

Scotland Women in Technology



Annual Report 2023



About Our Company

ANNUAL REPORT FOR THE PERIOD
January 2023 - December 2023
LEGALLY REQUIRED SECTIONS

Charity Name
SWiT
(known as Scotland Women in Technology)

Charity number
SC049443

Charity's Principal Address
c/o Brett Nicholls Associates
24 Herbert Street,
Glasgow.
G20 6NB

Names of the Charity Trustees on date of approval of
Trustee Annual Report

Meet Our Team



Silka Patel
Chair



Ketty Lawrence
Vice Chair



Ashley Beck
Trustee



Margaret Totten
Treasurer



Caroline McDowall
Trustee



Lianne McGrory
Trustee



Ola Clark
Trustee



Kayleigh Kavanagh
Trustee



Clara Anderson
Trustee



Iona Grant
Administrator



SWiT

SWiT is a Scottish Charitable Incorporated Organisation (SCIO). It was registered in its current legal form on 11th July 2019. It has a single tier structure and as such the trustees are the members of the charity. A full copy of the constitution is available on request.

Trustee recruitment and appointment

SWiT has existed as a not for profit unincorporated association run by a board of unpaid volunteers from the technology sector since September 2008. Prior to incorporation as a SCIO the then existing Board held an open recruitment process for additional Board Members with relevant expertise for operation as a registered charity. All Board positions are currently filled.

Future vacancies for Board Members will be publicly advertised as and when these arise. All Board Members are provided with an induction pack containing a copy of the "Guidance for Charity Trustees" issued by the office of the Scottish Charity Regulator, SWiT's code of conduct, and training on SWiT's tools and ways of working.



Summary of the main objectives and achievements of the charity

SWiT was created to promote equality and diversity for the public benefit by celebrating, championing and investing in women in technology. SWiT exists to foster the growth of the contribution of women in the sector; to shine a light on their achievements so that women can become a greater force in the market and in turn inspire others. In addition, SWiT was created to influence the technology industry to become more gender inclusive. SWiT focuses on women already working in the sector and those wanting to build a successful technology led career. SWiT's overarching aim is to raise awareness and understanding of the importance of gender diversity in technology.

To do this SWiT focuses on three key areas; **celebrate**, **champion** and **invest**.

- **Celebrate** - SWiT Awards
 - **Champion** - Hearts Women's Football Team & Women do Cyber programme in partnership with Cisco and Glasgow Caledonian University
 - **Invest** - Women Do Cyber 2023
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Achievements

SWiT continued our previous years' association with Hearts Women Football Club to Champion to show the next generation of women that a job in tech is not only accessible but also an attractive career path.

The two organisations are closely aligned, with Hearts FC working to address the gender pay gap in both technology and sport. Their Innovation Centre plays a huge role in advancing digital education for girls and SWiT supports activities to achieve mutually beneficial goals.

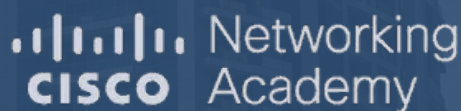


Achievements

An industry-led programme to up-skill and re-skill women into junior level cyber security positions, including pathway to Graduate Apprenticeship in Cyber. 2023 saw the second year of cohorts.

- Partnership between Cisco, Glasgow Caledonian University (GCU) and SWiT
- Cisco networking academy course delivered by GCU and all female academic staff team
- Cisco and SWiT support participants with monthly connect-ups to raise awareness of Scotland's cyber industry, employers and jobs and to support networking
- Participants from mix of sectors and careers. Some in technology and up-skilling, some out with technology and re-skilling for career move.
- Cohort 2 ran May to December 2023

Women Do Cyber Programme



Women Do Cyber Programme

“

Choosing to do the 'Women do Cyber' course was one of the best decisions I ever made. The course allowed me to gain valuable tech knowledge and skills while still being able to work in my full time job. I honestly loved it so I would highly recommend it if you have an interest in Tech as the people you meet; the resources you have access to and the course material are second to none.

”



Amey WDC
Graduate



SWiT Awards 2023

The SWiT Awards, a significant event in Scotland's technology calendar, brings together champions of Diversity, Equality, and Inclusion. With 10 award categories, the SWiT Awards provide a platform to showcase inspiring teachers, empowering the next generation, employers who champion diversity and inclusion, and industry advocates and trailblazers.

The 2023 SWiT Awards was a successful evening, with immense gratitude to all sponsors, nominees, and winners who played pivotal roles in its resounding success. The event celebrated the passion, skills, and resilient determination of phenomenal women and men in the industry, fuelling inspiration on a daily basis.

#SWiTAwards2023

Our Sponsors included:

Morgan Stanley
Hymans Robertson
Barclays
Nine Twenty Recruitment
Techscaler
J.P. Morgan
FanDuel UK
Lloyds Banking Group
Moderna
i-confidential
Harvey Nash
Dell Technologies
The Craneware Group



SWiT Awards 2023

Scotland
Women
in
Technology

Awards Categories:

Technology Rising Star
Inclusive Recruiter of the Year
Large Employer of the Year
Technology Champion in Education
Young Tech Champion of the Year
SME Employer of the Year
Diversity Initiative of the Year
Inspirational Woman of the Year Gender
Diversity Ally of the Year
Leader of the Year

Headline Sponsor:

Morgan Stanley

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ROBERTSON

BARCLAYS

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scaler

J.P.Morgan

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Building Trust, Reducing Risk

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Nash.

DELL
Technologies

the
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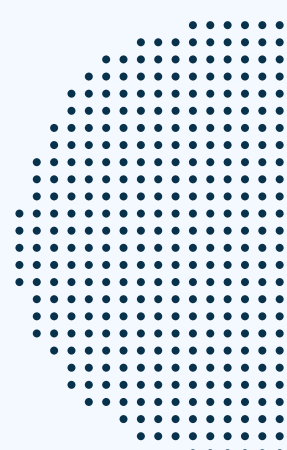
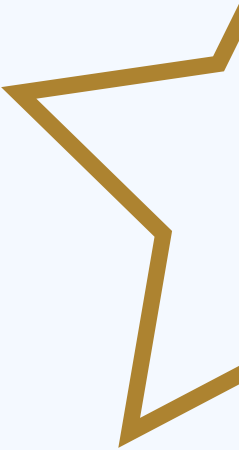
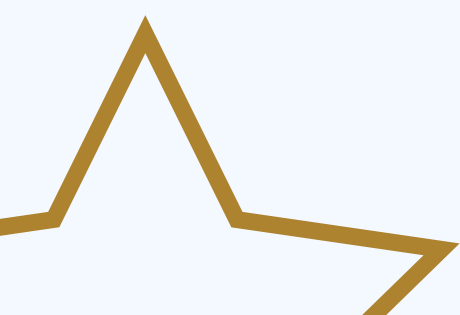
Testimonial

Morgan Stanley

“As a passionate advocate of diversity and inclusion within technology, Morgan Stanley is proud to be the Headline Sponsor for the Scotland Women in Technology Awards. Morgan Stanley’s Technology division benefits from having a number of women in senior leadership roles, as well as a growing Women in Tech community, and we are excited to help celebrate and recognise the achievements of women in tech across Scotland. ”



“As a large tech employer based in Scotland, we’re so excited to be partnering with SWiT and sponsoring the Technology Rising Star award. We are actively looking to bring in new and diverse tech talent into Lloyds Banking Group and are proud to sponsor an award which celebrates new and exciting talent.”



Testimonial



Harvey
Nash.

“Harvey Nash is delighted to sponsor SME Employer of the Year for SWIT’s 2023 Awards. SMEs are a vital part of Scotland’s business and technology landscape, blazing the way for innovation and adapting rapidly to facilitate growth. We’ve had the pleasure of partnering with SMEs across Financial, Legal and Health Technology, and placing the best talent to expand their teams, augment their capabilities and achieve their ambitions”



“Barclays are proudly sponsoring the Diversity Initiative of the Year award category as we strive to empower women and underrepresented groups of all levels of experience, skills and diverse social backgrounds to achieve their career aspirations in technology.”





Activity for 2023 for SWiT Annual Report

January:

- Launched new SWiT Website
- Announcement of SWiT Awards 2023

February:

- Launched second Women do Cyber cohort
- Supported 'Gaming for Good' programme in partnership with Hearts Football Innovation Centre

March:

- International Women's Day (IWD) school workshops on partnership with SmartSTEMs
- Donation and support provide towards Digital Xtra Fund
- IWD social media campaign with Hearts Women's Football Club players
- SWiT Vice Chair, Ketty Lawrence presented her career journey at the University Equal Opportunities Event

April:

- FutureScot article on gender diversity in tech with SWiT Chair, Silka Patel
- SWiT partners with Inclusion Scotland Intern Programme

May:

- Women do Cyber monthly connect-up meetings
- SWiT Vice Chair, Ketty Lawrence, was on the panel session discussing 'Technology: Data, AI and inequality' at The Herald & GenAnalytics Diversity conference.

June:

- SWiT partner with CodeClan to launch applications for the first cohort of Women in Data course
- SWiT Vice Chair, Ketty Lawrence, Spoke at the University of Glasgow Schools Engagement evnt - 'What do economists do?'



Activity for 2023 for SWiT Annual Report

August:

- SWiT Chair, Silka Patel made the longlist of Most Influential women in UK tech
- Board Trustee, Ashley Beck on BBC Radio Scotland discussing bias in AI
- SWiT event in partnership with Lloyds Women-Connectech on 'Imposter Syndrome'

September:

- Women do Cyber - Connect Up session
- Lianne McGrory presented at STEMAspire

October:

- Mini tech conference & SWiT Awards shortlisting event in partnership with Morgan Stanley
- SWiT Chair, Silka Patel winner of the WeAreTech Women 100 Awards
- Futurescot host first ever Digital Glasgow event with Silka Patel as conference moderator

November:

- SWiT host 'Industry Day' event with the Women do Cyber cohorts
- DigitExpo SWiT stand & board trustee, Ashley Beck on panel discussing AI & Automation
- SWiT Chair, Silka Patel received Tech Chairwomen of the Year for Western Europe, by CEO Monthly
- SWiT AWARDS 2023
- SWiT Chair, Silka Patel on the panel of State of the City Economy Conference, Glasgow
- Board member Ola Clark presented at the Digital DNA conference 'Shaping the future of work'.

December:

- SWiT strategy day

Financial

As the charity has limited overhead costs and the day-to-day management is carried out by trustees who give their time freely, the required level of reserves is minimal. The trustees aim to hold at least the equivalent to one year's worth of running costs so that the charity can continue its operations in the event of a drop in income. The estimated annual running costs are currently circa £9,500

At balance date the charity held reserves of £28,500

Who are we?

A group of inspiring individuals with a passion for diversity and equality, and a shared goal of bringing it to the forefront of the technology sector. Scotland Women in Technology was founded in 2008 and exists to champion, celebrate and invest in women in the technology sector in Scotland.



Scotland Women in Technology

Contact Us

 Info@scotlandwomenintech.com

Thank You



www.scotlandwomenintech.com