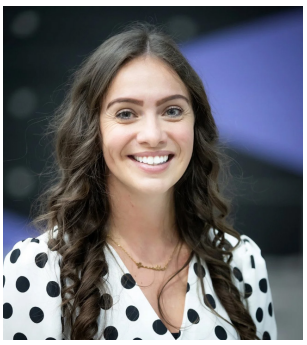
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Scotland Newsletter

Oct 2026 | Issue 23





Danielle Miller
Central Scotland Chair 26/27

A note from Danielle Miller, Branch Chair for Central Scotland

As I reach the halfway point of my year as Branch Chair, I can reflect on a fantastic first six months, with plenty more excitement to come!

Many of you will know that I took on this role while navigating early motherhood. Now, as a first-time mum to an almost four-month-old, I'm learning to balance work with the joys and challenges of life with a newborn. It's a constant learning curve, reminding me of the importance of adapting, asking for help, and being kind to ourselves. By sharing experiences and supporting one another, we can create a more understanding and inclusive workplace for all.

Supporting Women Through Every Stage of Their Careers

October marked both Baby Loss Awareness Month and Menopause Awareness Month. We hosted Lunch and Learn sessions in Glasgow and Edinburgh to raise awareness, share guidance, and explore the support available. Thank you to our speakers, who have also contributed valuable information to this newsletter.

Continuing these conversations, our Supporting Success panel takes place on 12 November in Glasgow, exploring the challenges and changes women experience throughout their careers, from entering the industry to retirement.

Looking Ahead: An Exciting Year for Women in Property

Our events team continues to deliver a fantastic programme, culminating in our Winter Drinks on 3 December. Please join us as we celebrate the year's achievements and look ahead.

I'm also delighted that our Central Scotland Annual Dinner on 5 March 2027 at the Assembly Rooms in Edinburgh is sold out – a wonderful reflection of our community.

Finally, thank you to our incredible committee for their continued passion and commitment, and to everyone who has supported our events this year. I look forward to seeing you soon as we continue building an industry where everyone can thrive.

News & Promotions

Membership Growth:
Our Central Scotland branch has continued to grow in 2026, with 116 new members joining our community this year alone. It has been fantastic to welcome so many new faces, particularly through our two New Members' Breakfasts, which provided a great opportunity for members to connect, share experiences and start building their networks.

Award Success:
We are delighted to have won the Diversity & Inclusion Leadership Award – Micro at The Scottish Impact Awards 2026.

Award Nominations:
We are delighted to share that two members of our Northern Scotland branch have been shortlisted for the Business Women Scotland Top 100 Awards. Shona Boyd in the Professional Services & Consultancy category and Lynn Melvin in the Creative Industries & Media category. Catherine Dryburgh, also a member of the Northern Scotland Committee, has been nominated for the Inspiring Women in Construction Award at the Trades Awards 2026.

Promotions:
Northern Scotland member, Tara Stott has been promoted to Growth Manager at AtkinsRéalis, relocating to Dubai.

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Celebrating Success at the Scottish Impact Awards



Scottish IMPACT Awards 2026

Brought to you by The Herald

WINNER

Brought to you by The Herald | Category Sponsors DIAGEO

"The judges selected Women in Property for its sustained efforts to improve representation and create opportunities within the property and construction sectors. They were impressed by the organisation's long-term commitment to supporting women at every stage of their careers and driving meaningful change across the industry."

We are delighted that Women in Property has won the Diversity & Inclusion Leadership Award – Micro at The Scottish Impact Awards 2026, recognising our commitment to championing women and driving meaningful change.

The Scottish Impact Awards celebrate organisations and individuals making a positive difference across Scotland. Our Central Scotland Chair, Danielle Miller, and Vice Chair, Claire Cockburn, were delighted to accept the award on the night.

Through networking, mentoring, professional development and events, Women in Property continues to create opportunities, build connections and support women throughout their careers.

This award means so much to everyone involved in Women in Property and recognises the time, energy and commitment of our members, committees, volunteers and supporters in making a difference. For our Central Scotland branch, it is especially rewarding to see the wider organisation celebrated for the values we champion through our activities, from supporting professional development to inspiring the next generation of industry talent. A heartfelt thank you to everyone who has played a part in this achievement. We are incredibly proud of what we have accomplished together and look forward to building on this success!

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Male Allies: Building a Better Industry Together

26/27 Theme
MALE ALLY

Each year, our Chair selects a theme to champion for the year ahead. This year, the focus is male allies.

With the construction industry still predominantly male, the support and involvement of male colleagues are vital in creating a more inclusive and supportive working environment for everyone. Many of us are fortunate to work alongside male colleagues who actively support us, and while it is important to recognise and champion these allies, we also have an opportunity to encourage others to understand how they can play a part in driving positive change.

So far this year, we have welcomed our male allies to some of our larger events, including our Summer Drinks. We are now looking forward to hosting our first dedicated Male Allies event on 19 November in Glasgow, coinciding with International Men's Day.

Join Us This International Men's Day

This event will provide an opportunity to come together, connect with colleagues across the industry, and explore some of the key health and wellbeing challenges affecting men today.

The evening will feature a guest speaker from SAMH (Scottish Action for Mental Health), Movember's Scottish charity partner, sharing insights into men's mental health and the impact of the charity's work across Scotland.

We look forward to bringing our community together on 19 November to celebrate positive allyship, encourage meaningful conversations and continue working towards a more inclusive and supportive industry for everyone.

Listen to Our Podcast

Alongside the event, our Chair has also been speaking with a number of male allies from across the industry for a special podcast series. These conversations will explore allyship, the importance of supporting colleagues, and how we can all contribute to creating a more inclusive construction industry.

The podcast series launched on 28 October, with a new episode released each week. You can listen to the episodes as they go live on the BE-ST podcast page.

JOIN US THIS

INTERNATIONAL MENSDAY
November 19

The evening will feature:

- Insights into men's mental health from SAMH, Movember's Scottish charity partner.
- A presentation by Threesixty Architecture on their Feminist City work with Glasgow City Council.
- Complimentary drinks, nibbles and networking opportunities.
- A celebration of male allies, promoting men's health, wellbeing and greater inclusivity.

Women in Property Aspire · Succeed · Inspire
Threesixty Architecture

MALE ALLIES PODCAST

Accelerate to Zero

EPISODE 1
Stephen Lewis
HFD Property Group



Women in Property Aspire · Succeed · Inspire
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Creating a Culture of Conversation

Morna Ronnie, Founder of The People Portfolio

26/27 Awareness

Beyond the Policy: Building Workplace Cultures Where Conversations Matter

The People Portfolio

It was a pleasure to be invited by Women in Property to speak about menopause awareness in Edinburgh recently. The discussion reinforced just how much progress organisations have made in recognising menopause and menstrual health as workplace issues. Yet while policies and guidance are increasingly common, the challenge now is translating good intentions into everyday workplace experiences. Creating genuinely supportive cultures requires more than documentation; it requires understanding, confidence and open conversation.



The introduction of menopause and menstrual health policies has been a positive step for many organisations. It signals recognition that these are legitimate workplace issues that can impact wellbeing, attendance, confidence and performance. However, a policy alone does not create the culture required for meaningful support.

Many employees still feel uncomfortable discussing symptoms or requesting adjustments. Equally, managers often worry about saying the wrong thing, causing offence or overstepping professional boundaries. The result can be silence on all sides, despite the existence of a well-intentioned policy.



This challenge highlights an important truth: workplace culture is shaped less by what is written in a document and more by the quality of the conversations taking place every day.

When people have the opportunity to develop their understanding in a safe, non-judgemental environment, barriers begin to disappear. Open discussion helps normalise topics that have traditionally been viewed as private, awkward or even taboo. It encourages empathy, reduces stigma and equips colleagues and managers with the confidence to support one another appropriately.



Importantly, these conversations benefit everyone, not just those directly experiencing menopause or menstrual health challenges. Organisations that create psychologically safe environments where people can discuss health and wellbeing openly are often better placed to retain talent, support inclusion and foster a sense of belonging.

As workplaces continue to evolve, the focus should move beyond simply having a policy to ensuring that people have the knowledge, understanding and confidence to bring that policy to life.

Morna Ronnie is a Henpicked-accredited Menopause in the Workplace trainer and delivers CPD-accredited workplace training on menopause and menstrual health, as well as facilitating support groups. She can be contacted at morna@thepeopleportfolio.co.uk for more information.

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Baby Loss Retreat – Our Story

Julie and Bryan Morrison, Founders

26/27 Awareness

BABY LOSS RETREAT





A Place for Gentle Healing: Baby Loss Retreat supports families through baby loss with counselling, retreats, remembrance and understanding. To find out more about the charity, access support or learn how you can help, visit Baby Loss Retreat.

Baby Loss Retreat was born out of the loss of our beautiful Erin. Losing a baby changes your life in ways that are hard to put into words. It brings a pain that never truly goes away, and it can leave you feeling alone, even when you are surrounded by people. Through our own experience, we came to understand just how important it is for bereaved parents to have a safe space where they feel understood, supported and never judged.

Out of our loss came a desire to help other families who find themselves walking a similar path. We started Baby Loss Retreat so that no parent would have to feel they were facing their grief alone. We wanted to create something meaningful from our own heartbreak – somewhere that could offer comfort, connection and hope during the darkest of times.

Today, we provide counselling, peer support and retreats for families who have experienced the loss of a baby. Our counselling offers parents a safe place to talk openly about their grief, their feelings and the impact their loss has had on their lives. Through peer support, families can connect with others who truly understand, share their experiences and realise they are not alone in what they are going through.

Our retreats offer time away from the pressures of everyday life, giving bereaved parents space to breathe, reflect, connect and begin to process their grief at their own pace.

At the heart of everything we do is Erin. Her memory is the reason we started this journey, and she will always be part of it. We cannot take away the pain of losing a baby, but we can offer a hand to hold, a listening ear and a place where every baby's life is remembered and every parent's grief matters.

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Next Gen Updates and Achievements

Emily Bates







It's been an exciting few months for Women in Property Next Gen, with events bringing members together to connect, build confidence and develop professionally. There's plenty to celebrate and look forward to.

Following the success of two well-attended Next Gen kick-off events in Glasgow and Edinburgh earlier this year, we launched the first event in our Next Gen Wellbeing series in September, hosted by Material Source and sponsored by Pegasus.

Organised by committee member Imogen Owen, the breakfast event focused on building confidence in the workplace, with an engaging session led by Nichola Henderson-Waters. Through practical advice and thought-provoking exercises, attendees explored ways to manage self-doubt, speak up in meetings and embrace new challenges. The session offered valuable takeaways, alongside a fantastic opportunity to connect with peers over breakfast, kindly provided by Callum Waddell of Autex Acoustics UK & EU. The committee is already looking ahead to the second Next Gen Wellbeing event, planned for early 2027.

In the meantime, join us for a festive netwalk through Edinburgh's Christmas markets on the evening of 26 November 2026. Enjoy a relaxed opportunity to connect with fellow members over a hot chocolate or mulled wine. Booking details will be available on the website shortly, so keep an eye out!

Our Next Gen Chair, Emily Bates, will also be speaking at the upcoming WIP Supporting Success – Panel Discussion on 12 November 2026 in Glasgow, sharing insights into the experiences and challenges of navigating the early stages of a career and beyond.

If you are interested in supporting the Next Gen Committee in any capacity, please contact emily.bates@fife.gov.uk.

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Northern Scotland's Update

Shona Boyd – Northern Scotland Chair

There's plenty of positive news to celebrate across our Northern Scotland Hub! Fellow committee member Lynn Melvin and I have been shortlisted for the Business Women Scotland Top 100 Awards, in the Professional Services & Consultancy and Creative Industries & Media categories respectively, with the awards lunch taking place on 28 October. Fellow committee member Catherine Dryburgh has also been shortlisted for the Inspiring Women in Construction Award at the Trades Awards 2026. Congratulations to everyone shortlisted!

Our Northern Scotland members have also been busy supporting charitable causes, attending the SPIFOX Aberdeen Lunch and Blackadders' CHAS Fundraising Dinner, helping to raise awareness and funds for these fantastic initiatives. For details of upcoming Women in Property Northern Scotland events, take a look at the listings on this page or the events page on the WIP website. We hope to see you at an event soon!

Upcoming Events

NOV

Business Breakfast – Our Union Street and City Centre Regeneration
Aberdeen / 11 November

November Netwalking and Wellness
Inverness / 19 November

Northern Scotland Winter Drinks
Aberdeen / 25 November

DEC

Christmas Card Screen Printing & Letterpress
Aberdeen / 2 December

Northern Scotland's Charity Lunch 12 February 2027

SAVE the DATE

We are delighted to announce the first-ever Women in Property Northern Scotland Charity Lunch – A Legacy in Colour, taking place on Friday 12 February, from 12–6pm at The Chester Hotel in Aberdeen.

Celebrating 40 years of Women in Property, this special event will take guests on a musical journey through the decades, with an arrival drink, two-course lunch, interactive games and entertainment. Join industry colleagues and friends for an afternoon of networking, celebration and fundraising in support of our charity partner, Scottish Action for Mental Health (SAMH).

Interested in sponsorship opportunities or registering your interest? Please contact Shona Boyd at shona.boyd@g-s.co.uk.





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Event Round Up

Northern Scotland



Marvellous Med Wine Tasting – October 2026

Our annual Northern Scotland wine tasting event, held in collaboration with Stronachs LLP, was another sell-out success! This year's 'Marvellous Med' theme brought a taste of the Mediterranean to a chilly autumn evening, with a fantastic selection of wines expertly paired with contemporary canapés by Smart Cuisine. A huge thank you to Liz Stewart for hosting, Carol Brown from Wine Uncorked Education for sharing her expertise, and the Stronachs team for their support. We're also grateful to everyone who joined us for another wonderful evening.



All Aboard the Aberdeen Adventurer – September 2026

Members enjoyed a memorable trip aboard the Aberdeen Adventurer open-top bus, exploring the sights of the Granite City while making new connections along the way. Despite the typical Aberdeen weather, the rain certainly didn't dampen spirits. Everyone wrapped up warm and embraced the opportunity to discover more of the city, share some conversation and network in a different setting. A huge thank you to everyone who braved the elements and joined us for such an enjoyable outing.



Netwalk – Inverness – September 2026

Members enjoyed a lovely netwalk along the River Ness in Inverness, making the most of the sunshine, beautiful scenery and great conversation. The walk provided a welcome opportunity to step away from the desk, catch up with fellow property professionals and make new connections in a relaxed setting. It was fantastic to see such a great turnout and to see the Women in Property community continuing to grow in Inverness. A huge thank you to everyone who joined us for such a lovely walk. We look forward to the next one.





Building Wellbeing at The Nook with SAMH & SOBR – September 2026

Women in Property Northern Scotland welcomed members and guests to SAMH's The Nook in Aberdeen for an inspiring evening exploring mental health, wellbeing and the importance of open conversations.

The event offered an opportunity to discover the new wellbeing hub and learn about the positive impact it is making across the North East. Catherine Govan from SAMH shared the story behind The Nook, while Kate Kenyon from SOBR Bar offered valuable insights into creating healthier, more supportive workplaces. Their honest and practical perspectives encouraged meaningful discussions, highlighting the importance of prioritising mental health and supporting one another in both our professional and personal lives.

A huge thank you to Catherine, Kate and everyone who joined us for such an engaging evening. It was wonderful to see members coming together to share experiences, build connections and promote greater awareness of mental health and wellbeing.

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Event Round Up

Central Scotland





Glasgow New and Renewing Members Breakfast – October 2026

Our New & Renewing Members Breakfast at The Delphine in Glasgow brought together members from across the built environment for a welcoming morning of networking, conversation and new connections.

The event provided a fantastic opportunity for both new and existing members to meet, share experiences and learn more about the benefits of Women in Property membership. Discussions covered everything from mentoring and networking opportunities to upcoming events, committee activities and the many ways members can get involved.

A huge thank you to everyone who joined us and to the wonderful team at The Delphine for their hospitality and for providing such a lovely setting. We look forward to seeing these new connections grow and welcoming everyone to future events!



Women in Property Scotland Book Club – October 2026

Our very first Women in Property Scotland Book Club took place in Glasgow, bringing members together for a lively discussion of *Atmosphere* by Taylor Jenkins Reid. From favourite characters to differing opinions on the ending, everyone enjoyed sharing their thoughts, interpretations and personal book recommendations in a relaxed and welcoming setting. A huge thank you to everyone who joined us and to Cùl Cùil for hosting. We look forward to our next meetings in Edinburgh on 3 November and Glasgow on 10 November.



Meet, Mix, Move & Spin – Club Peloton x Dentons x TFT x WIP – October 2026

Our latest Meet, Mix, Move & Spin event with Club Peloton was an energising start to the day. Led by Philip Knight, attendees enjoyed a morning spin session, followed by smoothies and health shots from Holland & Barrett, alongside goodies from Nuffield Health and NEOM. Thanks to our partners Dentons, TFT and Club Peloton, and to Anamika Dwivedi, Emily Baigent and Jenni Montgomery for organising. Open to all genders and abilities, this series continues to bring people together through fitness and networking.



Candle Pouring Workshop – September 2026

Members enjoyed a creative evening at a candle pouring workshop in Edinburgh. From choosing candle vessels to selecting the perfect scents, everyone had fun getting hands-on and creating candles to take home. The workshop provided a lovely opportunity to unwind, meet new faces and network in a welcoming setting. With autumn approaching, it was the perfect way to embrace the cosier months ahead. A huge thank you to everyone who joined us and helped make the evening such an enjoyable experience.

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Event Round Up

Central Scotland



Breakfast Yoga – Celebrating Seasons & Cycles – September 2026

What a lovely way to start the day. Members enjoyed a relaxing morning yoga session, taking some well-deserved time to unwind and recharge away from the everyday demands of work and family life. Led by Brogan Macdonald, the session included a series of gentle yoga poses and breathing exercises designed to encourage relaxation and wellbeing. Afterwards, there was time to catch up with familiar faces and make new connections. Thank you to Brogan and everyone who joined us for such a wonderful morning.



Port Hamilton Site Visit – September 2026

Members enjoyed the opportunity to visit the new Lloyds Banking Group headquarters at Port Hamilton in Edinburgh, with a tour led by the teams at MLA and Bowmer + Kirkland. The visit began with an informative presentation from Kim-Marie Bryce, followed by a guided tour offering insight into the project's construction strategy, design and sustainability ambitions. A huge thank you to everyone involved in organising and hosting the visit, particularly the Bowmer + Kirkland team for safely guiding such a large group around the live construction site.



Netwalk – Dr Neil's Garden – September 2026

Members enjoyed a lovely evening netwalk along the Low Road around Arthur's Seat, finishing at the peaceful Dr Neil's Garden in Duddingston. With the garden to ourselves and a friendly feline companion, it was a wonderful opportunity to unwind and connect. The evening continued with conversation in the courtyard of the historic Sheep Heid Inn, believed to be Scotland's oldest pub, where the traditional bowling alley caught everyone's attention! A huge thank you to Sally Mackay for organising and to everyone who joined us.





Pollok Stables Site Visit – September 2026

Members enjoyed an afternoon exploring the transformation of Pollok Stables, a Category A-listed building being restored and reimagined as a sustainable Living Heritage Centre. The visit offered an opportunity to go behind the scenes of this ambitious project, designed by Page\Park Architects and delivered by main contractor Morrison Construction. Members gained insight into the building's rich history, the challenges of restoring a historic structure and the vision for its future as a vibrant community destination.

A highlight was hearing from Project Architect Vicky Mitchell, whose passion and enthusiasm brought the project to life. Her knowledge and engaging presentation highlighted the careful balance between heritage conservation, contemporary design and net-zero ambitions.

A huge thank you to Vicky and everyone involved in organising and hosting such an inspiring visit. It was a fantastic opportunity to see this remarkable building and the exciting work taking shape.

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Mentoring Update

Lisa McRavey

At different stages in our careers, we all benefit from someone who can offer encouragement, challenge our thinking and provide a fresh perspective. The Women in Property Mentoring Scheme offers members this opportunity, whether as a mentor, mentee or both. While mentoring is often seen as sharing knowledge and experience, mentors frequently gain just as much as their mentees. It can build confidence, develop leadership and listening skills, broaden perspectives and create valuable industry connections.

Members wishing to participate as mentors, mentees or both must attend a virtual training session delivered by our Mentoring Consultant, Cathy Stewart. The final session of 2026 takes place on 18 November, from 12:00pm to 1:15pm.

If you're interested in a rewarding mentoring partnership, we'd love to hear from you! Registration remains open, although strong interest means places are limited and a waiting list may be introduced.

Since March 2026, 23 members have completed mentoring training, including five mentors, nine mentees and nine participating in both roles.

All Mentees Matched, reflecting the continued success of the scheme.

Further sessions planned for early 2027, with dates to be confirmed.

Central Scotland's Winter Drinks

3 December 2026

SAVE the DATE

Join us for our Women in Property Central Scotland Winter Drinks on Thursday 3 December 2026 at The Corinthian in Glasgow.

As the festive season approaches, this promises to be a fantastic opportunity to catch up with familiar faces, make new connections and celebrate another wonderful year with fellow professionals from across the property and construction industries. Tickets are now available via the Women in Property app and website. We look forward to seeing you there.

A huge thanks to our events partners BE-ST and Dentons for sponsoring the event and to RealEstate Scotland for being our drinks partner.



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Sponsorship Opportunities



Sponsoring Women in Property Central Scotland is an opportunity to raise your organisation's profile while supporting a network that connects, champions and inspires people across the property and construction industry.

Our events bring together professionals, industry leaders, academics and students across Scotland, providing access to a targeted audience and valuable networking opportunities. Whether you want to promote a project, showcase your expertise, support student development, strengthen your ESG commitments or increase brand visibility, we offer flexible sponsorship options throughout the year.

Sponsorship Benefits

- Promote your organisation to a targeted property and construction audience.
- Gain visibility through branded events, email communications and LinkedIn activity.
- Connect with members, non-members, students and industry partners.
- Showcase your projects, people, services and expertise.
- Support professional development, networking and collaboration.
- Demonstrate your commitment to ESG, inclusion and the future of the industry.

We offer a range of sponsorship opportunities throughout the year, including webinars, site visits, networking lunches, Summer Drinks and Winter Drinks. Packages can be tailored to suit your organisation's objectives and target audience. **To find out more view, our sponsorship brochure here.**

Upcoming Events

NOV

Your Time to Shine Webinar Series – 03: LinkedIn & Industry Presence
Virtual / 3 November

Edinburgh November Book Club
Edinburgh / 3 November

Glasgow November Book Club
Glasgow / 10 November

Cheese and Wine Masterclass at Eve
Edinburgh / 12 November

Supporting Success Panel
Glasgow / 12 November

Christmas Bauble Calligraphy Workshop
Edinburgh / 18 November

Celebrating Male Allies: An International Men's Day Event
Glasgow / 19 November

Networking Breakfast at Barolo
Glasgow / 25 November

Next Gen Netwalk
Edinburgh / 26 November

DEC

Your Time to Shine Webinar Series – 04: Visibility & Networking
Virtual / 1 December

Central Scotland Winter Drinks
Glasgow / 3 December

Christmas Bauble Calligraphy Workshop Glasgow / 8 December

MAR

Central Scotland Annual Dinner 2027
Edinburgh / 5 March

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