

## Chair's column

by Jennifer Winyard, National Chair

As we start the new year, I enter the final two months of my term as your National Chair, a happy-sad moment.

Happy because it has been the most amazing year, with some fantastic success stories from across our network. Sad because I've loved being in this role and will miss all it brings. However, because the National team structure comprises the National Chair, National Vice Chair and Immediate Past National Chair, I'm looking forward to supporting Emma Richman when she takes on the role on 1st March.

I am not the only one who is reaching the end of her tenure. All the branch Chairs will be moving on too, with their Vice Chairs taking on the role. So, it is time to reflect and for us all to be proud of the impact they and their committees have had in their regions, ensuring the delivery of diverse and inspiring CPD events, team-building socials, and partnership with other like-minded organisations. A heartfelt thank you, to all of them.

During my year, I have focused on "Unlocking Potential – Changing

Mindsets". Encouraging girls and young women to consider a career in the property and construction industry was my main motivation for joining WiP, 17 years ago, and remains a central focus, including changing mindsets among children and young people (and ill-informed educators). Changing mindsets within the industry itself – we all know there are still gender-related challenges to be overcome, and changing mindsets among our own members, for example evolving into new sectors and overcoming imposter syndrome.

The 'unlocking potential' theme continued through so much of what we achieved in 2024, including the 18th National Student Awards and the very first People-Innovation-Place Summit in Edinburgh. Congratulations to the Central Scotland team, supported by National, for delivering an event that has been widely and enthusiastically praised. You can read more about it on pages 4 – 7.



**Jennifer Winyard**  
National Chair of Women in Property

Finally, but critically, a big thank you for your support of Women in Property. I hope you will continue to enjoy the friendship, learning and teamwork offered by our wonderful organisation, in 2025.

## Meet our Branch Chairs 2025-2026

Welcome to our incoming Branch Chairs who take up their new role on 1st March



# Introducing our National Chair 2025-26

From 1st March 2025 Women in Property will have a new National Chair. Emma Richman, previously a North West branch Chair, will take on the role from Jennifer Winyard.



Emma, who has degrees in Building Surveying from the University of Salford, and Architecture from the Bartlett (UCL), is Executive Director of Operations at Peaks & Plains Housing Trust in Macclesfield. She has been a member of WiP for 15 years and has worked in the social housing sector for nearly 30, holding NED and executive positions with a number of North West based housing associations, as well as sitting on two National Housing Federation panels.

"My entire career has been based around doing what is needed most

in communities, prioritising and empowering people as best we can, as social housing providers to deliver affordable housing. We have to balance this with all the challenges posed by a very tough operating environment, with increasing costs, new consumer standards but ensuring we support our vulnerable customers."

Emma is also a Board Member of Manchester Women's Aid, part of the Pankhurst Trust and, in her spare time, tour guides for the Pankhurst Museum in Manchester.

"All of this chimes really well with what Women in Property is all about and I'm honoured to be appointed to National Chair. Jennifer and Chithra before her, have worked on unlocking potential and bringing people into focus. I'm developing this further with my theme, which will be "People and Community first" which I hope we'll be able to reflect in our events, partnerships and messaging over the next year or so."

The National Chair term lasts for one year, so Emma will be in post until 28th February 2026.

## What you got up to this Festive Season

WiP members are a creative crowd – you really love making Christmas wreaths, judging by the number of events held across the country! You also enjoyed Cocktail parties and festive lunches and dinners. Thanks to all those who organised and sponsored our events in the run-up to Christmas 2024.









# Rethinking Places at the People-Innovation-Place Summit

## #PIPbyWiP

"We knew we had an amazing mix of speakers, subjects and social, in a great venue, but even we were blown away by the reception the Summit got - it was a fabulous day, the place was buzzing!" This from Hannah Lloyd who coordinated the Central Scotland team, alongside National colleagues, in the delivery of the first #PIPbyWiP Summit, held on 14th November.

For those who arrived the evening before, South Wales branch Chair Hannah Lewis-Jones organised a drinks reception kindly hosted by her employer, Mott MacDonald, highlighting the national focus and cross-branch collaboration we always hoped to engender at the Summit.

Over 170 of you joined us at Dynamic Earth in Edinburgh, where **Karen Anderson, President of the Royal**

**Incorporation of Architects in Scotland**, skilfully chaired a day of CPD accredited panel discussions and keynote speeches, interspersed with workshops, a walking tour and site visit.

Opening the event was **Suzannah Nichol OBE, Chief Executive of Build UK**, saying "What we do and how we perform is within our control. You can't change someone else's behaviour, but you can your own". She went on to give an inspirational presentation sharing some of the things she wishes she'd been told earlier in her career. Among them, she urged us to "put your hand out and help pull other women through the door" and "You need people round you to be good at what they do, so you can do what you're good at. Challenge yourself, push yourself outside your

comfort zone – if you don't, you're unlikely to make your mark."

Suzannah was disarmingly practical in her approach, saying "Don't spend time worrying about things over which you have no control. Delivering the impossible is not in your job description. Don't waste your brain space on it."

The first of the panels, **Inspired by Outreach**, was delivered by four students from Douglas Academy – thank you Andy, Rebecca, Thora and Brodie – giving their insight into the property and construction industry, following a School Outreach programme, that ran over a period of several weeks with the Central Scotland branch and Summit headline sponsor





McLaughlin & Harvey. The company's endlessly supportive Pre-Construction Director, Martin Smith, introduced the group, describing his own experience at university, when only one woman studied on his Civil Engineering degree course, leading to his quest for a more balanced, diverse and inclusive built environment.

Next, we were awed and amazed by our expert panel discussing **Why we should care about Space**, facilitated by National Vice Chair Emma Richman, with Will Whitehorn of Seraphim Space Investment Trust, Yvette Hopkins of Craft Prospect and Stuart Fyvie of FireArrow,

Who knew that the UK space industry was worth over £18.9 billion last year, with £5.9 billion in UK exports, and offers mind-boggling opportunity for our own industry, impacting land, food security, energy, climate change and investment?

Will Whitehorn said, "Without one of the oldest GPS systems in space we wouldn't be feeding the planet – it guides where food is in ports, where it needs to get to. The speed of technology will make a huge impact on logistics, insurance, heat signature, disease in crops, the property industry."

"The space sector has been under the radar for ages yet the UK has been

involved for decades. There are space clusters around Harwell, Hatfield, Southampton as well as a major focus in Scotland, which has five declared space ports," said Stuart Fyvie. So what is a space port? "It's like an airport – a very simple structure, it just needs a great location, a place to put your commodities, a mission control centre, good transportation, and you work with your local community."

As for diversity in the sector, Yvette Hopkins stressed that the space industry is "much like construction and property. Women are severely under-represented. It tends to be run by older, male, richer people, but this isn't really a recognised issue yet in the industry. We need to get more women involved in Space." Maybe this could be your next career move!

Thank you to Will, Yvette and Stuart for shedding some intergalactic light on this fascinating 'new industrial revolution'.

Our Rethinking Places theme continued with our next panel of experts exploring **Resilient Neighbourhoods**. Facilitator, WIP National Chair, Jennifer Winyard, herself a dual qualified planner and surveyor, was joined by Daisy Narayanan MBE, Director of Public Realm at the Crown Estate, Stephen O'Malley, CEO and Founding Director of CIVIC Engineers and Iain

Tinsdale, Senior Associate at Bennetts Associates.

"We are human beings, we have that connection to each other and to the planet, that is quite primal," said Daisy, with Stephen adding "Using nature-based solutions, synchronising with seasons, and weather cycles, this all has to be more resilient and lead to resilient lifestyles and neighbourhoods."

"More and more communities are going to get interested in the sustainability of their neighbourhoods, the carbon cost in buildings," said Iain. "There is more awareness about how much better you need to be, to deliver a scheme."

Stephen added, "We need to see the landscape as a 'motherboard', the urban circuitry of what's involved is critical. Bring in the different landowners, stakeholders, statutory bodies – development needs to be done at a district scale, to see how it plugs into a broader strategy."

"This is about the integrity of the vision. Collaboration has to be messy, otherwise it's not true collaboration," said Daisy.

Thank you to Daisy, Stephen, Iain and Jennifer for taking part in a powerful, passionate discussion, which could easily have continued into the afternoon, had time allowed.



Lunchtime gave everyone the opportunity to come together, to catch up with old friends make new contacts and continue the conversations arising from the morning's panels. After lunch, delegates joined pre-booked sessions, which offered either two different workshops, a walking tour or a site visit. Thanks to all our amazing workshop hosts, and tour and site visit leaders.

- ◆ Biodiversity Net Gain led by Emma Morrison, Principal Ecologist at AtkinsRéalis
- ◆ The new National Planning Policy Framework led by Maria Francké, Director of Maria Francké Planning and Immediate Past President of the SPF
- ◆ Building Confidence in business development led by Nicola Barclay, Athena Coaching and Consulting
- ◆ Leadership Skills led by Yvonne Webb

- ◆ Be more confident at work - mastering assertiveness and boundary setting, led by Mind & Mission
- ◆ Old Town Walking Tour, led by Cobble Tours
- ◆ Site Visit – the University of Edinburgh's Futures Institute led by Bennetts Associates

The closing keynote was delivered by **Dr Marie Macklin CBE, Executive Chair of HALO Urban Regeneration Company** who wowed us, both with her personal story and the energy behind her presentation.

"Our developments came out of a major collision" stated Marie, who negotiated with Diageo when it closed its site in Kilmarnock. The ambition was to create up to 1,500 new jobs, focusing on enterprise entrepreneurship, and opportunities for young people. She

lined up the Scottish Government, the local Council and Scottish Power, who used the scheme as a green tech test bed site.

"Private investment is a must," said Marie. "I know how difficult it can be to unlock private finance. It took sixteen years to drive forward the regeneration of the site" but, ultimately, HALO enterprise innovation centre was born. As Marie said, "energy, with the power of the people, creates opportunity."

There are two other core issues dear to Marie's heart and supported through HALO, namely education and health. Education through the Rock Me brand, to help create skill bases to prevent children being left behind, describing young people as "the gatekeepers and protectors of tomorrow's world". And, again through bitter personal experience, the creation of ENDO1000, a £1 million research fund, into endometriosis, run through the University of Edinburgh.







When asked what advice she would give to her younger self, she said, "Face up to facts and challenge yourself. Never be afraid to ask for help."

In wrapping up the Summit, Jennifer Winyard, Emma Richman and Karen Anderson reminded us of some more golden quotes, in particular Suzannah's "be the candle to light another candle". The day came to a close with a Reception in the Rainforest and Iceberg rooms, which have got to be the most unusual spaces in Edinburgh to enjoy a drink!

Thank you to all our wonderful sponsors: **McLaughlin & Harvey, Baker Hicks, SLR Consulting, Bennetts Associates, CIVIC Engineers, LUC** and

**Buro Happold.** Your support made this happen.

The Summit wasn't quite over though. The following day, the Central Scotland branch organised a series of CPD accredited Fringe Events, available to delegates and non-delegates alike, and a great way to round off the week. Our thanks go to all those who hosted and guided tours of St James Quarter, King's Theatre, Port of Leith Distillery and Northfield Grove Regeneration, all of which received enthusiastic reviews.

A huge thank you to all those who were involved in producing this event. We set out to deliver a Summit that mixed learning, challenge and debate,

with plenty of the social, in a friendly, inclusive environment. #PIPbyWiP Team Scotland, you delivered!



## #PIPbyWiP News!

We are delighted to confirm that the next #PIPbyWiP Summit will be hosted by the North West branch at The Lowry in Salford, on **Thursday 23rd April 2026**. Look out for details in the coming months.



# Inspired by Outreach

Amy Dougan, McLaughlin & Harvey



**I'm extremely proud of my position as committee member and Junior Vice-Chair of the Central Scotland branch of Women in Property. When the announcement came that The People -Innovation- Place Summit was coming to Scotland, that pride just grew.**

I was excited that conference attendees would experience the lovely city of Edinburgh, where we, as a committee, have held so many successful events. The Summit brought together people from different geographical locations and different parts of the built environment. It was empowering to see women who hadn't met before, chatting and sharing stories about their work and journey through the sector. As a committee, we aim to break down stereotypes and provide outreach programmes that inspire young people in an education setting. This commitment was recognised recently when we were presented with the Diversity in the Third or Charity Sector Award at The Herald & GenAnalytics Diversity Awards in Glasgow.

As well as being a WiP committee member and Junior Vice Chair, I'm a Responsible Business Manager at McLaughlin & Harvey, a privately owned construction and civil engineering business with over 170 years of experience. McLaughlin & Harvey has a strong relationship with WiP and has supported its School Outreach Programme in recent years. At the Summit, our Pre-Construction Director, Martin Smith, led the 'Inspired by Outreach' session, discussing our involvement in the Programme.

As Martin said, outreach is about inspiring young people to consider a career in the built environment. In partnership with WiP, McLaughlin & Harvey has delivered the programme to secondary school students in Scotland since 2021, initially as an eight-week design challenge. We are proud that the programme has since been integrated into the school curriculum within two educational establishments. This programme enables students aged 12 to 13 to collaborate on designing a building with industry experts' support and guidance. We have partnered with Douglas Academy in Milngavie, East Dunbartonshire, and Castlebrae Community Campus in Edinburgh, inspiring students to explore careers within the property and construction sectors. Rebecca, Andy, Brodie and Thora from the 2023/2024 Douglas Academy programme shared their experiences of the programme at the Summit, inspiring those in the room and creating a real buzz. The four students reflected on their experience and noted that teamwork and communication were incredibly important and working collaboratively meant the workload was shared and everyone contributed. They showed no nerves and did their school proud. Let's hope they are future stars of our industry!

The theme for this year's summit was Rethinking Places. I'm sure I'm not the only one who didn't expect places to include space! The panel discussing 'Why we should care about space' was truly eye-opening and had the room's full attention. The UK space industry was worth over £18.9 billion in 2024, offering opportunities across our industry. I, like many others, I'm sure, was unaware of the amount of investment the UK placed in space. This is perhaps because other countries like the USA tend to talk about it more frequently. Space seems very distant from our everyday lives but is far more intertwined with our day-to-day existence on Earth than perhaps we realised, particularly in addressing global challenges such as climate change. Scotland currently builds more satellites than any other country in Europe. The opportunities for businesses in the built environment seem endless, if we seize on the opportunity.

I left the Summit feeling empowered, enlightened, and challenged, with the bonus of meeting many other like-minded women. The People-Innovation-Place Summit was a fantastic event. Well done to WiP for organising it and Dynamic Earth for being such excellent hosts. I'm keeping my fingers crossed for a Glasgow Summit in the future!



# WiP Limited appoints new Directors and NEDs

We are delighted to announce the appointment of two new Directors and one Non-Executive Director to the Board of Women in Property Limited. We advertised the Board opportunities in the Newsletter, the Website and on Linked In and were delighted with the high quality responses received. We had two afternoons of interviews resulting in three fantastic appointments who each bring the skills and additional professional acumen the organisation needs as we continue to grow.

Nicola Rudman



**Nicola Rudman** and **Siobhan Ryder** will both be familiar faces to North West members, having been members of Women in Property for many years and now join the Board as Directors.

Nicola heads Strategic Business Development for Fairhurst Architects and brings extensive experience in management accounting, finance and risk mitigation. She is North West branch Treasurer and a former branch Chair. With her ten year involvement with WiP, Nic is keen to help support and maintain the integrity of the organisation. She is a highly accomplished Finance Manager with extensive experience in driving profitability, enhancing productivity, and mitigating financial risks.

a local level. His experience at Oxford Brookes also connects him with the entire property sector.

The appointments come further to a three year period of organisational change and restructuring. We have moved from an Unincorporated Association to a Company Limited by Guarantee, retaining our not-for-profit status, and joining all Branches and associated Event Hubs into one administrative structure. The membership and support structure has grown significantly over the last couple of years and there is some truly inspiring work going on across the Branches, as well as some fabulous events.

Our Board now includes six WiP members – Candice Blackwood, Rachel Bell, Shannon Conway, Hannah Lloyd, Nicola Rudman and Siobhan Ryder, as well as Dan Sames. An offer has been made and accepted by a second NED but is subject to their company clearance procedures. All are voluntary roles, for a four-year term. Former National Chair Nicola Jones also attends Board meetings in an advisory capacity. The National Team – National Chair, National Vice Chair and immediate past National Chair - attend the quarterly Board meetings, together with members from the Executive team as required.

With the formation of the new Limited Board, we also formally say goodbye to four NEDs and one director, who were members of the National Advisory Board and have each retired at different times over the three year transition process. Each have in different ways inspired, provoked and given us the benefit of their knowledge, guidance and support through the changes of the past few years. So, a heartfelt thank you to our former NEDs: Simon Marks(Arcadis), Iestyn Roberts (Freeport Retail), Keith Clarke CBE (the Active Building Centre), Gail Robson (London Park Lane Associates) and Ann Allen (now Executive Director Campus Innovation and Development at the University of Leeds). We are immensely grateful to you all for your time and commitment to Women in Property over many years.

Siobhan Ryder



Siobhan runs her own consultancy business, Campbell Consult, providing marketing, Business Development and BID support services to construction clients. She is a long-standing member of WiP and is currently sponsorship co-ordinator for the North West branch. Siobhan was keen to get more involved at Board level with Women in Property as we have a strong track record for supporting women navigating their careers in the property sector. Siobhan is committed to sharing knowledge, skills and experience with the next generation of property professionals, as well as helping to shape the future strategic direction of WiP, to ensure the continuity of professionalism and high standards.

Dan Sames



**Dan Sames** joins as a Non-Executive Director. A Senior Lecturer of the Built Environment at Oxford Brookes University, he has been a tremendous supporter of the Student Awards programme, putting forward students for the South East Awards year on year. Seeing many of the participants from Oxford Brookes build careers within the property sector and become role models, was the motivation to have more involvement with Women in Property, and help the organisation champion women within the industry. Dan has been a local government councillor for 25 years, with extensive experience of dealing with politicians from all parties at both a national and





# A stark reality

Helen James, Survey Author,  
South West Committee and Associate,  
Project Management at JLL

**In 2024, the South West branch undertook the Building Balance survey, which set out to find out what the reality was of the cost and availability of childcare and work-life balance in the construction and property industry. While there are limitations on the influence we can have on the childcare industry, the focus was on the improvement the industry can make for everyone to enjoy a greater work-life and family balance.**

The survey results confirmed what we already suspected...that the construction and property industry will never close the Gender Pay Gap or achieve its full potential if it continues as it is. The industry has a skills shortage and is continuing to lose talented people. Take engineering for example. A study by the Institute for Employment Studies, sponsored by Atkins, on Career Deflection. Exploring Diversity, Progression and Retention in Engineering, identified that the number of women leaving engineering in the decade to 2020 was double that of men, 70% compared to 35%. CIBSE Journal in June 2024 identified that more women are leaving engineering aged between 35 and 44 compared to men, who tend to leave when they are 60.

"68% of respondents had to adjust their working hours to suit the childcare that was available".

These statistics support our survey findings that 50% of people surveyed had considered leaving the industry due to work-life balance. Categorically, there is a problem! Equally, 40% of respondents often work more than their contracted hours. 66% of

respondents work through their lunch and collectively over 50% of people start work early or work in the evening. Is this demonstrating flexibility or is it industry pressure to work more, "go the extra mile" or "do their extra 10%"? Does the industry have to look at how it resources projects? And with 50% of respondents considering leaving the industry, how can the Gender Pay Gap ever reduce?

The survey revealed that 65% of respondents have had to consider whether they or their partner could return to work due to the cost and availability of childcare, and 40% reported the cost of childcare being a main factor. The statistics are speaking; people are having to make a decision about returning to work and managing a stressful job, and raising a family, while working more hours than they are paid for. Would you do it? For some people it is the desire to return to work, an investment in their career to keep their technical knowledge up to date in readiness for returning to work when the children finally reach school age. However, working professionally within school hours and school holidays is another challenge in itself, and should be a focus for another study. The survey identified that 68% of respondents had to adjust their working hours to suit the childcare that was available.

While we as a construction and property industry have little influence over the

cost and availability of childcare, this study has highlighted the struggle parents face particularly when factoring in the cost-of-living crisis. As an industry, we can be aware of this and focus on improvements that everyone will benefit from, not just those with a young family.

"65% of respondents have had to consider whether they or their partner could return to work due to the cost and availability of childcare".

The South West branch is holding a panel-led event with industry leaders and representatives from Bristol Women in Business Charter, on 6th February, to discuss the issues arising from this survey. Our aim is to explore some solutions with those who are in a position to encourage change in their organisations.

Ultimately, we urge the UK construction and property industry to 'listen to' the data and start to change how we work. To be more supportive of different circumstances, understand the challenges and limitations parents and carers face while working.



# Branch News



## Central Scotland

As well as organising the #PIPbyWiP Summit and Fringe Events in November (see pages 4 to 7), the branch is collaborating with the Scottish Property Federation to bring members of both organisations free quarterly webinars touching on the policies impacting the Scottish real estate industry. Each quarter will focus on a different topic that is on the Scottish Government's agenda, starting with the first webinar on 22nd January at 12noon.



## Midlands

In November, members were invited to attend an exclusive tour of Three Chamberlain Square. MEPC Ltd kindly hosted a tour of the latest build in the impressive Paradise development in Birmingham City Centre. The building perfectly blends modern design with heritage through its terracotta façade and unique ogee arches. Look out for the date of the next Paradise tour of the Octagon, to be released in the coming weeks.



## North West

A wintry Freshwalks took place in November, offering a refreshing escape into the outdoors. A foggy start didn't diminish the beauty and charm of Lyme Park, which the group explored and soaked in the lovely surroundings. Freshwalks is the perfect way to combine networking and nature. Look out for upcoming events on the website.

## South East

It was a busy run-up to the Christmas break for the South East committee, delivering a diverse range of events from regular netwalking, to making Xmas centrepieces as well as enjoying breakfast at the Shard. And, not forgetting London neighbours, the branch also held a fantastic networking breakfast for City Giving Day, supporting The Lord Mayor's Appeal. The **Thames Valley Event Hub** members relaxed into an Autumnal netwalk through the colourful woodland and, in December, visited



Bicester Village for a shopping evening where they enjoyed the VIP area before learning about the latest fashions, followed by some shopping. There was also a Christmas evening in Oxford, involving Bubbles, Pizza and Shuffleboard.

## South West

The South West branch co-hosted two very popular joint events, the first an Autumn party held with the Bristol Property Agents Association, on the theme "Musicals", which was attended by nearly 200 people. The second was a Christmas party hosted with the Chartered Institution of Building Services Engineers, on the theme "Night in Monte Carlo", which attracted 120 people. Meanwhile the **Devon and Cornwall Event Hub** held a festive afternoon tea at Winslade Manor. The Manor provided a beautiful setting, with lots of savoury and sweet treats enjoyed by all.



Cheltenham and Gloucester

North Wales

## New Event Hubs

Women in Property has seven branches across the country many of which, through popular demand, have extended their reach across their regions and formed Event Hubs. Formerly called Satellites, the Hubs are affiliated to their main branch but focus on running events, giving members and non-members of all genders the opportunity to network in their areas, while enjoying a varied range of workshops, netwalks, site visits and socials. All of this is a great backdrop for nurturing friendships and developing business.

Our Event Hub locations are growing all the time. You will find WiP members in Devon & Cornwall, Highlands & Islands, Lancashire & Cumbria, Liverpool, Newcastle, Northern Ireland, Northern Scotland, Swindon, Solent, Brighton and Hove, and Thames Valley. And, most recently we launched in Cheltenham & Gloucester and North Wales, which are affiliated to the South West and North West branches respectively. Thank you to all those Hub committees who dedicate time and energy to ensuring property professionals across the regions can access the benefits offered by Women in Property.



# Success Stories

Congratulations to the following members, all of whom are flying high!



**Amy Beacham** has been promoted to Technical Director at WSP in the UK



**Françoise Brimelow** has been promoted to Regional Director at AtkinsRéalis, and has also been appointed in a joint role as South West and Wales Education Sector Lead.



**Rachel Colgan**, MD of Property PR specialist consultancy Building Relations, is celebrating ten years since she launched the business



**Stephanie Cox** has launched a new office for her multi-disciplinary consultancy E3P, in Stirchley, Birmingham, as well as welcoming five new team members



**Laura Dunlop** is celebrating the 10th anniversary of her business GLD Technical Consulting Ltd



**Emma Foster** commenced a new role as Senior Planning Manager at Bloor Homes



**Monica Green's** consultancy, Partners PR, has been ranked in the Prolific North Top 50 PR Agencies list



**Rachel Holmes** has been appointed as Business Development Manager at RED Construction



**Catalina Ionita** has passed her PhD defense in Urban Activation and Place, to become Dr Ionita



**Helen James** has moved to JLL as an Associate in the Project Management team.



**Mamta Kudhail** has joined Teacher Stern LLP as an Associate



**Hannah Lloyd** has been appointed as Business Development Manager at Built Environment-Smarter Transformation (BE-ST)



**Coralie McKeivor** has been appointed President of Bristol Law Society



**Jade Wellesley-Miller** has been promoted to Associate at RLB Rider Levett Bucknall



**Sarah Wills** and team at Nineteen47 received a commendation in the 'Planning Consultancy of the Year' category at the national Royal Town Planning Institute (RTPI)



**Jennifer Winyard** was recognised as both EDI Champion, and Excellence in Mentoring and Role Model, on the EDI Recognition List 2024 from BAME Planners Network



**Jennifer Winyard** and **Rachel Bell** have both appeared in podcasts for Thrive in Construction, discussing their career journeys and issues facing the industry, after which they were invited to a Thrive Networking event in December.