales from both the

public and private sectors, and that projects must be designed and delivered in a way that reflects this trend.



South West Lessons learned from the **Carillion collapse** was the subject of a sold-out debate, attended by over 70 people. National Chairman, Jo Williams, chaired the discussion which, with opinions from a number of industry specialists in the audience, looked at how to avoid situations like this in future and addressed challenges for the industry moving forwards.



The ever-expanding South West branch is now hosting events in Somerset, through its **Somerset Satellite**, including a well-attended tour and talk at the new headquarters of the **UK Hydrographic** office. If members have colleagues or contacts in the area who might be interested in attending events in this area, please contact the South West branch.

Yorkshire and North East Sheffield hosted the first **Women in Property Yorkshire and North East Netball Tournament**, which was so popular it is set to become an annual event in the property calendar. Held at the English Institute of Sport, the event saw ten teams compete across two courts. There was a lively atmosphere with everyone enjoying team-time, whilst entering some friendly competition and networking.

