



ANNUAL REPORT FOR THE PERIOD 11 JULY 2019 - 31 DECEMBER 2020
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

Lynsey Campbell (Bowes) **Chair**

Elaine Carr (McKechnie) **Vice Chair**

Gillian McLennan **Secretary**

Mhairi Galbraith **Treasurer**

Silka Patel

Sharon Anne Moore

Anna McMullen (Montgomery)

Margaret Totten

Marisa Anne Metcalf

Samantha Bedford

Ishbel MacPherson

Nicola Louise Paul

Laura Paterson (Steel)

Lynsey Gardiner

Names of other Charity Trustees

Not applicable

Type of Governing Document

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.

Charitable purposes

SWiT's purposes are the promotion of equality and diversity for the public benefit by celebrating, championing and investing in women to help grow women's contribution to the technology industry, in particular but not exclusively by:

- raising awareness and celebrating the achievements and contribution of women in the technology industry;
- developing a community and network to support women working in the technology industry;
- educating women and girls about the opportunities, and the skills required to succeed, in the technology industry;
- educating employers and the public on the benefits of increasing the contribution of women to the technology industry;
- providing grants and other financial assistance to women and girls to enable them to acquire the technology and business skills required to work in the technology industry;
- providing grants and other financial assistance to technology businesses which have female founders;
- investing in technology businesses which have female founders; and
- promoting similar charitable purposes, objects or institutions in such proportions and manner as the charity trustees think fit.

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.

1. Celebrate - SWiT Awards
2. Champion - Hearts Women's Football Team
3. Invest - SWiT Net Academy in partnership with Cisco



2019-20 Marked a monumental year for SWiT as we became a registered charity in July 2019.

Since then we've hosted our our third **annual SWiT awards** ceremony in October 2019, with over 350 people attending the Radisson Blu Hotel to **Celebrate** all the inspirational people in the Technology sector. With a record breaking number of nominations, it was incredible to hear about all the amazing people, organisations and initiatives driving equality in the tech sector.

Thank you to all our sponsors past and present who helped make the Awards the success that it was. See our [Winners](#) page to find out what they're all getting up to.

We paired up 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.

Covid came in March 2020, and we were forced to move our **events online**. With varied attendance depending on the topic, we focused our efforts on supporting those women looking on furlough, looking to move into tech roles, with more targeted support group style offerings.

Here's a snapshot of the various events we hosted.

We teamed up with **Cisco Net Academy** to **Invest** in those interested in developing their tech skills. Our launch event on the 1st October was attended by 80+ people with guest speakers from Cisco, Police Scotland and Glasgow Caledonian University to share their experiences of training and supporting women through their career development.

Here's what our partners say about us:

February - Digital Inclusion Event:

"Partnering with SWiT to host the Digital Inclusion Event at Holyrood gave us the opportunity to bring our clients together with professional women in the industry, to focus on key areas around ethics in AI and how we can work together to address gender bias. The lively debate and electric energy in the garden lobby was contagious!" Angela Crabtree, Exec Sponsor Women's Network, **Leidos UK**

['Being digitally inclusive'](#) article by **Holyrood Magazine** as part of activity supporting International Women's Day.

July - Optimising your Tech CV Workshop:

"Thank you for getting me involved in the session. I think it went well and we were able to get some tangible insights. It got me really motivated in terms of my own career too!" Lorna Burrows, Senior Consultant, **McGregor Boyall Associates Ltd**

October - SWiT Cisco Academy Launch:

*"Through the SWiT **Cisco Academy**, this collaborative approach between Police Scotland and SWiT has added tangible value to the Police Scotland Young Networking Volunteer (PSNYV) programme through connections to specialist industry leading practitioners and provide young people with an insight into the reality of the industry and building understanding of the opportunities available in tech career choices.*

The enthusiasm is evident in all initiatives delivered by SWiT, demonstrating role models for the tech sector. 'Going over and above' is naturally the delivery method for the board and their passion to support women and girls into the technology industry is clear in their continuous drive to make a difference." Ashley Beck, National Systems Support, **Police Scotland**

Morgan Stanley Women's Network:

"We are proud to support Scotland Women in Technology and its efforts to ensure Scotland's technology industry reaches gender parity. It enables our female technologists to expand their professional networks, engage in peer to peer learning and consolidates the impact of technology role models for the next generation of female technologists in Scotland." Emily Beeney, Lead for Women in Technology Glasgow, Morgan Stanley

Accenture Women's Network:

"We value our relationship with SWiT as a great opportunity to engage and network with others in our industry across Scotland, and for the opportunities it provides to contribute to initiatives in support of the advancement of women in Tech in Scotland." Michelle Hawkins, Managing Director, Accenture Scotland

November - the Good, the Bad, the Ugly event:

"I had a great time learning from everyone else. Inspired and encouraged. I think sharing personal stories is not always straightforward is incredibly valuable. I've had a few folks get in touch to say exactly that. Sounds like we need more of these events!" **Vicky Brock, Serial Entrepreneur**

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 £3k.

At balance date the charity held reserves of £41,403. The trustees intend to utilise some of this to develop the organisation in its first few years of operation.

Over time the trustees aim to build a legacy fund to invest in tech start ups and provide grants to suitable beneficiaries. All additional reserves will be designated to this fund until it reaches a level of £xxx, at which point it will be invested with a suitable broker.

Financial Position (in place of Details of any deficit)

In the period to 31 December 2020 the charity generated a net surplus of £41,403.



Included in this was a donation of £32,397 from the previous unincorporated organisation. On incorporation (at 11 July 2019) all assets from the unincorporated organisation were gifted to the charity.

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.