

# Scotland Newsletter

February 2024 | Issue 16

Women in Property is very much looking forward to welcoming you to an exciting year packed with events. As we gear up for our Annual General Meetings and set our sights on the goals for the upcoming year, it's a good time to pause and reflect on our journey in 2024.

## Focus on Inclusion

Stepping into the role of Chair last March, my focus has been on inclusivity, recognising the ongoing need for diversity and equity within our industry sectors. In a world grappling with injustices and divisions, collaboration has become more vital than ever and to make the biggest impact and foster a diverse working environment, our efforts have been dedicated to care for our members and forge collaborations with other industry bodies.

It's invigorating to witness the multitude of individuals and organisations championing real change for a more sustainable and equitable industry. We've deepened our relationships with policy influencers and industry bodies such as SPF, BE-ST, CIBSE, CIAT, ACAS, while also forging support alliances with organisations including Women in Transport, Stemazing, and many more... Together, we're striving to create a better built environment for all people and for the planet, since only by pooling our resources together in a collaborative way, can we extend our reach and effect meaningful change. So, if you want to join forces and collaborate with us, please get in touch!

## Thank you everyone

A heartfelt thank you to everyone who has made this year an extraordinary adventure. To our members, our hardworking committee volunteers, the Scottish Board which offers invaluable support for collaboration between the branches, our Central Scotland branch sponsor, Threesixty Architecture, and all those sponsors who make our key programmes and events possible.

The National Student Awards are gearing up for the next round of judging days with over 15 applicants from all disciplines across Scotland; our Schools Outreach programme now operates as a year-round subject in design and construction. We have plenty of events already in the pipeline for 2024, including the launch of WiP Scotland in Dundee on the 22nd February and our first National conference in Edinburgh on the 14th of November, so please do check our website, App and LinkedIn for all upcoming events.

We are looking forward to seeing everyone shine at our annual dinner on March 8<sup>th</sup> – coinciding with International Women's Day! - where we are delighted to be supporting Scottish Women's Aid as our nominated charity for the event. The charity works for a Scotland with no domestic abuse, where women, and children can have equal opportunity to explore all their ambitions and aspirations. You are still in time to support them with donations and prizes for the event, so please get in touch if you are interested!

## Come to our AGMs

And for those curious to learn more, please join us at the Central Scotland and Highlands and Islands AGM on February 21st, either in person or online, and the Northern Scotland AGM which will follow in March. We will provide roundups of each branch's activities, share insights for the year ahead, introduce the 2024/25 committees and any potential vacancies for the upcoming year. It has been a great year and I can only express my thanks for having had the opportunity to be part of a group of such inspiring women.

If you have any questions or you are interested in joining one of our fabulous committees, please do get in touch as we would love to hear from you.

**Aurora Tallon**

**Central Scotland Chair 2023-24**

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The 2023 Central Scotland Student Awards are sponsored by

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**Aurora Tallon**

## Promotions & News

**Ciara McInnes** has been promoted to Senior Architect at Oberlanders.

**Aurora Tallon** has joined BakerHicks as a Senior Architect.

**Olivia Bennett** has been promoted to Associate Director at Buro Happold.

**Keira Kane** has been promoted to Business Development Manager at McLaughlin & Harvey.

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# A Message from the Scotland Board

Dear all,

As this is my last report as Scottish Chair for the newsletter, I wanted to take the opportunity to cover a number of points.

Firstly, developments at a National Level. Hannah (Lloyd) has been invited to join the recently formed Women in Property Limited Board. This is a real honour so I hope you will join me in congratulating Hannah and wishing her well in this new role. It is an excellent opportunity to align more closely with the National team.

Closer to home, the Scottish Board met on 11<sup>th</sup> January at Anderson Strathern's new offices at Capital Square. It was a really interactive meeting, and resulted in a good sharing of ideas and a series of outcomes were identified as being important to the Board going forward. More of that to follow at the AGM on 21<sup>st</sup> February, but they will involve a closer liaison with National and much closer working both with and among the branches to share ideas and support each other. Board members' individual roles to promote these and other initiatives will be identified at the AGM.

All of the branches have been running a number of very successful events, with the forthcoming highlight being the Annual Dinner. Thank you to all the branch chairs and their committees for all the hard work that goes into facilitating these events. The fact that they appear seamless hides how much background work really goes into them!

The People-Innovation-Place Summit preparation has been progressing at a pace, with a visit to scope out the venue in the diary. We have some truly excellent speakers lined up. This really is one for your diaries. I am also delighted to say that my successor and the new Vice Chair will be formally announced at the AGM, so no spoilers (although I am sure you can guess!) but I will take the opportunity to wish them all the very best and to thank them for all their support and enthusiasm to date.

I hope to still be engaged with WiP as it is such a fabulous group to be involved in. It has been both a pleasure and an honour.

Best wishes,  
Karyn



## Coming Soon

**Granton Station Site Study** 14<sup>th</sup>  
February - Edinburgh

**AGM** 21<sup>st</sup> February – Glasgow & Online

**Dundee Launch Event** 22<sup>nd</sup> February –  
Dundee

**Central Scotland Annual Dinner** 8<sup>th</sup>  
March 2024 - Glasgow

**Guided Walks** 21<sup>st</sup> March -  
Edinburgh & Glasgow

**Walks** 18<sup>th</sup> April – Edinburgh &  
Glasgow

To find out more and book [click here](#).

## Keep your eyes peeled for #PIPbyWiP

The countdown is on, and 14th November 2024 is a date not to be missed! Women in Property will be holding our first, CPD-accredited, national People-Innovation-Place Summit - #PIPbyWiP - hosted here in Scotland at the wonderful Dynamic Earth in Edinburgh exploring the theme 'Rethinking Places'. This will offer you speaker sessions that will inspire and challenge, fringe events and site studies as well as some good old-fashioned networking. The Summit team has secured a high-profile Chair and is lining up some great speakers, details of whom will be revealed soon. Tickets will go on sale from Monday 11th March, so keep your eyes peeled for the ultimate conference of the year!

### Sponsor #PIPbyWiP

We are delighted to announce that McLaughlin & Harvey are joining us as headline sponsors, while Baker Hicks have confirmed one of two Gold packages and Bennetts Associates take one of five Silver sponsorships, but there are still some fabulous opportunities remaining. These include:

- Gold
- Silver
- Receptions
- Exhibition Stands

These packages will be secured on a first come, first served basis so, to avoid missing out, please contact: [hannah.lloyd@scottishlandandestates.co.uk](mailto:hannah.lloyd@scottishlandandestates.co.uk)



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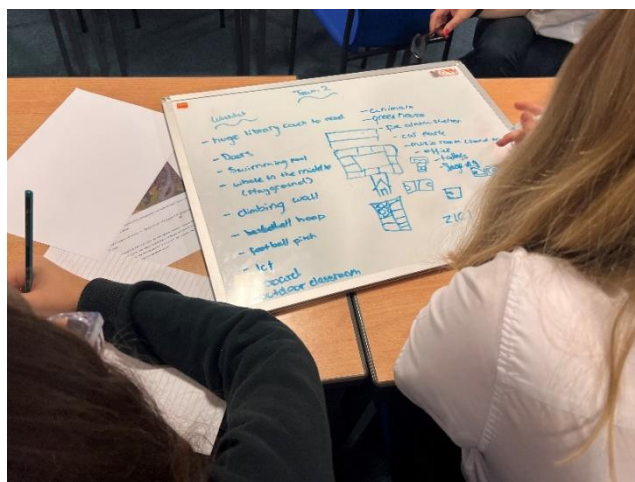
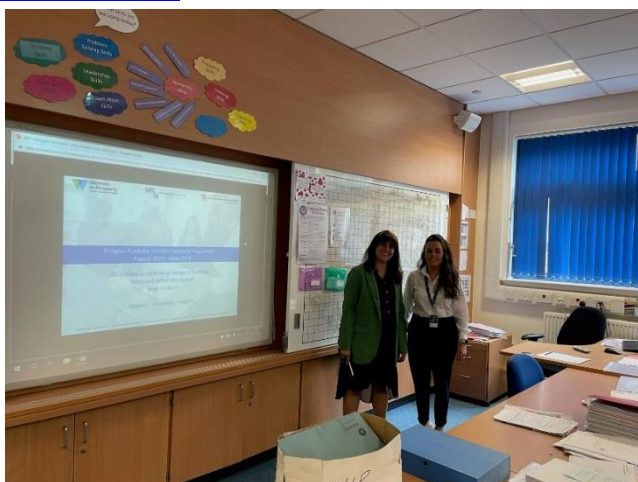
# Schools Outreach

The Central Scotland Schools Outreach Team has begun another programme with Douglas Academy in Milngavie, East Dunbartonshire.

The return to Douglas Academy follows a very successful 8-week programme in 2022. Due to its success, the team committed to delivering a year-long programme running from August 23 through to May 24. The programme, which has twenty participants, is now part of the school curriculum, and the pupils are working on designing a seven classroom Primary School with a budget of £7m. They will present their designs in May following tutoring from a variety of built environment professionals each month.

Women in Property Central Scotland, McLaughlin & Harvey and East Dunbartonshire Council are jointly delivering the project, with Women in Property members supporting one expert session per month, covering a variety of disciplines such as architecture, planning, cost management, structural engineering, employability and sustainability.

The Outreach Team, led by Amy McBride and Jane Elder (McLaughlin & Harvey) are always looking for support from volunteers. Each expert session involves 50 minutes of classroom time, with some preparation time required before hand for their presentation to the pupils and any activity they might want to do. If you are interested in volunteering, please make contact with Amy or Jane: [amy.mcbride@mclh.co.uk](mailto:amy.mcbride@mclh.co.uk) / [jane.elder@mclh.co.uk](mailto:jane.elder@mclh.co.uk)



## News from Northern Scotland

The Northern Scotland branch enjoyed a very festive evening of wreath making on 4<sup>th</sup> December, kindly sponsored and hosted by Pinsent Masons in Aberdeen.

The ladies from The Secret Garden florist in Aboyne talked us through how to make beautiful wreaths over drinks and festive nibbles.

Additionally, the NS branch held their Winter Drinks on Thursday 30<sup>th</sup> November in the private mezzanine area at the Bartenders Lounge in Aberdeen. It was lovely to see both members and non-members at the event where we enjoyed drinks and a delicious charcuterie board.

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## .... Plus an exciting event for our Aberdeen and Dundee connections!

The Northern Scotland branch is delighted to share news of its forthcoming **Dundee launch** event on Thursday 22<sup>nd</sup> February at the Dundee & Angus Chamber of Commerce, 37 City Quay, DD1 3JA.

You will hear more about Women in Property and listen to two amazing speakers Robin Presswood, Executive Director of City Development at Dundee City Council and Dr Rebecca Wade, Senior Lecturer in the Division of Engineering and Food Sciences at Abertay University who has recently returned from Antarctica after taking part in the prestigious international Homeward Bound initiative. Hear about her life-changing voyage and the climate change research she undertook whilst there. Join us for drinks, nibbles and networking!

This event is free for all to attend and all genders welcome. Book now using the app (for members only) or on the website. Thanks to our sponsors McLaughlin & Harvev and Blackadders LLP.

## Highlands & Islands News

The Highlands & Islands branch closed out last year with a lovely networking event at the Wee Bar in Inverness for our annual Winter Drinks kindly sponsored by Pick Everard. We were delighted to see many new faces as well as our wonderful members and committee. A big thank you to Pick Everard and the Wee Bar which proved a perfect venue and their lovely staff for taking care of us.



Diving into 2024, our Highlands & Islands committee is busy planning this year's events! One of our first outings will be an outreach event with a local careers fair at Nairn Academy on the 15<sup>th</sup> of February. Members of our committee will be setting up a Women in Property table to showcase the career options available in property and construction. The Highlands and Islands committee is passionate about informing and inspiring the next generation #AspireSucceedInspire

Following this, our next event will be the joint AGM for Central Scotland & Highlands & Islands on the 21<sup>st</sup> of February. This event will be livestreamed for anyone who won't be able to make it in-person to the AGM which is being held in Glasgow.

Finally, watch this space for our first networking get together of 2024, which is planned at the One One Two Wine Bar in Nairn. Hope to see you all at an event soon!

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# Central Scotland Annual Dinner

Plans are shaping up for our sold-out Central Scotland Annual Dinner, which is taking place on Friday 8<sup>th</sup> March at the Voco Grand Central Hotel, Glasgow. We are looking forward to seeing everyone don their sparkles and fancy frocks for a night to remember!

The Annual Dinner will be supporting Scottish Women's Aid, a women's and children's rights organisation that works to end domestic abuse. The organisation is key in effectively responding to domestic abuse at national and local level and supporting women and children with lived experience, to influence policy affecting their lives.

There is still time to support the Annual Dinner, if you would like to donate a raffle prize, however big or small, we would be most grateful. Please email [mairi.murray@bakerhicks.com](mailto:mairi.murray@bakerhicks.com) to discuss this further.

A huge thanks to our sponsors: Will Rudd, Perspective, Keir Construction, Martec and Ryden for their support of this event.

We look forward to seeing you on March 8<sup>th</sup>!

## National Update – 'Thanks for the feedback!'

In September 2023, National asked you for feedback on the organisation, its value to you professionally and your thoughts on EDI in the industry. The good news is that the vast majority of you are very happy with your membership and are making the most of all the opportunities it brings. You rate highly having this professional network, which helps raise the profile of women in the industry and you particularly like the variety of in person events.

You believe that, while there has been an improvement in the representation of people from ethnic minorities in the industry, this is not coming through at the senior or leadership level and is still a long way off.

"There's more visibility of we, the workers, but as with everything else, senior level changes very, very slowly."

It is a similar story for the LGBTQ+ community, where representation has improved through the growth of diversity groups and allyship. Importantly, many of you commented that knowing an individual's sexuality is not relevant to business, where the aim should be inclusivity for all.

On the subject of allies, we asked you if you would like to see membership extended to our allies, of all genders? This resulted in an almost even 30% each for Yes/No/Don't Know – 'No' had the majority - but it was the passion in many of the comments that was striking, vocalising a firm desire to remain a women only organisation. One respondent summed it up: "The world is changing and we need to evolve to be diverse and inclusive – practice what we preach. But we also need safe spaces for women to feel comfortable to speak up, so a mix is required."

Our ethos has always been one of working towards an inclusive industry. Empowering women to evolve and grow professionally and personally remains our priority. We are pleased that the majority of our events are open to all genders and we are grateful for the support of our allies across the country but, at this time, we will not be making further changes to the membership criteria, instead keeping this under review.

## Mentoring

The 2024 mentoring training sessions started in January and are planned throughout the year.

We encourage you to consider the training to become a mentor as well as looking for your mentor. Feedback from past mentors is they have found being a mentor beneficial.

Please check the website for details of how to register your interest and apply for places on future sessions as they fill up quickly!

If you have any questions, please contact Anne Johnstone or Cheryl Ferguson, the mentoring contacts for Scotland: [a.johnstone@ed.ac.uk](mailto:a.johnstone@ed.ac.uk) / [cheryl.ferguson@dentons.com](mailto:cheryl.ferguson@dentons.com)



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# Diversity and Inclusion Award at BE-ST Awards

Women in Property was honoured to win the BE-ST Diversity and Inclusion award for 2023.

During her time on the committee Aurora has championed diversity and inclusion, and she made this her focus for the year as Chair. The work of WiP on the subject of diversity and inclusion involves fostering diversity and inclusion in a historically male dominated industry. WiP achieve change through three key areas:

1. **New Gen** – We are planting the roots of change early and engaging with primary and secondary schools to spark passion and understanding of construction careers. Our school programmes often involve volunteers from the branch giving their time and expertise to the sessions.
2. **Next Gen** – The Student Awards are a means of bridging the gaps between what it is taught at university and the realities of the industry. The awards strengthen the links between education, business, and support young women as they transition into careers.
3. **Career Support** – The WiP network remains a steadfast support of women throughout their careers. The provision of mentoring, training and networking opportunities for all stages of professional development.



By breaking barriers, inspiring change and allowing fresh perspectives into a traditionally male-dominated industry, Women in Property is steering the industry towards a brighter, more equitable future.

## Self Esteem and Confidence Workshop

We had a brilliant session with Neila Rodriguez of NR Life Coaching on Wednesday. This lunch & learn style event covered the fundamentals of self-esteem; how it can impact all areas of your life, from your relationship with yourself and others, to how you react to change and times of crisis.

Neila shared her personal story of the difficulties she experienced as a result of low self-esteem, and how she made a commitment to change which led her down a whole new path. The intimate group also allowed members to share some of their own experiences of how low self-esteem had affected them. Neila ended by sharing her top four tips for improving your self-esteem, from dealing with negative thoughts to channeling your inner Miley Cyrus (you can buy yourself flowers!)

Thanks to our venue hosts TLT LLP for allowing us to use their stunning Glasgow offices for the workshop!



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## Padel & Patina at Edinburgh Park



Last night we headed out in the dark to play some Padel at Edinburgh Park. The rules of the game were very patiently explained to us by Game4Padel coach Ross who kept the fun alive with some friendly competition.

An hour's game was followed by some drinks, sharing food and relaxed networking at Patina.

It was such a fun night and we highly recommend trying out the facilities at Edinburgh Park for some corporate team building or socialising with friends. There's already talk of starting up an industry Padel league. Anyone game!?

Special thanks to Parabola for sponsoring the coaching session and to Hulley and Kirkwood for sponsoring refreshments.

## Threads of Sustainability: Swapping Styles, Shaping Spaces

Women in Property Central Scotland and Wallace Whittle co-hosted "Threads of Sustainability: Swapping Styles, Shaping Spaces", in Wallace Whittle's Glasgow office.

David Spiteri, Director and Head of Sustainability at Wallace Whittle, delivered an engaging CPD presentation around parallels in both industries with a focus on delivering Net Zero Carbon.

Afterwards, we hosted a clothes swap, allowing everyone the chance to shop in each other's wardrobes - a sustainable alternative to buying new!

All of the remaining items were donated to Smart Works Scotland, who provide unemployed women with the clothes, coaching and confidence to secure employment and change their lives.



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**tp bennett**



# Central Scotland Winter Drinks

Women in Property Central Scotland and Scottish Property Federation came together last night for festive drinks and networking at the stunning Bonnie & Wild's Scottish Marketplace in Edinburgh.

We were delighted to host over 100 members and guests for our final event of 2023 - celebrating the successes of the past year. It was great to see some new faces among our regular attendees.

Branch Vice-Chair Jillian Love welcomed guests before Board Vice-Chair Hannah Lloyd shared the exciting news that we will be hosting next year's Women in Property national People-Innovation-Place Summit in Edinburgh.



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