

Scotland Women in Technology



Annual Report 2024



About Our Organisation

ANNUAL REPORT FOR THE PERIOD
January 2024 - December 2024
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



Ola Clark
Trustee



Margaret Totten
Treasurer



Caroline McDowall
Secretary



Lianne McGrory
Trustee



Leah Savage
Trustee



Kayleigh Kavanagh
Trustee



Clara Anderson
Trustee
Stepping down from board
September 2024



Iona Grant
Administrator
Left December
2024



Ashley Beck
Trustee
Stepping down from
board September 2024

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 working in the sector and those looking to enter the sector and 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** - Women do Cyber programme in partnership with Cisco and Glasgow Caledonian University, Creation of Tech Talk Events, that support women to develop in technology fields..
 - **Invest** - Women Do Cyber 2024
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Achievements

Scotland Women in Technology (SWiT) announced in September 2024, a strategic alignment with Women Who Code (WWCode) Edinburgh, bringing the popular meetup network under the SWiT umbrella. This partnership marks a significant step forward in fostering collaboration, innovation, and inclusivity within Scotland's tech community.

Originally launched in 2017 by Maria Gutierrez, Ceri Shaw, and Lea Savage, WWCode Edinburgh built a vibrant community of over 3,000 women and hosted 100 successful events over seven years. However, due to the closure of its supporting charity in 2014, WWCode Edinburgh had to pause its operations. Now, with SWiT as its new partner, the network can continue to thrive and expand its impact.

As part of the partnership, SWiT will introduce technical meetups, further enriching its offerings for women in tech across Scotland. Additionally, former WWCode Edinburgh Director, Lea Savage, has joined the SWiT board, bringing her valuable expertise and leadership to the team.

Together, SWiT and WWCode Edinburgh are committed to empowering women in technology and creating opportunities for collaboration across Scotland's tech ecosystem.



Achievements

Women Do Cyber Programme

Women Do Cyber (WDC) is an industry-led programme to re-skill and up-skill women with critical cyber security skills. WDC supports women to start their journey towards a cyber security career, providing an accessible route to entry level positions, including pathway into a Graduate Apprenticeship in Cyber. 2024 saw the completion of cohort 2 and launch of cohort 3 - providing 40 new fully-funded scholarships.

- Partnership between Cisco, Glasgow Caledonian University (GCU) and SWiT.
- Course built from the Cisco networking academy and delivered online by GCU academic staff team.
- Cisco and SWiT support participants with monthly online connect-ups to learn about cyber careers, hear from women working in the sector and build connections with employers and wider industry.
- SWiT volunteers provide mentorship to participants to support them through the programme.
- SWiT partnership with Nine Twenty recruitment to provide career advice, CV and interview support.
- Participants from a mix of backgrounds including unemployed, low paid sectors, career returners, career changers, and women in technology roles looking to upskill for an advantage.
- Cohort 3 ran May 2024 to March 2025.



SWiT Awards 2024

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 female contributions to technology; recognising outstanding female talent, employers who champion diversity and inclusion, industry advocates and trailblazers

The 2024 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.

#SWiTAwards2024

Our Sponsors included:

- Barclays
- FanDuel UK
- Harvey Nash
- Hymans Robertson
- i-confidential
- J.P. Morgan
- Lloyds Banking Group
- Morgan Stanley
- Nine Twenty Recruitment
- Wheatley Group
- Zuhlke
- 2i
- Cyber Scotland Partnership
- Empowering You



SWiT Awards 2024

Awards Categories:

Rising Star of the Year
Career Changer of the Year
Gender Diversity Ally of the Year
Mentor of the Year
Unsung Hero of the Year
Diversity Initiative of the Year
Everyday Leader of the Year
Inspirational Woman of the Year
Inclusive Recruiter of the Year
Judges Choice Award

Morgan Stanley

J.P.Morgan

Wheatley
Group



Harvey
Nash.



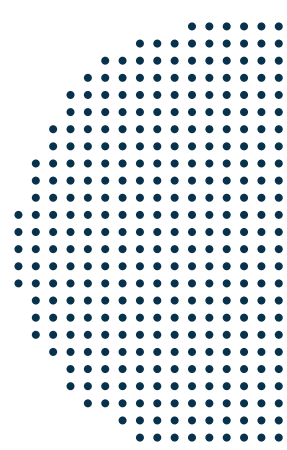
Testimonial

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. ”

J.P.Morgan

JP Morgan are once again proud to sponsor the Scotland Women in Technology Awards. We are looking forward to coming together to honour and celebrate the incredible tech talent we have in Scotland. This is extremely important to the ongoing success of our organisation and growth within the sector. We also can't wait to host the Winners Event at our brand new state of the art Technology Centre on Argyle Street.



Testimonial



Harvey
Nash.

“Harvey Nash is delighted to sponsor Mentor of the Year for SWIT’s 2024 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 is committed to support the strength, courage and perseverance of women changing their career path into technology. There is no set path to a career in technology. Having different experiences is an advantage, as they bring fresh perspectives, creativity and problem solving which are key in technology. You can achieve anything you set your mind to, and we are here to help you embrace it.”



Activity for 2024 for SWiT Annual Report

January:

- Announcement of SWiT Awards 2024

February:

- Presenting – 2i Invited Scotland Women In Technology to speak at their event
- Awards – Silka Patel – Shortlisted for British Asian Women's Awards 2024 – finalist for Leading Lights of the Year

March:

- Presenting – Women do Cyber Careers Panel Event

April:

- Presenting – Women In Tech Aberdeen – Board speaking at conference
- DIGIT Expo West Event – SWiT Board
- Presenting – Scotland Women in Technology by participating in a panel session on psychological safety in the workplace as part of BA Life

May:

- Event – Women do Cyber monthly connect-up meetings
- Launch – Third year of Women do Cyber Cohort Launch
- Event – Lloyds Banking Group @Women ConnecTech group.

June:

- Event – Women do Cyber monthly connect-up meetings

July:

- Presenting – And Digital event with SWiT Board
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Activity for 2024 for SWiT Annual Report

August:

- [Event - SWiT 2023 Winners](#)
- [Article, The Herald Scotland with our chair Silka Patel - Hide and Seek Where are Women in the Tech Sector?](#)
- [Event - Women Do Cyber - Monthly Connect up](#)

September:

- [Event - Inaugural Event of the Scotland Women in AI community in Edinburgh](#)
- [Announcement, Merger with Women Who Code Edinburgh \(WWCode\)](#)

October:

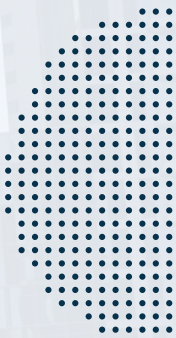
- [Event - And Digital](#)
- [Event - Mini Tech Festival 2024](#)
- [Event - Shortlisting for SWiT Awards](#)
- [Event - Women Do Cyber - Monthly Connect up](#)

[Event - Women Do Cyber - Monthly Connect up](#)

November:

- [Event SWiT Awards 2024](#)
- [Event - Digi Expo 2024](#)

December:

- Planning - SWiT Strategy Day
 - Announcement - Save the date SWiT Awards 2025
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Financial

As the charity has limited overhead costs and the day-to-day management is carried out by trustees who give their time freely, therefore the required level of reserves is minimal.

This year the charity appointed a part-time administrator role to support the day to day runnings of the organisation. This was part funded by Edinburgh's Employer Recruitment Incentive (EERI) 2024-2025. As a result, SWiT trustees increased the reserves hold to be the equivalent of two year's worth of running costs so that the charity can continue its operations in the event of a drop income. The estimated annual running costs are currently circa £11,500. In an addition to a profit of £35K from Scotland Women In Technology Awards 2024



Scotland Women in Technology



Contact Us



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Thank You



www.scotlandwomenintech.com

