

Chair's column

by Emma Richman, National Chair

My theme as National Chair is "People and Community First". Social Housing is my specialism – I have built a 30-year career in the sector. So, I am going to unashamedly use this column to celebrate Labour's recent announcement of £39 billion into social and affordable housing.

This is unprecedented. It represents a massive increase on the budget set by the previous Government and is a tremendous boost for the sector, so a big shout-out to the NHF for all their hard work in helping to bring this about.

It is particularly important when you consider the demands placed on this sector – all with the best intentions, but the pressure on social housing providers is enormous. There are regulatory and safety requirements, Consumer Standards, Awaab's Law, and residential rented property must reach EPC C by 2030. To date, there hasn't been the money available to implement these very important improvements, but they are critical, so the funding announcement is more than welcome. Spending will increase over the next decade, hitting £4 billion a year by 2029/30. After that, the budget will

keep pace with inflation. The focus will be on building homes for social rent, but there'll also be support for other options like affordable rent and shared ownership.

Another announcement that will be transformational for the sector is that, for decades, housing associations have suffered from rising costs, but they have had to accept a fixed, low rent. We can now increase rent by 1% above inflation for the next ten years. Housing associations work to 30-year business plans, so having this level of certainty for our financial projections gives certainty. And like the rest of the property and construction industry, certainty is all important, allowing for investment and development in the homes most needed by some of the most disadvantaged in our society. People and community first."



Emma Richman
National Chair of Women in Property

Want to share an opinion?



We want to hear more from our members on issues affecting them in their professional discipline, similar to Emma's comment above. Do you have an opinion you would like to put to your fellow members, draw their attention to a great initiative, or propose a new approach to an old problem? If so, please get in touch with Sue Maguire, partnerships@womeninproperty.org.uk.

Celebrating the Regional Student Awards

Anybody who has ever attended a Women in Property Regional Student Awards event will fully appreciate the inspiration in the room...and the nervous anticipation, excitement and joy. This year, 142 regional finalists from 69 universities across the country participated in the programme. This started in November 2024 when they were nominated by their universities, followed by the judging panels in the new year and finally attending the regional Awards events in the early summer, when we found out which 16 students would go through to the national final, at Claridge's in September.

The 2025 National Finalists





Thank you...

- ◆ To all the students for investing their time in the Awards process, and to their lecturers for putting them forward.
- ◆ To our regional judging panels who are always amazed and awed by the students they meet - we know how much they enjoy taking part.
- ◆ To our WiP Awards coordinators, all of them volunteers, who give their time to help ensure the smooth running of the programme, under the guidance of Alice Pye, National Student Awards Ambassador.
- ◆ To our regional and national sponsors, without whose support and commitment none of this would be possible



Celebrating the Regional Student Awards

Central Scotland



Central Scotland



Midlands



Central Scotland



Midlands



South East



North West



Midlands



South East



South West



South West



Northern Scotland



North West



South Wales



Northern Scotland



Yorkshire & North East



South East



Yorkshire & North East



South West



South Wales

Dinner with a difference at Claridge's 18th September

The National Student Awards Best of the Best Awards Dinner is a glittering, sophisticated 'Black Tie' evening when we celebrate our 16 national finalists. You will enjoy a champagne - or gorgeous mocktails - reception, followed by a delicious three course dinner, coffee and petits fours in Claridge's elegant Ball Room. During dinner you will hear from our National Chair, Emma Richman, our keynote speaker whom we will be announcing in the next few weeks and, of course, the highlight of the evening, we will announce the national winner of the 2025 Awards.

This is a fabulous way to entertain clients or treat your team to a very special night out. You might even find your future star among the finalists! Tickets are available now and can be purchased in tables of eight, ten or individually. **Visit the [WiP Events page](#) for details and to book.**



Be a Mentor

Julie Fawcett, Head of Estates and Facilities, Big Yellow

If you are interested in becoming a Mentor, sign up [here](#) to join our Mentoring programme.

"I fell into this industry very early on. I didn't go the University route but had the most amazing support from the people I worked with, who encouraged me and gave me the confidence I needed. It was through them that I started to understand the importance of having people round me who could see something in me. I wondered whether I might be able to do the same for someone else one day... which is why I got involved in mentoring.

New perspectives

I've found that, as a mentor, I have got as much out of the relationship as my mentees did. It is a continual learning process, bringing new perspectives on life, both work life and personally. If you've been in your career for some years, it is so valuable to get a different outlook or find yourself challenged by a new approach.

And, while the mentor is generally more experienced than their mentee, you can

mentor at any stage. So, an early-career graduate can mentor a student and give them the benefit of their experience at that level. At the other end of the spectrum, I mentored a very senior woman who needed support when menopause was playing hell with her – you are never too senior to be mentored!

The mentor skill set

There are a few fundamentals. Clearly absolute confidentiality is a given. This is why the WiP programme is so helpful for the mentee, as it is cross-discipline so takes them outside of their own organisation and, thanks to Teams, they can be matched with someone who is miles away from their workplace and immediate network.

Mentors also need very good listening skills, listening to the whole issue rather than jumping in too soon with their point of view.

Sometimes the mentee has difficulty opening up, even though they have committed to a mentoring partnership, so being able to ask probing questions that get to the crux of the situation is also critical.

Time well spent

It seems that the average timeframe for a mentoring relationship is around six months to a year but of course everyone is different. I found that generally an hour or so a month for a meeting or call with my mentee was about right – there might be a few emails or quick calls in between. I found that breaking down my mentee's issue into manageable chunks helped her see things more clearly and enabled us to keep on track. Eventually there is that pivotal moment when they understand what it is they need to do. And that is incredibly rewarding for both of you."

Julie Fawcett,
Head of Estates and Facilities, Big Yellow



National Update

Introducing Women in Property's new Limited Board Chair, Rachel Bell



Rachel Bell



Hannah Lloyd

In fact, Rachel really doesn't need an introduction, given her high industry profile! As a former National Chair (2021-2022), South West Branch Chair, and on the former National Advisory Board since 2018, when it transitioned into the Limited Company Board, she has been a leading light for many years.

Rachel has been fundamental in the redevelopment of the organisation. She was heavily involved in the Work Groups and revised strategy, working closely with former Chair, Candice Blackwood, to form the new Company structure and appoint the new Limited Board.

Rachel is an Architect, and Director of Partnerships at Stride Treglown, and is a mentor through the Circle Partnership, a patron for LandAid and is involved in judging several industry awards, as well as winning many awards and accolades herself. In the last five years she has travelled three times to lead a women's

empowerment trip to Malawi, often accompanied by other WiP members; her next adventure is planned for October 2025 and new plans are forming for the 2026 trip. And, under her mantra 'Stand Tall', she supports and encourages everyone to step up and out of their comfort zone - check out the three seasons of the ['Stand Tall' podcast](#).

Joining Rachel as Vice Chair is Hannah Lloyd, Business Development Manager at Built Environment-Smarter Transformation, near Glasgow. Hannah chaired the former Women in Property

Scotland Advisory Group and, in what little spare time she has left, hosts the [Women in Wellies podcast](#).

Together, Rachel and Hannah will grow the Limited Board including encouraging greater regional representation at national level.

Women in Property at UKREiif

Women in Property and RSM Official Fringe Breakfast Panel Drivers and Barriers: Market Outlook 2025

It was a full house for the WiP UKREiif official fringe breakfast, in partnership with RSM at Harvey Nichols Leeds, on the opening morning of the conference. Chaired by WiP National Chair Emma Richman, we heard from Stacy Eden, partner and Head of Real Estate at RSM, Jennifer Winyard Senior Strategic Land Manager at Barratt Redrow plc (and Immediate Past National Chair of Women in Property), Sharon Jandu OBE, of Yorkshire Asian Business Association and Gareth Harrison of the Bank of England, to discuss **Drivers and Barriers: Market Outlook 2025**.

The Bank of England had published its Monetary Policy Review two weeks prior to the Panel, so we were fortunate enough to have highly topical commentary from Gareth Harrison, who opened saying, "In the first quarter, GDP growth figures far exceeded expectations at 0.7%. While the economy is still expected to grow, it won't be at the same rate. Uncertainty is a major factor causing consumers

and businesses alike to hold back on spending and pausing investment decisions."

Stacy Eden emphasised this point, reporting that in RSM's recent Real Estate 360° survey,

UK real estate is a heavily taxed sector, potentially double the OECD average, and has been for a number of years. Successive governments have introduced property taxes that, while not immediately felt by most individuals, have significantly impacted the industry and broader UK economy."

Uncertainty is a major factor causing consumers and businesses alike to hold back on spending and pausing investment decisions.

"50% of businesses reported economic uncertainty as one of the biggest barriers to growth, and tax concerns rose sharply with 35% citing it as the second biggest barrier to investment.

Gareth added, "After the pandemic, followed by the impact of the war in Ukraine, inflation rose to 11%, far above the 2% target but, as of March this year it was down again to 2.6%.



Inflation is likely to rise again, to around 3.5%, in the next set of Monetary Policy figures. Overall, there is a great deal of global trade uncertainty and, while we can expect some growth over the next year, there will be a rise in inflation before it starts to even out again, at nearer 2%."

the UK, but the opportunity is there. The key is to work with people who have the knowledge."

No discussion about economic drivers and barriers can be complete without addressing house building. Housing is a notable growth area, given the

in local authority planning teams, questions of scheme viability because of Biodiversity Net Gain, Net Zero and land value and, for buyers, uncertainty creating further lack of confidence. The NPPF also requires LAs to look at their green belt, which is very constrained in some areas, and explore 'grey belt' options."

The Government's housing aspirations are hampered by a lack of resource in local authority planning teams

On an upbeat note, one country potentially bucking the trend is India, a massive business opportunity both there, and at home, with Indian businesses keen to invest in the UK. Sharon Jandu has direct expertise in this area, saying "Prime Minister Modi understands how to connect with the diaspora outside of India, looking at the supply chain, and taking non-Asian people to India. The country really opened its doors in the '90s and investment is very strong – India is heading for a £14 trillion economy by 2040. There is still a long way to go for

Government target of 1.5 million new homes by 2029.

"The reality for housing targets is that, rather than building the necessary 300,000 homes per year, we'll be lucky if we see 200,000," said Jennifer Winyard. "The new housing methodology of the NPPF has its own challenges, putting pressure on local authorities to have up to date local plans...and many don't.

"The Government's housing aspirations are hampered by a lack of resource

Emma Richman added, "This isn't just about the volume house builders either. Affordable housing is key, alongside social housing, and that is facing enormous issues. Many estates urgently need a focus on regeneration, particularly in the light of Awaab's Law, which is rightly forcing social landlords to fix damp and mould within strict time limits, in new amendment to the Social Housing Regulation Bill. The sector is also waiting for clarity from Homes England on available grants to do the critical work needed. Currently this is about investment in the current social housing stock, as opposed to growth through new build."

Our thanks go to our panel for their expertise and to RSM for collaborating with us on this event. If you would like to read RSM's 360 Real Estate Survey, please click [here](#). You might also like to read Stacy's update on changes to UK real estate tax, in his blog [here](#).



UKREiF 2025 Round Table:

Building Balance, Shifting Mindsets:



The Building Balance Survey 'headlines':

65%

have considered whether they can return to work, due to the cost and/or lack of availability of childcare

50%

of respondents have considered leaving the industry due to work-life imbalance

68%

have had to adjust their working hours to suit the childcare available

42%

said they often have to work more than their contracted hours

Following the release of the Women in Property Building Balance survey, we hosted two in-depth events to explore the findings more closely. These sessions, held in Bristol and at UKREiF in Leeds, brought together a cross-section of industry professionals to discuss core themes such as flexibility, transparency, and the importance of empathetic, collaborative teamwork.

At the Leeds roundtable, WiP South West committee member Helen James—creator of the survey and author of the subsequent report—opened the discussion with a summary of the key insights. What followed was a thoughtful and productive exchange of views. Here is a snapshot of the discussion.

Rethinking Presenteeism

The group strongly agreed that presenteeism — measuring performance based on time spent in the office — remains a persistent issue. While outdated, it still influences

how success is perceived in many organisations. A more progressive approach focuses on outcomes, not hours. Crucially, inclusion is not about simply being present; it's about being heard. There is a growing need for middle-management training in emotional intelligence and people management, to help shift mindsets.

Part-Time, Full-Time, and the Flexibility Spectrum

A particularly compelling insight from attendees was that part-time employees often outperform full-time colleagues—hour for hour—because of their focus and efficiency. Performance should be measured by the quality and impact of work, not by visibility or time spent online.

Flexibility should be expectation-driven, not policy-driven. Everyone's circumstances are different—whether related to family, health, recovery, eldercare or personal development—and these change over time.

Understanding a Changing Workforce

Younger professionals entering the industry are bringing a different set of expectations—from better work-life balance and access to outdoor space, to mindfulness and purposeful career development. While some change is already underway, younger voices may ultimately be the driving force behind lasting transformation.

These discussions reinforced what the Building Balance report first highlighted: a more flexible, inclusive, and emotionally intelligent approach to work is not just desirable—it's necessary. The future of our industry depends on how well we listen, adapt, and lead with empathy.

We are encouraging all our branches to help in this evolution, by delivering a Building Balance event this year. If you would like to find out more, please contact Jennifer Winyard jennifer.winyard@barratthomes.co.uk.

WiP Influencers

The National Team has been busy over the past few weeks. Limited Board Chair Rachel Bell, National Chair Emma Richman, Vice Chair Sam McCabe and former Chairs Jennifer Winyard and Chithra Marsh have all been out judging national industry awards, attending conferences and speaking on panels.

Rachel and Jennifer both judged the **CN (Construction News) Awards**, before catching the train to attend UKREiF in Leeds, while Emma judged the **CN Specialists Awards**. WiP is proud to be an association partner on Property Week's Inspiring Diversity in Property (IDIP) campaign, and recently, Emma, Jennifer and Chithra judged **PW's Property Awards** and the **Inspiring Women in Property Awards**, while we were also represented at **PW's IDIP Forum**, for an incredible morning hearing about neurodiversity in the workplace.

Chithra joined a panel of fellow role models to discuss the challenges and opportunities for women in construction, on a panel held in conjunction with NAWIC, for **UK Construction Week**, at Excel London



UK Construction Week, at Excel London



Housing 2025, Manchester

in May, while in June, Emma and Sam were both at **Housing 2025** in Manchester. Here, Women in Property North West hosted a discussion exploring the issues and potential solutions further to recent changes to the Building Safety Act. Gwenno Jones of FEC and former chair of Women in Property North West was joined by a panel of industry experts, including

Emma Richman. Emma followed this up with a second panel hosted by Seddon's and Trowers exploring 'Retrofit for All: Scaling Social Housing Upgrades for an Inclusive Green Future'. Meanwhile, Sam was busy participating in a roundtable event, discussing 'How to sustainably create the UK's second city.'



PW's IDIP Forum.

Diary Dates:

Two of our key industry partners have important events coming up in the Autumn. **UKCW** will be taking place at the NEC, Birmingham 30th September – 2nd October, while Property Week will be hosting its fabulous celebration of the amazing women working in our industry, at the **Inspiring Women in Property (IWIP) Awards**, on 9th October at the Hilton, Park Lane, London. Good luck to those WiP members and supporters who have been nominated for awards.

Unlock the Power Within: A Leadership Activation for Women in Construction

On Wednesday 1st October UKCW is hosting an interactive, 1-hour session designed to empower women in construction. This session will provide practical tools, strategies, and a growth mindset to lead with confidence and clarity, whether you're stepping into leadership or already managing teams. Led by Nicky Thackray and Natalie Baksheieva from The Power Within HER, you'll walk away with strategies to unlock your leadership potential and drive long-term success.

Networking Event with Women in Property and NAWIC

On Thursday 2 October, connect with industry peers and expand your network at UK Construction Week Birmingham in this collaborative event, building lasting relationships and fostering career growth.

INSPIRING WOMEN IN PROPERTY

PropertyWeek

IWiP

AWARDS

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SCAN TO
BOOK

WiP and the All Party Parliamentary Group for Women and Work

Women in Property is an active participant of this cross-party group, which provides a Parliamentary forum to examine constructively and debate the role that policy makers can play to deliver gender balance within the economy. It also allows Members of Parliament and interested stakeholders to examine the responsibilities of employers and to explore what more is required from the private, public and third sectors to deliver the Government's ambitions for women and work.

WiP senior team attends both in person at Westminster and virtually, and members can also sign-up to attend on Zoom. National Chair Emma Richman attended in June, to hear from speakers on Entrepreneurship: Breaking barriers for female founders while, most recently, we were thrilled to

be invited to give a short presentation on the Building Balance survey and its key outcomes at the session entitled Making industry work for women. Helen James, South West Committee Member, led the discussion with Jennifer Winyard, former National Chair, presided over by APPG Co-Chair Catherine Fookes MP.

At the end of this current programme of meetings, the APPG Secretariat will prepare a report that deep-dives into the issues raised across the year, including referencing the Building Balance Survey and our subsequent reports. Our thanks go to Helen James for her ongoing commitment to this piece of work.



Speakers at the July 8th APPG, Helen James of WiP and JLL, Barbara Ruffett of Assystem, Marie Hemingway of Speak Out Revolution and Jennifer Winyard of WiP and Barratt Redrow plc.

Interested in Outreach?



The future of the built environment lies in the hands of children and young people who, very likely, have little idea of the fantastic careers scope it offers them, the creativity, variety and excitement ahead. Now is the time to get their attention, inspire them with our own stories. Maybe one day, they will be our engineers, architects, planners, surveyors...this is what Women in Property Outreach is all about.

Each of our branches has an Outreach representative, who works with other members to organise visits to schools and colleges in the area. The age range varies, starting in primary school, and going right through to apprenticeships and University undergraduates.

Would you like to get involved in this hugely rewarding work? To be kept informed of upcoming opportunities to participate in outreach activities and community engagement initiatives in your region, click [here](#).

Sponsor the People-Innovation-Place Summit 2026



People
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Women in Property



The North West Summit team is working hard behind the scenes to bring you the next #PIPbyWiP, at the Lowry Hotel on 23rd April 2026. The Summit will draw together attendees, members and non-members alike from across the UK, to empower, inspire and create opportunities for collaboration. #PIPbyWiP2024 saw over 150 attendees, and the feedback was superb. We expect nothing less from our 2026 Summit!

More will be revealed in the coming weeks, but you are promised speakers to inspire you, panellists to challenge you and new learnings to excite you. We are delighted that CIVIC has joined us as our headline sponsor, alongside SLR who have taken one of the two Gold packages, and with LUC sponsoring the Breakfast reception, but there are still some fabulous opportunities to get involved.

These include one remaining Gold, Silver, as well as the post Summit drinks sponsor, and we have some exhibitor spaces. **Want to find out more?**

Contact Samantha Jones
samantha@knightknox.com.



Branch News



Central Scotland

'Reframing "Success" as a Working Mother' was a truly special evening, filled with honesty, inspiration, laughter, and real

connection. Four incredible panellists – Tara Stott, Sheena Raeburn, Sarah Jane Storrie and Gemma Sommerville - each shared their stories with openness, clarity, and humour, guided by Chair, Lisa McRavey. Key takeaways included: Success isn't one-size-fits-all - it's about finding what works for you; and the most pressure often comes from within - let's try to be kinder to ourselves! A special thank you to event sponsors, AtkinsRéalis and Il Salotto.



Midlands

The Midlands branch proudly supported Pride Month with a panel event which explored challenges for the LGBTQ+ community within

the workplace, as well as the importance of allyship in creating safe communities. Thank you to Savills who sponsored and hosted the event, and to guest panellists, Sybil Taunton of RICS, Richard Hartigan of Eversheds Sutherland, Sarah Chapman of Savills/Freehold and Moud Goba of Micro Rainbow.



North West

Members and guests had a fascinating morning in the beautiful Embankment East Tower for the branch's Leadership & Legacy

Q&A. It was fantastic to hear from such inspirational ladies, who shared stories of their career so far, the roles they are playing in Greater Manchester and their experiences of leadership in the sector. Thank you to Sarah Ashurst, Head of Partnerships & Investment at Place Directorate, Salford City Council, Mel Wilson, Director, Real Assets Advisory at Deloitte UK, Charlotte R. Community Manager at x+why and Alex Atkinson, Senior Director at Identity Consult, all expertly chaired by former North West Chair, Rachael Cunliffe of Engage 5.

South East

This was a fabulous opportunity for members to have a guided tour of the stunning 8 Bishopsgate. Standing at 50 storeys, in glorious sunshine, the views from the top are fantastic. It was fascinating to hear the story of this building from planning to



double decker lifts, exposed steels, private and public amenity space including a 50th floor public cafe and viewing point and its

Scandinavian inspired lobby. A lovely opportunity to explore an iconic new building in the City, finishing with a drink on the terrace at floor 26. Thank you to Wilkinson Eyre for kindly arranging access and taking us round with such interesting detail.



South Wales

Women in Property guests went Behind the Scenes at The Castle Cinema, an exclusive behind-the-scenes tour of one of Swansea's most iconic heritage sites, ahead of

its exciting transformation. Thank you to Easyliving Ltd, who provided a fascinating insight into the building's rich history, ambitious redevelopment plans and restoration work, alongside client Beacon Cymru Group and architects, Spring Design.



South West

The recent Women in Property South West event with Fvckup Nights was an absolute blast—equal parts honest, hilarious, and refreshingly unfiltered. Four bold

speakers, Laura C Aiken, Michael Teeling, Ali Woodhead, and Brady Savage-George shared their "fvck up" stories with raw humour and real heart, proving that sometimes messing up spectacularly is just part of the journey. The night was full of laughs, lessons, and a healthy dose of humility.



Yorkshire and North East

The branch hosted a site visit and breakfast with Wilton Developments at its newest office space in Leeds, No 10 South

Parade. The morning included a tour of the facilities along with plenty of opportunity for networking over a coffee and pastry. Members also had an opportunity for a catch up with industry colleagues at a Members Only Dinner, at Restaurant Bar and Grill, Leeds, hosted by Chair, Zoe Murphy.

Spotlight on our Hubs

Women in Property Hubs are smaller groups, affiliated to our main branches. They are invaluable, giving members access to the Women in Property network, and all the benefits this brings, but in areas that the main branches don't reach. To date we have eight Hubs – Devon & Cornwall, Lancashire & Cumbria, Liverpool, Northern Scotland, Solent, Thames Valley and, most recently Northern Ireland and North Wales. A big thank you to the members in these areas who help run and coordinate the Hubs. Just like the main branches, they organise events, from CPDs to socials, as well as getting involved in our Outreach activity. If you want to find out more, take a look at the [Branch page](#) for contact details.



Northern Scotland

The Women in Property Scotland Business Breakfast on the Aberdeen City Centre Regeneration Project served as a timely reminder of the

significant investments being made in the city. We were thrilled to host this event at the recently refurbished CMS Scotland Aberdeen office. Thank you to speakers, Claire McArthur, Tara Stott, and Jen Lawie, for sharing their insights and offering a glimpse into the future of Aberdeen. Their presentations highlighted the exciting developments and the positive impact these projects will have on our community. One month later, Claire took us on a sell-out walking tour around Aberdeen's city centre, showcasing both completed and ongoing regeneration projects from the City Centre Masterplan.



North Wales

The North Wales Hub launched in October 2024. Affiliated to the North West branch, it is run by a committed group lead by Aimee McKenzie of

Insall Architects. One of the most recent events was a walking tour, exploring Wrexham's heritage and evolving landscape. Led by Janine Beggan, Regeneration Manager at Wrexham County Borough Council, attendees were guided through some of the town's key heritage assets. The tour highlighted a number of beautifully restored buildings, the revitalised Victoria Markets, and the newly enhanced public realm spaces—all testament to Wrexham's ongoing transformation.

A big thank you to Janine for her time and knowledge, and to event sponsor Lisa Sawyer of Land Studio Ltd for supporting the event.



Northern Ireland

The Northern Ireland Hub relaunched in May 2024 under the leadership of Nuala Maguire. Most recently

they held a networking event kindly hosted by Eversheds Sutherland, when guest speaker Brenda Burns from the Strategic Investment Board shared her remarkable journey through the property industry. Brenda spoke candidly about her drive to succeed, the challenges she's faced, and the importance of staying true to her values throughout it all.



Liverpool

Members had a reflective and inspiring afternoon at Fazenda Rodizio Bar & Grill in Liverpool, as part of an important

conversation around career breaks and their lasting impact on professional development.

The session opened up discussions around the many reasons people may step away from their careers—whether for personal growth, family commitments, or life's unexpected turns—and emphasised that these pauses should never limit future opportunities. Thank you to speakers Stephanie Cox, E3P, Rachel Glover, Atelier MB, Mathew Giles, MGMA Architects / Liverpool Architecture Foundation CIC and Jessica Spencer, Cartwright Pickard / UrbanistasNW / Toolkit. A special thank you to Ashley Taylor-Watts of Define Architects for organising the event and hosting the panel on behalf of the Liverpool Hub.



Solent

Set against the stunning backdrop of The Grange Winery, the Solent hub's summer evening event brought together members and guests

for a relaxed and sociable networking experience. Attendees enjoyed strolling through the vineyards, connecting with others in the industry over glasses of sparkling wine and delicious wood-fired pizza.

Step into Summer 2025 – more than just a walk in the park!

Congratulations to all our intrepid #WiPStepIntoSummer25 steppers - walking over 38,000 km in just two weeks is an epic achievement!

For those of you who don't know what #WiPStepIntoSummer25 is about, we invite teams of four to walk as far as they can along a virtual route, over a two-week period. This year the teams – all 77 of them, across the UK – started in the Republic of Congo, tracking around the edge of Africa—up the West coast through Nigeria, across the Sahara to Morocco and Egypt, then down the East coast through Ethiopia and Kenya to South Africa—finishing in the Democratic Republic of the Congo. Note, this was a virtual walk although two UK heatwaves will have added to the experience! This year, even more impressive, the Challenge was reached ahead of the deadline. The team entry fees raise funds, and the Challenge itself raises awareness for two amazing charities:

- ◆ **Women's Aid** – the national charity working to end domestic abuse against women and children, providing life-saving services and campaigning for a future free from abuse.
- ◆ **Girls Out Loud** – a charity dedicated to raising the aspirations of teenage girls in the UK, helping them build confidence, resilience, and self-esteem.

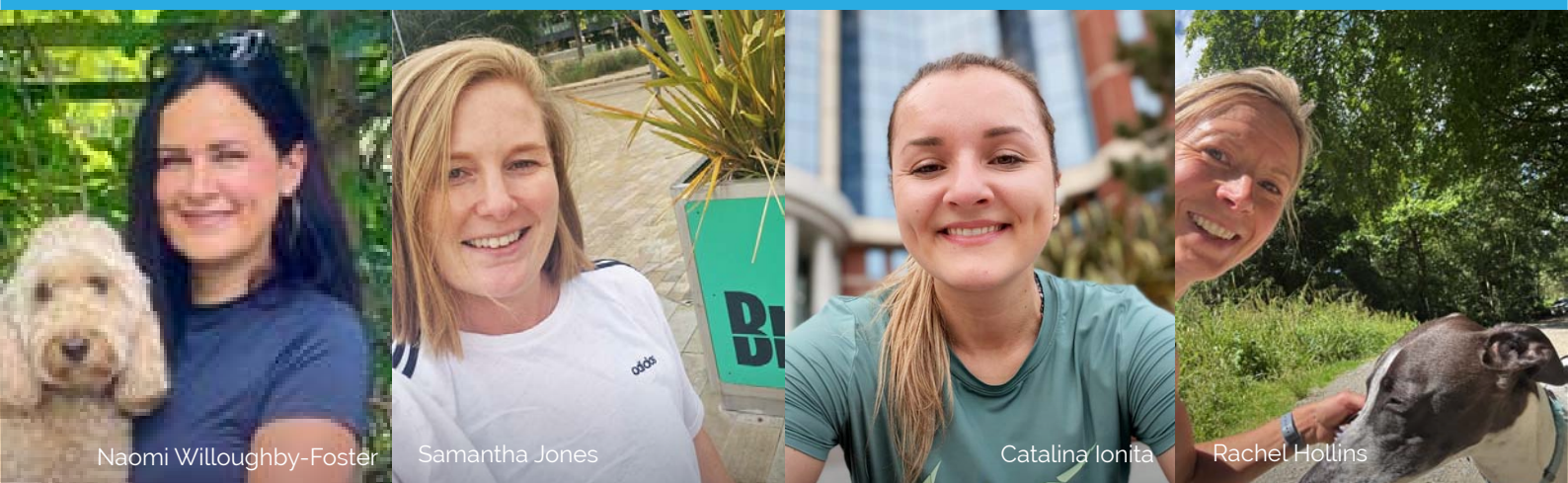
Rachel Bell, WiP Limited Board Chair, said "We launched this Challenge five years ago as a way to encourage people to get out and about for a good cause, combining movement, mindfulness and mission—all in the name of charity. Steppers have told us it's been really motivating, they enjoyed the team-building and friendly competition elements, as well as the mental health benefits of getting out and about."

A special congratulations to this year's winners, The Sunshine Striders, Samantha, Naomi, Catalina and Rachel from the North West branch who clocked up 990.7 km. Second were Walkers Max! from the South Wales branch and third KASH DASH from the Midlands.

We're incredibly grateful to our sponsors – Buro Happold, Fulkers Bailey Russell and Stride Treglown for supporting this amazing challenge, and to Rachel Bell and Eva James of Stride Treglown for their incredible organisation and administration skills!

For those already eyeing up next year's event, here are the dates for your diary: Sunday 21st June - Sunday 5th July 2026.

The Winning Team 2025 , The Sunshine Striders



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creating shining stars

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Success Stories

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



The **Central Scotland** branch is delighted to have been shortlisted for the Women's Network of the Year at the Inspiring Women in Construction & Engineering Award, hosted by Construction News, Ground Engineering and New Civil Engineer. The Women's Network award recognises groups which champion women and gender diversity and ensure that the views of women are highlighted and drive change within their organisation or industry. Good luck team!



Women in Property **South West** proudly took part in the JLL UK Triathlon as part of our 'Sweat-working Series', fielding two all-female relay teams who finished just 10 seconds apart — securing 2nd and 3rd place in the female category. The event was filled with camaraderie, personal bests, and standout performances, proving that a relaxed, supportive approach can lead to incredible results.



Emma Connaughton has been promoted to Senior Associate at Pennington Manches Cooper.



April Marsden has been promoted to Director at Bowman Riley.



Maddie Difazio-Wright has joined Hobson's Choice as Director of Partnerships



Laura McGuigan, Central Scotland Branch Chair, has been shortlisted for the IWCE Rising Star – Contribution to Gender Diversity Award



Sam Johnson of SES Engineering Services was awarded the Lifetime Achievement in Engineering Award at the WICE Awards. SES said "Sam is a constant

force behind the scenes, working tirelessly to create lasting value in the communities we work in. She drives progress, champions others, and supports projects and teams with purpose."



Zoë Murphy has been promoted to Senior Associate Solicitor at Knights.



Pamela Sargeant has started a role as Legal Counsel for EDP Renewables with Pinsent Masons Vario.



Hannah Lewis Jones of Mott Macdonald, and former South Wales branch chair, has won the Business Development category in the WICE Awards.



Kezia Smart has been promoted to Associate Director BNP Paribas Real Estate.