

Scotland Women in Technology



Annual Report

2022



About Our Company

ANNUAL REPORT FOR THE PERIOD January 2022-December 2022
LEGALLY REQUIRED SECTIONS

Charity Name

SWIT

(known as Scotland Women in Technology)

Charity number

SC049443

Charity's Principal Address

c/o Brett Nicholls Associates

63 Ruthven Lane

Glasgow

G12 9BG

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



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 tech 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 Community Take Over
- Champion - Hearts Women's Football Team & Women do Cyber programme in partnership with Cisco and Glasgow Caledonian University
- Invest – Digital Xtra Fund - delivering keynotes & panel representation

Achievements

SWiT continued the 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.

Hearts Football Club's Gaming for Good Club empowers girls in tech through a fun and educational programme with support from industry experts. Participants from S1 - S3 design and build their own video games, gaining insights into the gaming industry from the idea stage to prototype creation using MakeCode Arcade. This initiative not only enhances technical skills but also fosters problem-solving and creativity. SWiT's commitment to supporting programmes like Gaming for Good reflects our dedication to empowering women in technology, contributing to a more inclusive and diverse future.

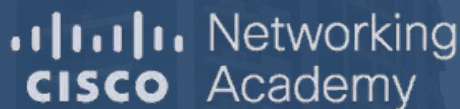


Achievements Women Do Cyber

An industry-led programme to upskill and reskill women into junior level cyber security positions, including pathway to Graduate Apprenticeship in Cyber. 2022 saw the first year of cohorts.

- Partnership between Cisco, 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 tech and upskilling, some out with tech and reskilling for career move.
- Breaking the Barriers BBC News
- <https://bbc.co.uk/news/uk-scotland-61784130.amp>
- Cohort 2 will run 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 2022

SWIT TAKE OVER

CELEBRATORY TECH COMMUNITY EVENT

Took place on 22 November 2022 at Dynamic Earth, Edinburgh.

Sponsored by:

Leidos
CAE Technology Services
SmartStem
SAS
Fanduel
Hearts Women FC
Morgan Stanley
FutureScot

Bringing Scotland's Tech community together.



SWiTtakeover



Follow Scotland Women in Technology



Follow @scotlandwit



Follow @scot_wit

Testimonial

**Catriona McCallum,
Hearts' Commercial & Marketing Director:**

“

“We are incredibly proud of our partnership with Scotland Women in Technology and to be associated with the excellent work they continue to do in order to Champion, Celebrate and Invest in women in the technology sector. We set out each year to continue to shine a light on the positive role models in technology and sport who can inspire the next generation of girls that a career in both industries is for them and in 2022 we made strong progress with this objective. We look forward to inspiring more girls through our work together in 2023.”

”

Testimonial

Tanya Howden, Gaming for Good Programme Designer, Creative Technologist



SWiT's commitment to supporting programmes like Gaming for Good reflects our dedication to empowering women in technology, contributing to a more inclusive and diverse future.

Highlighting role models to young people is so powerful in showing them that being interested in and working in technology is an option for them. Having the representation of a diverse group of role models through mentors and speakers at clubs like Gaming for Good lets our young people connect to what we're talking about on a much deeper level. Role models bring their voice, experience and background to the sessions and let all young people see the world through a different lens from their own, highlighting that we're all different and that should be seen as a good thing, not a barrier, especially when it comes to what we are allowed to be passionate about! I love talking to young people about my journey into technology and the more journeys and stories that they hear about really highlights to them that the options are endless, especially in a field like tech where things are always moving and changing. That's where our games club really brings the subject to life through letting young people talk to experts in the field whilst we explore behind the scenes of some of our favourite video games and put that into action by using our own voices and stories to create our own games."





Activity for 2022 for SWiT Annual Report

January

- Launched new SWiT Website

February

- Launched Women do Cyber cohort,
- Supported gaming for good at the Hearts Football Innovation Centre

March

- Supported SmartSTEMs for their international womens day activities,
- Supported digital xtra fund,
- Profiled Hearts women players, did mentoring with Equate


April

- Article featuring Silka Patel - <https://futurescot.com/tech-sector-skyrockets-while-gender-diversity-awaits-l-ift-off/>
- Claire Freckleton started Social Media and marketing support

May

- Helped judge digital xtra fund, started women do cyber monthly connect up meetings

June

- Article about Women do Cyber in BBC <https://www.bbc.co.uk/news/uk-scotland-61784130>, smartSTEMs videos - <https://www.youtube.com/watch?v=bNGT-JL9LCU>
<https://www.youtube.com/watch?v=Yk6eZZi7ddY>
 - Partnership with CodeClan for the first cohort of women into the Data Science Course
- 



Activity for 2022 for SWiT Annual Report

July

- Women DO Cyber Meet up with Glasgow Caledonian University and Cisco

August

- CAE Technology services sponsored SWiT at Hamilton race day
- Silka Patel made the longlist 2022 of Most Influential women in UK tech
- No wrong path campaign
- Strategy Day

September

- Silka Patel spoke at the influencer event by digital DNA
- Women do Cyber - Connect Up Session
- New Trustees join Ola Clark, Clara Anderson, Kayleigh Kavanagh

October

- ADA Lovelace Day
- Silka Patel winner of We Are Tech Women Tech Women 100

November

- Industry day with Women do Cyber
- SWiT Take Over Event - Community takeover event at dynamic earth - with Empowering You
- Silka Patel received Tech Chairwomen of the Year for Western Europe, CEO Monthly
- Announcement of SWiT Awards 2023

December

- Strategy day
- Scottish AI Alliance - Silka Patel on the panel

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 £7K

At balance date the charity held reserves of £8,000. Our closing balance year ending 2022 was £15,000

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