

Chair's column

by Nicola Jones, National Chair

Time flies! 28 February marks the end of my year as National Chair and what a year it's been. The national and international news has been tumultuous, bringing very little cheer, so instead we've created our own highlights.

Women in Property committees have done an amazing job, reinvigorating our [events programme](#) and offering us real variety, including site tours of residential towers, a gin distillery and a train station, mental health and wellbeing talks, quizzes, book clubs, professional development sessions, networking breakfasts, lunches and teas, and networking in the Lakes – and elsewhere.

Coming up we have a site study of Ilke Homes' modular housing manufacturing facility, virtual sessions including on EPC rules and mentoring, and a variety of in person and virtual events from women only self-defence to our popular networking and socials.

We are pleased to announce that an increasing number of events will be CPD

accredited, meaning that over the course of a lunchtime webinar, a site study or workshop, you will be able to accrue valuable CPD points. This is for specific events only – many will be part of our new national webinar programme, so look out for the CPD logo on our [event listings](#).

We very much value the partners with whom we organise our events and, of course our sponsors – both regional and for individual events. If you think your business could benefit from this profile, please do get in touch with your [local branch Chair](#) to discuss.

As ever, thank you for your support of Women in Property and my best wishes for the year ahead.



Nicola Jones
National Chair of Women in Property

Introducing the Women in Property National Conference!



After an absence of nearly 20 years, the Women in Property National Conference returns, 20th-21st April at the Bristol Marriot Royal. Under the banner "Women leading the future", delegates (the conference is open to both members and non-members) will hear from engaging speakers on themes including Inclusive Design and Public Realm, Social Anthropology, the Psychology of Leadership and Teams, as well as Mentoring. Social entrepreneur and President of Bristol Chamber of Commerce, Jaya Chakrabarti

MBE, will deliver the opening speech, updating us on current developments in the city and South West. In the evening we will be hosting a Drinks Reception and Dinner followed by a live band and, to round off the event, on Friday 21st April there will be a number of high-profile site studies in the Bristol region. The conference sessions and site studies will be submitted for CPD accreditation so will provide a great opportunity to develop your professional skills as well as enjoy some networking. More details will be published in the coming weeks.

Showcasing Social Value

Chithra Marsh, incoming National Chair 2023-24 and Associate Director, Buttress Architects



I am a keen advocate for social value and I always strive to champion it in my professional life. At Buttress, we take a 'people first' approach and this is at the heart of what we do. Every project we are involved in is subject to this criteria, addressing its impact and measuring value to its users, whether in terms of environment, skills, sustainability, health, diversity, social mobility or employment. To me this seems fundamentally important and yet our industry – the way in which it is funded and developed – is still driven first and foremost by the bottom line.

The prevailing business model is profit-driven, I understand this but there is also, increasingly, pressure from shareholders and stakeholders to ensure social value is implicit in new development. How many are actually standing by this though? And, looking

to the future, how many degree courses incorporate the measurement and funding of social value into scheme financing? I think not many, so how will the young built environment professionals entering the industry learn how they can make a difference at this critical early stage?

Social value encompasses everything Women in Property is about. We have our focus areas – gender balance, outreach and inclusion – but these are all part of the social value measurement. So, while I know I'm not about to change the world, I will be focusing my energies and activity as National Chair in 2023 on showcasing this. Look out for webinars, events, blogs and media comment in the year ahead and please do get in touch if you'd like to have a say. nationalchair@womeninproperty.org.uk.

Rolling out the Student Awards 2023



Carole Ditty, Bouygues UK, left, with Tallulah Bannerman, 2022 winner

Our Student Awards programme has once again received nominations from Universities across the country. Interviews will be held regionally from the end of January until early March and we then look forward to announcing the regional finalists at awards events in May and June. The national finalists head to London on the 21st September 2023 for their final interview and [Best of the Best Awards Dinner at Claridge's](#)

We look forward to building on our relationships with both our regional and national student awards sponsors and thank them for their support. A special thank you to Carole Ditty, former Legal Director of long-time

national sponsor Bouygues UK who, after many years, has stepped down from her role on the national judging panel, which she described as 'one of the highlights of my year'.

Don't forget that our Student Awards nominees are very keen to secure work placements, whether for the summer, or a year out. In previous years many placement employers have snapped up their student for a permanent role upon graduating, making this a 'win win' for everyone. If you'd like to hear more, contact Vanessa Lancaster in the first instance awardsadmin@womeninproperty.org.uk.

How to get more from your MIPIM



For those who are off to MIPIM (14th – 17th March) for the first time, here are three top tips from MIPIM regular, Rachel Bell, former National Chair and Director at Stride Treglown. Rachel will be attending the [Women in Property MIPIM breakfast on 14th March](#), kindly hosted by our long-term partner Wilberforce Chambers.

- ◆ Build relationships – you won't necessarily walk away with projects but it's the follow up that counts.
- ◆ Have a cut off – MIPIM days are super long and you need to be at your best, so perhaps prioritise morning/lunch meetings, and have a cut off at midnight.
- ◆ Keep some space in your diary for impromptu meetings and to give yourself some flexibility, as many people do have to change plans.

Save the date: For more guidance before you leave for Cannes, look out for details of our 'MIPIM 2023: Countdown to Cannes' event to be held at the Crowe office in London, 28th February at 5pm.

Inspiring the industry's future talent

For many years Women in Property members have got involved in Outreach, encouraging children and young people to understand what a career in this industry looks like. Whether with Year Seven/P Seven (aged 11-12 years), or at undergraduate level, it is your enthusiasm and commitment that creates the spark of interest that might develop into a fully-fledged engineer, surveyor, planner, architect...and more.

Last year Georgia Thomson and Laura Beddis, Chair and Vice Chair of the **South Wales** branch, were invited into Hydrock to speak to a group of girls on a 'girls in STEM' work experience week about how they got into the industry. "It was great to sit down and share our experiences with these pupils from local schools and colleges and talk about the huge array of opportunities in the industry and how they may not be so obvious when you're in school sitting GCSEs and A Levels" said Georgia.



Meanwhile, the **North West** have been supporting Regeneration Brainers, most recently with a walking tour of Manchester, where students visited different built environment workplaces and live sites around Manchester City Centre. Students were hosted by Sam Johnson and SES Engineering Services at NOMA, a live construction site for a net zero 200,000 sq ft future proofed office building, their first time walking onto a live site. Students then went on to Fairhurst Design Group, where NW Chair Nicola Rudman is based. After a tour of the offices, they heard from the practice's newly qualified architects and interior designers and had an open and frank conversation about their career choices and paths. As a result of these visits, two Year Ten students from Flixton Girls School said they are now considering a career in engineering, which they didn't think was previously possible or even existed. Another student from Stockport College was excited to discover that an interior designer at Fairhurst had originally started their journey on a carpentry course, which is what he is currently studying, so broadening his own career horizons.



The **Central Scotland** Outreach team set themselves the task of completing an eight-week programme within Douglas Academy, Glasgow, and thanks to the unfaltering support from McLaughlin & Harvey and East Dunbartonshire Council this was achieved in August/September last year. A team of volunteers guided 28 pupils on how to design a primary school, with a different team of professionals visiting the pupils every week to facilitate hands-on, workshop-based sessions.

The Outreach team will also be working with Queensferry Primary School, Edinburgh, over the course of the 2022/2023 academic year. The idea originated as an ad hoc workshop for the older pupils within the school but, after discussing the benefits of this with the Head Teacher, the team has been asked to set up a workshop for each of the classes within the school, adjusting the focus and approach to suit the various age groups. The first workshops were completed in December, when 20 volunteers spent the morning with the Primary 1 and Primary 2 classes, approximately 150 pupils. The aim was to give the pupils a feel for Architecture, and the task was to draw a building, make a model of it from either Lego or paper and then place it within a general 'townscape'. Huge thanks to all the

Outreach volunteers from BakerHicks, Bennetts Associates, CDA, Christie Gillespie, East Dunbartonshire Council, Ferguson Planning, Glencairn Properties, ICA Studio, LBA, McLaughlin & Harvey,

PMP and Scottish Government.

If you would like to get involved in Outreach, contact a committee member via your branch.



Festive celebrations

Christmas wreaths, festive breakfasts, cocktails and mocktails were in abundance in December with all branches getting into the spirit of things!



Branch News



Central Scotland

Project architects Edward Dymock and Bruce Kennedy of BDP gave a presentation on Queen Street Station, explaining how they

addressed the issues of cluttered signage and lack of street presence at the station and catered for longer, greener trains as part of the Edinburgh Glasgow Improvement Programme. The morning concluded with a tour of the station with its impressive Category A-listed train shed roof and ornate pillars exposed as part of the redevelopment - spectacular against the backdrop of the new glazed frontage offering views across George Square and connecting to the wider City.



Midlands The Grand Hotel in Birmingham was the elegant setting for the Midlands branch Annual Dinner, kindly sponsored by Ilke Homes.

A champagne reception and dinner were followed by keynote from Stephanie McKay, Senior Project, Operations and Delivery Manager, who spoke about her career including working on the delivery of the Birmingham Commonwealth Games last year, as well as London 2012 and now the Paris 2024 Olympics. Social enterprise business, Miss Macaroon, was showcased, and £2,450 raised for local charities LoveBrum and SmartWorks. Thanks to all those who donated raffle prizes.



Northern Scotland

The branch was treated to an atmospheric Halloween walking tour of Old Aberdeen, hosted by the knowledgeable and enthusiastic Dr Fiona-

Jane Brown of Hidden Aberdeen Tours. It was fascinating to hear about the history of this beautiful campus with some spooky surprises along the way.



North West Members did a Site Study at Band on the Wall, a venue that without extending, could not viably continue to operate. Architects Kathryn Valentine of OMI

Architects and trustee Lisa Ashurst of Ashurst Communications explained the ever-changing budget in relation to funding, architectural discoveries and construction challenges. The result is an amazing, revitalised venue and late-night bar which has almost doubled capacity. Many innovative solutions were applied to allow flexible use on the ground floor, whilst to the first floor there are practice rooms, studio and recording spaces which can be used by the music community and for outreach work.

South East Thanks to Hoare Lea for delivering a breakfast seminar on Environmental, Social and Governance (ESG) in the built environment. They discussed what this is and what it practically means for the industry, organisations and projects. The session navigated through the multiple drivers and frameworks, understanding where they come from, and identified their possible impact on how we design, build and operate tangible assets. Hoare Lea explained how best to integrate ESG into portfolios and organisations, learning from the challenges and capitalising on the opportunities that this creates to transform how businesses operate and measure success.



South Wales There are many opportunities within the Cardiff Capital Region in terms of incentives to support new development, so this session examined

an overview of the property market, the role of Cardiff Capital Region, the development pipeline, difficulties experienced, particularly with the planning system, placemaking objectives and funding available to facilitate development. Thanks to speakers Nicola Somerville, Cardiff Capital Region, Chris Sutton, Sutton Consulting, Hamish Munro, Caerphilly Borough Council, Carl Fitz-Gerald, Development Bank of Wales and Kathryn Williams, KEW Planning.



South West The South West Autumn drinks, held jointly with Bristol Property Agents Association, returned in October 2022 for the first year since the pandemic.

This time the event was 'decades' themed, with over 300 attendees enjoying the drinks and canapes from the 1920s, 1950s, 1980s and 1990s, provided by our four generous sponsors Fulkers Bailey Russell, Hartner Taylor Cook, Paramount and Stride Treglown. The South West committee raised £1,807 through the Autumn Drinks and the Christmas Party, which was donated to local women's charity, One25. This was match funded during the national Big Give initiative, making the total contribution a fabulous £3,614!



Yorkshire & North East

Architect Helen Cliffe, Director at Frank Shaw Associates, gave an inspirational talk at the branch's Visible Women's lunch in Leeds. The mum

of four young children discussed her career progression, challenges and highlights, as well as sharing her secret to achieving a work-life balance - a fantastic support network. Helen is also a visiting lecturer and student mentor at the University of Huddersfield and Leeds Beckett University, and was accompanied to the event by Part 1 Architectural Assistant Megan Turpin. The group discussion also went on to cover topics such as the sustainability in the built environment, embodied carbon, networking, mentoring and selfcare.

Success stories

Congratulations to all those members who have moved onwards and upwards in the past few months:



Antonia D'Alessio has been promoted to Partner and Assistant Head of Residential Conveyancing at Gilbert Stephens Solicitors LLP



Faye Durkin has been appointed Chair of the Institute of Environmental Management and Assessment Biodiversity and Natural Capital Steering Group



Katrina Fox has been promoted to Associate at Pinsent Masons LLP, Development and Investment



Sarah Heath has been promoted to Partner and Assistant Head of Residential Conveyancing at Gilbert Stephens Solicitors LLP



Jade Hermann has been promoted to Associate in Valuation, at JLL



Brenda Jones of Stornoway Port Authority has been appointed to the RICS Scotland Board



Jennifer Lee has moved to Enfield Council as Principal Asset Manager



Hannah Lloyd of Scottish Land & Estates has been appointed Vice Chair of the Women in Property Scotland Board



Fin Maguire has been promoted to Sustainability Consultant at Turley



South Wales Student Awards 2022 national finalist **Kathryn Stuckey** has been appointed to the South Wales Awards sub-committee



Nicola Phillips from Nicola Jayne Landscape Design has been nominated for Northern Power Women Awards One to Watch in 2023