TOP 100 INFLUENCERS

AWARDS 2024

Top 100 Most Influential Women in Construction 2024

Understanding the latest Health and Safety Executive fatality statistics

The latest workplace fatality statistics from the Health and Safety Executive give some valuable insights into where we're up to with workplace safety in 2024. In the past year, 138 workers were killed in work-related accidents, and these numbers drive home the need for robust Health & Safety practices across all industries – and particularly the construction sector.

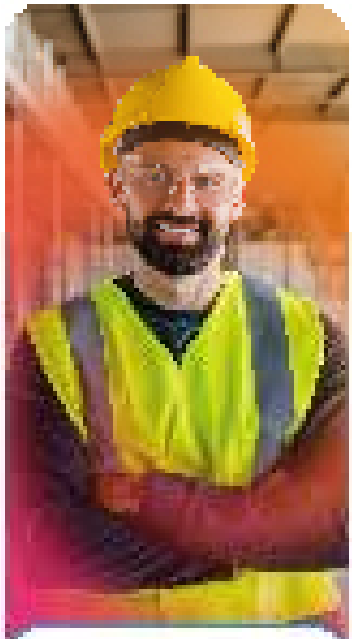
The construction sector accounted for the highest number of deaths at 51, showing it as one of the most high-risk industries in the UK. The three most common causes of fatal accidents were falls from a height, being struck by a moving vehicle and being struck by moving objects, and these areas highlight exactly where business owners need to increase their focus when it comes to preventative measures.

The importance of risk assessments and solid documentation

Carrying out thorough risk assessments is crucial so you can identify potential hazards before they become serious threats, and you can put measures in place to reduce or eliminate risks like falling from a height or vehicle-related incidents. As well as risk assessments, having solid policy documents in place helps build a culture of Health & Safety within your business. These documents should outline procedures and safety measures that need to be followed, making sure everyone from management to workers understand their role in creating a safe environment.

How site visits can help you stay on top

Another vital part of making sure you're maintaining high-safety standards is site visits. Visits by Health & Safety professionals mean you can get peace of mind that you're implementing safety measures and they're being adhered to. Plus, being proactive with site visits mean you can prepare for inspections from the HSE.



Are you an NFB member?

Access preferential rates by quoting 'National Federation of Builders'

Want to know more?

Citation's Health & Safety experts provide day-to-day support with risk assessments, essential policies and thorough site visits to help you stay fully compliant. That's why Citation clients are a massive 75% less likely to have a reportable accident in the workplace*.

Call us on 0345 844 1111 to find out how we can help you.

*Source: Personal Injury

Now in its third year, the Most Influential Women in Construction Awards has gone from strength to strength. In recognition of its importance we are delighted to announce that this year, the Construction Industry Training Board (CITB) has got involved and has managed the judging process. By working in partnership, we have been able to broaden the scope of the awards and have had more nominations than ever before. Once again, we are celebrating the incredible women and allies who are driving real change in the construction industry. By raising a spotlight on these outstanding individuals, we hope to inspire future generations and encourage more women to get involved in the construction sector.

We cannot be complacent. We need to continually build on the success of these awards and make female and non-binary roles more visible and accessible to a wider audience that will not only make the industry more inclusive, but will hopefully help to plug the skills gap. It is estimated that the construction sector requires another quarter of a million extra workers by 2026.

We have had an extraordinary number of nominees this year and would like to thank all those who took time to nominate. We would also like to thank all our amazing nominees for their remarkable work in the sector. You are blazing a trail in the industry and should be immensely proud of your achievements.

As before, the judges had an extremely difficult task to select the shortlist. To ensure complete independence, the judges were separated into panels and each panel was given separate sets of categories to shortlist. A further round of judging then selected the winners for each category and the Top 100 most influential list.

We would like to extend a huge thank you to our superstar judges who spared their valuable time and expertise to the judging process which we know was not an easy task. The standard was incredibly high and required much deliberation. You will see the range and quality of our judging panel listed within this booklet.

By the time you read this, we will have had an enjoyable evening of celebration and our Top 100 will have been revealed. You can find out more about each of them and their phenomenal achievements in this booklet.

Finally, we would like to thank our sponsors, who, without their support, this event would not be possible. More information on these companies and federations is contained within this booklet and on our website: **www.builders.org.uk**

Thank you for supporting our Top 100 Women in Construction and have a fabulous evening.

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Tim Balcon

Chief Executive, CITB

At CITB, we are incredibly proud to celebrate the achievements of women in construction through the Top 100 Women in Construction Awards. Recognising the pivotal role that women play in shaping the future of our industry is not only a matter of fairness but a strategic priority as we work to ensure the sector is diverse, inclusive, and dynamic.

Our involvement in the Awards reflects CITB's commitment to championing diversity and fostering an industry where everyone has the opportunity to thrive. Women have been making outstanding contributions across every level of construction, from apprenticeships to leadership roles, and their success stories deserve to be amplified.

This recognition is essential, not only for the individuals honoured but for the industry as a whole. It highlights the importance of inclusion and inspires future generations of women to pursue careers in construction, an industry that offers so many exciting opportunities.

A special thank you to all our Judges of this year's Top 100 their dedication and commitment is of enormous value, as the calibre of talent showcased was truly inspiring. The panel rigorously reviewed nominations based on impact, leadership, innovation, and a commitment to driving the sector forward. It was heartening to see how these remarkable women are not just excelling in their roles, but also mentoring others and leading transformative change within their organisations.

The Top 100 Women in Construction Awards are a testament to the progress we've made but also serves as a call to action to continue building an industry that is more inclusive, forward-thinking, and equipped to meet the challenges of the future. We look forward to the continued success and growth of women in construction and to further supporting their development through these Awards, programmes and ally initiatives.

Richard Beresford

CEO of the National Federation of Builders

For the third year running, the NFB is once again delighted to be hosting the Top 100 Most Influential Women in Construction Awards. It is always a special evening full of inspirational stories and remarkable achievements by the women and allies within our sector.

For the first time, the NFB is pleased to be working in partnership with CITB who has been the custodian of the judging process. It is testament to the success of these awards that has propelled CITB to get involved. The achievements and stories of our nominees are truly inspirational, and both of our organisations hope that they will encourage future generations to pursue careers in this field and attract a more diverse and inclusive workforce.

This year's event promises to be a spectacular occasion and having been one of the judges, I can confirm that the quality of nominees has been outstanding. The judging process was extremely difficult; however, I am sure everyone will be impressed with the Top 100 Shortlist. It highlights much of the hard work and inspirational projects being undertaken all over the UK by our women in construction and their allies.

On a personal note, I would like to thank our event sponsors, who, without their support, this evening would not be possible and finally I would like to congratulate our Top 100 women and allies whose remarkable achievements deserve to be celebrated.

Have a fantastic night and I look forward to meeting some of you during the course of the evening.

Construction Awards of Excellence

7 November 2024, Crowne Plaza, Nottingham

The Finalists have been announced!

Join us for a night celebrating with the best of the best! Book your tickets now:

https://builders.org.uk/events/construction-awards-of-excellence-2024/

Categories to celebrate the extraordinary

Best Building Contractor
- GF Tomlinson
- Baxall
- Britcon

Excellence in Sustainable Construction
- Evo Energy
- Grayson
- Emmerson Critchley
- Deeley

Innovation in Construction Technology – *sponsored by Next Technology*
- Discrete Heat
- Vector Homes
- Szerelmey

Outstanding Residential Development – *sponsored by Roma Finance*
- Meldrum Group for Magdalene Court, Newcastle upon Tyne
- Deeley Group for Sandstone Court, Telford
- Seddon Housing Partnerships for Sale West Estate, Manchester

Inspiring Infrastructure Project – *sponsored by Allstar*
- Pearce Construction for Ilfracombe Watersports Centre, Devon
- Crown Highways for Willenhall Greenway Schem
- Walker Construction for Ava Footbridge

Excellence in Educational Building
- GF Tomlinson for St Leonard School Kingston Centre, Stafford
- Pearce Construction for Ilfracombe Watersports Centre, Devon
- Thomas Johnstone for Harmeny Education Trust Outdoor Learning Hub, Balerno
- Interclass for Construction Skills Centre, Walsall College

Exceptional Healthcare Facility
- GF Tomlinson for Osborne Building, Leicester Royal
- John Perkins Construction for Cossham Hospital, Bristol
- Interclass for Project Chrysalis, Harplands Hospital, Stoke on Trent

Outstanding Housebuilder
- Keep Moat
- Thakeham
- Home Republic

Rising Star
- The Brickhub Ltd
- Willmott Dixon
- HJK Properties
- Deeley

Diversity and Inclusion Champion
- Tilbury Douglas
- Zone Construction Consultants
- Core Recruiter

Health, Safety, and Wellbeing Excellence – *sponsored by CItation*
- EHA Group
- G F Tomlinson
- On the Tools
- T Manners

Remarkable Heritage and Conservation Project – *sponsored by Crosby Associates Media*
- Simpson (York) for Ledston Hall, Castleford
- Tilbury Douglas for Scottish National Galleries, Edinburgh
- Szerelmey for St Johns College, Oxford
- Baxall for Cawthorn Building, Tonbridge School, Kent
- NCS for 9-17 Collingwood Stree, Newcastle upon Tyne
- Hodgson Sayers for Crown Street Library, Darlington

Training Initiative
- GF Tomlinson
- Gen Carbon
- Fourply

Outstanding Tradesperson
- GF Tomlinson
- Constructionarium

Top 100 Women in Construction and beyond

Danny Clarke, Engagement Director, England, CITB

The construction industry is built on vision, innovation, and strength. However, one of the greatest assets we have often goes unrecognised – our people. The Top 100 Women in Construction Awards are now in its third year and continue to recognise women and the work that they do. As part of our commitment to recognising, supporting, and advancing the extraordinary women who shape the future of construction, we have a programme to support individuals to develop their careers.

Programme Overview

Our commitment to supporting diversity and encouraging inclusivity celebrates the women making strides in construction and those who champion gender equality, both within and beyond the industry. By spotlighting the Top 100 Women in Construction, we are elevating leaders who are breaking barriers, creating inclusive work environments, and pushing the boundaries of what's possible.

We know change doesn't happen alone. That's why this programme also highlights the contributions of allies – individuals of any gender who actively support diversity, inclusion, and the progress of women in the industry. Together, we aim to transform the landscape of construction for future generations.

Goals and Objectives

1. **Recognition and Celebration:** We aim to honour women who have made significant contributions to construction and its related fields, from trades and site roles including project management and engineering to design and leadership.
2. **Mentorship and Development:** Through mentoring, networking, and professional development opportunities, the programme will equip future female leaders and their allies with the tools to excel.
3. **Promoting Gender Equity:** The programme will also advocate for policies and practices that ensure gender equity within the construction sector, promoting inclusive hiring and developing leadership opportunities.
4. **Ally Engagement:** We believe that gender equity benefits everyone, and through our allyship initiative, we will involve colleagues and leaders in this journey. They will help to foster a culture of inclusion, create opportunities, and champion the achievements of women in the industry.

Key Initiatives

- **Top 100 Women in Construction List:** Annually, we will feature 100 women who exemplify leadership, innovation, and advocacy within construction. These individuals will act as role models, inspiring the next generation.
- **Networking and Development Events:** Regular events designed to foster relationships, share knowledge, and cultivate mentorship. These events will focus on leadership, business acumen, technical skills, and personal growth. Our next event will be becoming a better ally, 29 October 2024.

Get Involved

We invite everyone – whether you're a woman in construction, an ally, or an organisation looking to make a difference – to join us on this transformative journey. Together, we can build an industry where diversity is celebrated, inclusion is the standard, and opportunity knows no bounds.

Join the Legacy

Become part of a programme that not only celebrates the past and present but also invests in the future. The Top 100 Women in Construction and the programme are about more than recognition: it's about creating lasting change. Let's leave a legacy that empowers, elevates, and includes everyone. Get in touch by contacting Lucy Bradley **(lucy.bradley@citb.co.uk**).

Sally-Anne Hayward

Sally-Anne is an award-winning comedian (Best UK Compere 2019 and Holsten Pils 'Fans of Comedy' award). She has performed all over the world and provided UK and international tour support for Sarah Millican.

As seen and heard on The Blame Game (BBC Ulster), Secrets of the Comedy Circuit (ITVX), Tell Teresa (BBC Radio Ulster), Elephant in the Room (BBC Radio 4), The Breakfast Show (Star 107.2). She co-hosts award-nominated drink-themed Spit or Swallow Podcast along with Lou Conran – together they incorporate their love of wine, celebrity guests, and drunk stories.

Sally-Anne has also performed as TV warm-up on 'Deal or No Deal' on Channel 4.

Her writing talents saw her get through to the second round of the Female Pilot's Club in 2022.

'Sally-Anne Hayward has figured out her niche is filling that accessible naughty but niceness of early Sarah Millican... Whatever she's selling, we're buying: the pitch is so practiced, so elegant, so unobtrusive you'll struggle not to laugh.' British Comedy Guide.

'The feedback about Sally-Anne has been fantastic. Her comedy set couldn't have been better suited – the audience loved her and it took the event to the next level.' British HR Awards 2022.

Sally-Anne is currently on tour with her show 'Egg Shortage' and is a nominee for the Comedy Award in the 2024 Radio Academy ARIA's.

sallyannehayward.com

@SallyAnneComedy

Principal Supporter

For over 140 years we have worked with people, organisations and economies to help them identify and develop the skills they need to thrive. We understand the life changing link between skills development, social mobility, prosperity and success. Everything we do is focused on developing and delivering high-quality training, qualifications, assessments and credentials that lead to jobs and meet the changing needs of industry.

We partner with our customers to deliver work-based learning programmes that build competency to support better prospects for people, organisations and wider society. We create flexible learning pathways that support life long employability, because we believe that people deserve the opportunity to (re)train and (re)learn again and again – gaining new skills at every stage of life, regardless of where they start.

As a Royal Chartered Institute and a registered charity, everything we do is charitable. We invest our surplus into targeted acquisitions and expanding and enhancing our solutions across all of our brands, to meet the changing needs of organisations and industries. We collaborate with industries and governments to campaign for systemic improvements across the global skills training system. Through our City & Guilds Foundation we amplify our purpose by focusing on high impact social investment, recognition and advocacy programmes which remove barriers to getting a job,celebrate best practice on the job and advocate for jobs of the future.

The City & Guilds community of brands includes Gen2, ILM, Intertrain, Trade Skills 4U, Kineo andThe Oxford Group.

NFB – Top 100 WIC Programme

Addressing the inequalities in PPE provision and design among minority groups in the construction industry, and beyond.

We recognise that ill-fitting PPE is an issue felt across both male-dominated, and female-dominated industries. The construction sector can be a pioneer in this and be the first industry to make a solid effort to enforce the provision of PPE that fits.

Now wouldn't that be something to be proud of?

Join the movement, sign the charter, fulfil the commitments:
https://www.shponline.co.uk/inclusive-ppe-charter/

Want to find PPE that fits?

Check out the CIOB's PPE Directory of manufacturers that provide PPE that fits:
https://ppethatfits.com/directory/

Socials:

@thePPEcampaign

Katy Robinson

SCAN ME

Local Heroes – Midlands

Kayleigh Merritt, Head of Training and Development, Winvic Construction Ltd

Soraia Pardal, HR Business Partner, CPI Euromix

Tehmi Parinchy, Managing Director, ProBuild360 Ltd

Supported by NFB Birmingham Association

NFB Birmingham Association represents NFB members in the Birmingham and surrounding area.

If offers support to NFB businesses within the Birmingham area including events, projects and programmes that support their businesses and benefit the construction industry as a whole.

Local Heroes – South West

Danielle Haskings, Head of Sustainability and Social Value, MCS

Emma Tate, Head of Shared Apprenticeships, South-West Shared Apprenticeship Company Limited

Karen Flanagan, Senior Commercial Manager, JSS Rail Ltd (Sisk Rail)

Supported by South West Builders Federation

Initially known as the South West Federation of Building Trade Employers, the organisation was founded in 1900 by builders from across the south west of England, to unify all their local Federations, the earliest of which was founded in Bristol in 1874.

It continued in much the same format up until 1960 when, with other similar Regional Federations, it became a member of the National Federation of Building Trade Employers (NFBTE) which later morphed into the current National Federation of Builders (NFB).

In 1974, it was decided that to improve efficiency and reduce costs, that the functions of all the Regions would be operated through a centralised national management & administration operation, with all their member companies becoming members of what is now the NFB.

At that time the Regional Federations were given the option to continue as an autonomous organisation and SWBF decided to do so and retain their main assets, but at the same time they enabled their members to transfer to the NFB. For the sake of clarity, the Federation was then renamed as the SWBF.

All members of the NFB with a Head Office in the South West Region are nominally members of SWBF and the Objects of the Federation require its income to be used for the benefit of those Members. For many years these benefits have included subsidising NFB annual membership fees; supporting several activities of the NFB; specific support to south west members and such schemes as the Princes Trust's 'Get into Construction schemes', which help young disadvantaged people fill some of the many vacancies in our industry.

For further information on SWBF and possible Grants please contact: **vanessa.swbf@gmail.com** or call **0117 953 0009**

Local Heroes – North West

Joanne James, Director, PLP Construction

Julie Baker, Social Value Manager, Keepmoat Ltd

Melissa Fazackerley, Director, DImension H & S Ltd

Supported by National Federation of Builders

As one of the UK's longest standing trade bodies, the NFB was created to represent the building profession and to promote conditions its members need to thrive and contribute to the economic success of the UK. Its members range from the sole trader to large, multi-million pound construction companies, with turnover ranging from below £500,000 to over £1.1 billion. The federation provides expert advice, training, representation and business services for members so that they can comply with industry standards, excel in delivery, and grow successful businesses.

Local Heroes – North East

Amy Hoskin, Senior Social Value and Stakeholder Advisor, John Sisk & Son

Denise Cherry, Training Manager, YIRTG

Lisa Pogson, Managing Director, Airmaster

Supported by Northern Counties Builders Federation

Northern Counties Builders Federation (NCBF), brings together construction companies and contractors operating in the North East. It is proactive in raising the profile of members, supporting training and plays an influential role within its network of regional partners, to support organisations and initiatives that exist to further the construction industry's success in the region.

Local Heroes – Wales

Alison Hourihane, Head of Sustainability and Social Value, Wynne Construction

Katherine Evans, Founder, Geologist, and gender equity consultant, Bold as Brass

Lisa Kelly-Roberts, Strategy Manager, John Kelly Construction Services Limited

Supported by City & Guilds

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The City & Guilds community of brands includes Gen2, ILM, Intertrain, Trade Skills 4U, Kineo and The Oxford Group.

www.cityandguilds.com

Local Heroes – Scotland

Emily Carr, Design Manager, Kier Construction

Natalie Horsfall, HR Manager, Thomas Johnstone Ltd

Wendy McFarlane, Finance Director/Chair of Diversity and Inclusion Network, CPI Mortars Ltd

Supported by Scottish Building Federation

Founded in 1895, the Scottish Building Federation (SBF) is the lead voice of the construction industry in Scotland, an industry which is the largest source of private investment north of the border and contributes around 10% to Scotland's GDP. The overall aim of the organisation is to ensure that the important contribution of the Scottish construction industry to Scotland's economy and society is recognised and valued, which it does through working with industry, government and the media, and that industry standards are raised.

The SBF promotes the interests of the construction industry to a diverse range of stakeholders and is the leading employers' federation for the industry, representing hundreds of individual companies from Orkney to the Borders.

The SBF provides an exclusive range of invaluable support services to a wide range of member companies, whether these are small single trade firms or major regional and national contractors. The shared objective that all members have in common is their commitment to health and safety, skills and integrity, ensuring the delivery of the highest standards of performance, professionalism.

Local Heroes – Northern Ireland

Lorna Hagan, Director, Construct Tuition

Melanie Dawson, Director, Origin7

Supported by ScaffEx

A trailblazing Scaffolding and Access conference hosted by the National Access and Scaffolding Confederation (NASC).

ScaffEx24 is a free-to-attend conference and exhibition that aims to bring together industry professionals, fostering collaboration and providing unparalleled insights into the scaffolding and access sector. Whether you are a seasoned professional or new to the industry, ScaffEx24 offers a unique and inclusive space for learning, networking, and discovering the latest advancements in scaffolding and access solutions.

The conference is hosted by Belfast born David Meade – an internationally renowned business speaker and mentalist who will be helping deliver the 4 pillars of the conference – Opportunity / Meet the Buyer / Innovation / Training & Education. With an impressive line up of the construction industry's keynote speakers such as Build UK CEO, Suzannah Nichol and CITB CEO Tim Balcon, as well as international guest speakers attending from Japan and USA.

ScaffEx24 also plays host to NASC's Ball & Awards which has become one of the most talked about events within the construction industry. This year the awards host is another well-known Belfast Boy, Actor and TV Personality, James Nesbitt.

Scaffex24 is scheduled to take place at ICC in Belfast on Friday 29 November 2024.

Local Heroes – South East

Chloe Xidhas, BW: Workplace Experts

Tehmina Khan, Business Manager, Hounslow Highways

Monica Chandran, Site Engineer, Jackson Civil Engineering

Supported by SY Limited

SY Limited specialises in providing bespoke technology solutions tailored for businesses in the construction industry. Our cutting-edge technology seamlessly integrates with your existing setup, consolidating spreadsheets and applications from multiple suppliers into one efficient Microsoft 365 based system. Our solutions offer clear insights into project P&L, simplify resource allocation, and enhance operational efficiency, empowering your business to achieve new heights of productivity and success.

Visit website:

https://www.sylimited.com/

Local Heroes – East of England

Julia Stevens, Chief Executive, Constructionarium Ltd

Kelly Cartwright, Director, Core Recruiter

Suzanne Moss, Business Manager, Ringway Infrastructure Services

Supported by Construction Anglia

Construction Anglia is the leading content hub for East Anglia's booming construction industry, covering Suffolk, Norfolk, Essex, and Cambridgeshire. With a wealth of local companies working on a wide range of projects, our platform is proud to showcase the region's construction successes.

Since our founding in 2020, our platform has been the go-to resource for industry news, business achievements, and events, offering professionals a place to connect and gain insights, as well as expert thought leadership on a range of topics.

Construction Anglia is run by Clare Yelland and the team at Friel, who specialise in construction marketing and business development. As well as being an information hub, we offer tailored services including marketing, business development, content creation, website design, and PR.

Want to learn more or find out how we can help share your construction news? Visit our website at **www.constructionanglia.com**, or email **info@constructionanglia.com.**

Woman On The Tools

Lana Edwards, Self-employed

Lydia Bailey, Sole Trader Painter & Decorator, Lyds Home Repair & Decorating

Nettie Taylor, Business Owner, ElizaTay Lady Decorators

Supported by Crosby Associates Media

NFB Award supporters Crosby Associates Media Limited is a leading UK contract publisher and media services provider which serves the publishing and multimedia needs of a host of professional associations, trade bodies, federations, and regional chambers of commerce, as well as publishing a portfolio of its own magazines across the B2B, and consumer sectors.

In the construction sector, Crosby Associates Media Limited has developed a close relationship over many years with the National Federation of Builders, publishing a suite of titles including Britbuild, Heritage and Traditional Building, and Housebuild magazines in collaboration with the federation, as well as producing its annual desk diary and wall planner products.

Crosby Associates Media Limited's involvement with the construction sector isn't restricted to the NFB, however. The company also works closely with organisations such as the Confederation of Roofing Contractors, Stone Federation Great Britain, Builders Merchants Federation, and the Scottish Building Federation to publish a wide range of sector-specific products. Elsewhere it works in partnership with a diverse body of organisations, including major chambers of commerce from London to Lancashire.

Crosby Associates Media Limited, during its 26 years has assembled a highly trained and experienced team to offer clients a comprehensive in-house publishing and advertising service, which is skilfully project managed from concept right through to delivery.

For more information visit **www.crosbyassociates.co.uk.**

One to Watch

Courtney Northrop, Trainee Project Engineer, Munro Building Services

Fiona Beddoes, Land Buyer, Gleeson Homes

Kynleigh Parker, Trainee Assistant Site Manager, Lovell Partnerships

Monica Chandran, Site engineer, Jackson Civil Engineering

Bletchley

Supported by The Bletchley Group (TBC)

The Bletchley Group is a fully independent insurance broker, providing tailor-made insurance policies to a broad range of clients of all sizes and in a variety of sectors.

Our services are underpinned by strong relationships with an extensive network of market leading insurers.

It's why we can source wider levels of cover to create the very best bespoke insurance solutions and not the standard package that everyone else has.

From our offices in Birmingham and London, we employ a dedicated claims team to assist our clients whenever they need us.

www.bletchleygroup.com

Client Influencer

Carlene Goodearl, Senior Development Manager, Rangeford Villages

Christine Jordaan, Senior Utilities Manager, Thakeham

Liz McDermott, Managing Director, QuickFix Profiles

NFB™
National Federation of Builders

Supported by National Federation of Builders

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Contractor Influencer

Becky Slater, Head of SHEQ, Bagnalls

Carolyn Jay, Community and Place Manager, Ringway Infrastructure Services

Renee Preston, CEO/Director, Gallaway Construction

Designer Influencer

Bethany Holroyd, Author and Facilitator, Bethany Holroyd

Damini Sharma, CEO, The OM Group

Sam May, Principal Consultant, WSP

Citation

Contractor – Supported by Citation

Work smarter, not harder with Citation
Citation are a long-standing Associate Member of NFB and proud to sponsor the 'Most Influential Contractor' Category at such an incredible awards evening celebrating women in the sector and making female and non-binary role models more visible and accessible.

Whether you're starting a business or growing a one, at Citation you'll find everything you need to help you get Health & Safety and accreditation right.

Who are we?
- 160+ professionals, barristers, solicitors and Health & Safety experts here for you 24/7
- 25+ years supporting UK businesses
- 50,000+ brilliant clients
- Rated 'Excellent' by our clients on Trustpilot

We enjoy deciphering thousands of pages of regulations, and finding affordable, intelligent solutions to keep compliance and growth simple for businesses like yours. And we don't stop there, we'll help you win more tenders, achieve the highest standards and stand out from the crowd with hassle-free certifications and accreditations.

How?
- 24/7 expert advice – Round-the-clock phone access to expert Health & Safety professionals

- Atlas, our smart compliance technology – Manage essential Health & Safety tasks, training and documentation in one place, including risk assessments and incident reporting

- Specialist on-site support – Don't worry, we'll come to you with annual site inspections

- Documentation, sorted – Our experts have them covered for you, so you can focus on what you do best.

www.citation.co.uk

Allies

Alice Brookes, Brand Manager, On the Tools

Claire Brown, Senior Sustainability Consultant, Turner & Townsend

Clare Yelland, Managing Director, Friel

Gail Farley, Head of Customer Experience, HMS Works

Jason Newton, Redrow NW - Winner

Joanna Strahan, Founder, C2C Group

Lade Ogunlaja, Assistant Project Manager, Turner & Townsend

Magdalena Stefaniak, Early Careers Manager, Tilbury Douglas

Tony O'Sullivan, CPI Mortars Ltd - Winner

Kelly Cartwright , Director, Core Recruiter

Table Supporter

Chapel House
Training and Consultancy
Authenticity | Excellence | Partnership | Passion

Supported by Chapel House Training and Consultancy

Established in 2011 Chapel House is a Yorkshire based learning and development company specialising in leadership development and coaching & mentoring. We also offer boutique consultancy service in the field of organisational design and development. We are an Institute of Leadership and Management (ILM) and Chartered Management Institute (CMI) accredited centre offering qualifications for new, mid-level and senior and strategic leaders each of which is focused on delivering meaningful personal and business change We are proud to partner with NFB delivering a range of leadership development programmes including the prestigious "Leading with Integrity' programme which has been specially developed for women working in construction and their allies.

www.thechapelhousegroup.co.uk

Angela Forbes MBE

Chief Executive, Buildforce

"It has been fantastic to see great talent across the Nations, particularly women who are pioneering great practises and new ways of working. What sits at the heart of all our nominees is both a love for our great sector, and an unrivalled kindness in supporting others. It's been staggering to read the selflessness and sacrifices made by many, whilst juggling their own careers and families. I applaud every single nominee."

Cathryn Greville

Head of Fairness, Inclusion & Respect, Action Sustainability

"I'm thrilled to be part of the judging panel for this year's Awards. Celebrating the projects, careers, achievements and impact of women and allies in the built environment sector is so critical, and the platform and community that finalists in these Awards have joined makes it even more special. A huge congratulations to all nominees, finalists, and of course, our 2024 Award Winners!"

Ele George

Founding Director, EleVate

"I accepted the opportunity to be a judge because I'm passionate about celebrating innovation and championing diversity in construction. With over two decades of experience in sustainable construction, I've witnessed the industry's challenges, especially the gender imbalance. Being named one of the Top 100 Influential Women in Construction in 2022 was a proud moment that reinforced my commitment to driving change. Being part of these Awards has been incredibly rewarding—it's inspiring to see so many talented individuals and projects pushing the boundaries and setting new standards in our industry. It's a privilege to help shine a light on those driving the change we need to see, especially when it comes to inclusivity and sustainability."

Faye Allen

Director, J S Held LLC

"Having been in the construction industry for 30 years and being passionate about making things better for everyone but particularly women so we can move that dial, being listed as one of the Top 100 Influencers in 2023 was an honour. Being asked to be a judge for the 2024 Top 100 has been a privilege. The industry can be tough, so reading about the journeys of so many amazing women working in the industry has been amazing. It was great to read of so many women's achievements and the work they are doing to make our industry better for the next generations. Huge congratulations to everyone!"

Helen Hewitt

Chief Executive, British Woodworking Federation (BWF)

"Volunteering to be a judge is an added bonus of my job as well as one of my favourite. I have been blown away by the sheer passion and dedication shown by everyone in their nominations and found it very hard to choose - each entry was incredible, with their own story to tell on why working in the construction sector is so important to them and the difference they want to make for women in the future."

Jenny Herdman

Director of Skills Partnership,
Home Builders Federation

Jo Britton

Director, Pace Development

"Huge congratulations to everyone who was nominated and to the winners. It's an honour to be part of the judging panel for these awards because you are the much-needed role models for industry and are paving the way for future generations. Your accomplishments deserve to be recognised and celebrated."

Julia Heap

Principle & Chief Executive, Hopwood Hall College

"Being appointed to the CITB board earlier in 2024 has been very insightful and a real privilege. When asked to be a Judge for the Top 100 Women in Construction Awards for CITB and NFB, I jumped at the chance. In my local area of Rochdale and Greater Manchester I have the opportunity to work with so many influential and inspiring women in construction and beyond and this was chance for me to learn about more of these brilliant women who are breaking down barriers every day! A huge congratulations to all those nominated, I have been inspired and your nomination is it is a real credit to you, your ambitions and your industry! Keep up the great work and let's remember the words of Beyonce "who run the world GIRLS!"

Leigh Hughes

Managing Director, Felicitas Consultancy & CITB Welsh Nation Chair

"It's been an honour to be asked to judge these prestigious awards recognising the significant impact and improvement all the women are continuing to do in making positive contributions and change to the construction industry."

Maria Coultar BEM MRICS

Founder, Construction Coach

"Our industry can be quite fragmented so awards like this are a great opportunity to shine the light on the brilliant work that is being done by women in our industry to make it better for everyone. I love being a judge because I get to read such inspiring stories which inspires me. We are all in this together."

Mark Southgate

Chief Executive, MOBIE

"I am delighted to have been asked to be a judge in this year's Top 100 Women in Construction awards. It was inspiring to review so many great entries from amazing people who are, literally, changing the face of the built environment industry and making brilliant contributions in their own fields. Based on this year's entries, our future is in good hands!"

Monique Jones

Operations Manager, J Randall Roofing Contractors

"It has been a true pleasure being part of the Judging Panel, we have amazing talent in the Construction Industry displaying, dedication and passion. Here at J Randall we are very proud to be part of this Journey of change."

Nicola Hodkinson

Owner & Director, Seddon Construction Ltd

"I was delighted to be asked to be a judge and it was a pretty tough gig looking through the amazing initiatives that women in construction are doing, really powerful stuff!"

Nikki Davis

Principal and CEO, Leeds College of Building

"I have been delighted to be part of the judging panel this year and have the privilege to read the amazing ways women are leading the sector. Not everyone can win, but all should be very proud of their work."

Dr Roni Savage

CEO & Founder, Jomas Associates

"After being recognised as the Most Influential Overall in 2022, serving as a judge for the Top100 Women in Construction Awards over the past two years has been an incredible honour. It is a privilege to celebrate the remarkable achievements of women in our industry and inspire the next generation to break barriers and reach new heights. I know firsthand the impact this recognition has on the women celebrated, women who serve as role models for those who will follow."

Richard Beresford

CEO of the National Federation of Builders

"The quality of nominees has been outstanding and it is encouraging to see so many women in the sector making such a huge impact in their own roles and through supporting others."

Ruth Devine

Managing Director, SJD Electrical

"I'm delighted to support and amplify the work of all women in the built environment sector. The entries have been phenomenal and truly inspiring, congratulations to all the very worthy finalists."

Samantha Downie

Managing Director, Mates in Mind

"I am delighted to be a judge for the Top 100 Women in Construction Awards because at it helps to promote the work of women in the construction industry which ultimately leads towards better equality and inclusion for everyone."

Sandi Rhys-Jones

Immediate Past President of the CIOB

"When I started in the industry, there was just a handful of visible women - I was often the only female speaking at a conference with hundreds of men. It is a special pleasure to be judge for these awards and to see so many talented women out there. So rather than just moaning on all the time about the low percentages, especially on site, it is really important to remember and acknowledge them all."

Sara Barnes

Preconstruction & Marketing Manager, Consultant, NED, Speaker and Coach.

"I attended the first Top 100 Women in Construction Awards two years ago and I was so inspired by all the nominees and winners in the room. It's such an honour to continue to support these Awards as a judge and help celebrate all the amazing achievements and successes in the industry. Events like these are so important in inspiring the next generation and creating future role models"

Siu Mun Li

Director, Temporary Works Forum UK

"I accepted the opportunity of being a judge because I fully believe in supporting talent and recognising and celebrating others' achievements. Being part of these Awards and the community they have created has been an incredibly rewarding experience, which has allowed me to witness and acknowledge the remarkable achievements of individuals across the construction industry."

Stephen Gray BEng CEng MICE

Head of Engineering Development, BAM Nuttall Ltd

"I volunteered to be a judge to find out more about the fantastic women employed in our industry. I've thoroughly enjoyed reading stories of dedicated women, showing persistence and influencing those around them, in order to improve equality and diversity in the industry."

Zoe Brooke

Managing Director, Ezrah Construction Ltd and
Founder & Chair, The Save Construction Initiative

"I am a strong supporter of the EDI agenda, and nothing brings me more joy than witnessing individuals being recognised for their dedication and effort. It's vital to promote and celebrate the accomplishments of women in our field to cultivate a more inclusive work environment. Accepting the role of judge was the straightforward part; the real challenge was selecting the winners. Every participant should take immense pride in their achievements, as they all deserve a spot in the Top 100."

Amanda Newman

Client Account Lead Senior Manager, Accenture

Annette Jones

Group Accountant, Foundation Developments

Barbara Akinkunmi

Founder, Girls under construction

Colin Marrs

Editor, Construction News

Kat Parsons

Group Head of Diversity, Equity and Inclusion, ISS

Lynda Thwaite

Head of Brand & Communications, Carpenters Group

Naz Lewis-Humphrey

Director, BE Associates Ltd

Paul Gaze

CEO, Hire Association Europe (HAE)

Paul Porter

Co-Founder, Being Human

The Top 100

Congratulations to the Top 100 most influential women in construction 2024. Over the next few pages, you can read about each of the Top 100 and the winners of each category (in their own words) about their experiences within construction. The Top 100 Influencers list is in alphabetical order by first name.

Alanna Bowler
Donaldson Timber Systems

Woman on The Tools

I joined Donaldson Timber Systems (DTS) in 2015, as factory administrator. At the time, I was one of only two women and nine men working in the manufacturing department. Within 18 months, I was promoted to trainee manager and two years later I became materials and logistics manager. Since then, I have progressed through the ranks to factory manager, expanding the manufacturing team to seven women and ten men.

The business has undergone major changes in the last nine years. I have led the team through the implementation of a business management system to meet ISO9001/14001 accreditations; the development and implementation of a new ERP system and the revamp of the DTS Witney factory with a new automated floor line and robotic wall line, following an investment of more than £10m.

I have a methodical and calm approach to managing a busy factory, developing a culture of mutual respect between management and the rest of the team. Having witnessed and experienced negative management styles during my career, I use my position to champion positive attitudes and behaviours amongst the team, to ensure what can be an intense working environment is also a respectful and enjoyable one.

Alice Brookes
On The Tools

Allies - Winner

Alice is the Brand Manager for On The Tools: the UK's largest online construction community. At the forefront of the brand team, Alice leads initiatives that connect construction to empower UK tradespeople. Her role involves overseeing strategic marketing campaigns, running the On The Tools Awards, PR activity, and managing the development and publication of industry-defining reports.

Beginning her career in education, Alice saw first-hand the lack of encouragement for young women to enter the construction industry. This became a major motivation in the creation and distribution of the groundbreaking 'Women On The Tools White Paper': the first major research piece undertaken by On The Tools. The report not only highlights obstacles faced by tradeswomen but also shines a light on those who are thriving.

Since then, Alice has focused on upholding women in the trade, from officially supporting the Women Installers Together event, to administration of the 'Women On The Tools' Facebook group. Her recent PR efforts on The One Show featured a female plasterer, highlighting a female tradesperson on national TV.

Alice uses the growing On The Tools Awards to spotlight women in the industry, also ensuring a diverse judging panel. The awards celebrate those in the industry who rarely receive the recognition they deserve. In 2023, One-quarter of the winners were women, and Alice wants to further increase On The Tools' outreach to tradeswomen for 2024.

Whatever the project, she has a consideration for supporting and highlighting women in the trade.

Alishba Chaudhary
Arch Henderson LLP

One to Watch

As a civil engineer from Pakistan, my journey in the construction industry has been one of resilience, determination, and breaking through barriers. In a country where women are often encouraged to pursue careers in medicine, I chose a different path and studied engineering. This decision wasn't easy, especially in a civil engineering department where the female-to-male ratio was 1:40. Although the path was challenging, I remained focused and committed, securing scholarships throughout my studies and ultimately earning a gold medal for my academic achievements.

After completing my master's degree in Structural Design and Construction Management with Sustainability in January 2024—where I graduated with distinction in all subjects—I joined Arch Henderson LLP. In this role, I've been committed to promoting equality, diversity, inclusion, and equity within the industry. During my initial site visits, being surrounded by massive machinery and cranes was quite intimidating, but the support and encouragement from the site team really helped me push through those initial nerves. Their appreciation has been key in building my confidence and deepening my commitment to the field.

One of the initiatives I'm particularly proud of is an online mentorship program I started, aimed at empowering young women from underdeveloped countries to pursue careers in engineering. Having faced many challenges myself, including adjusting to a new country and overcoming cultural differences, I'm passionate about helping others navigate the obstacles in this male-dominated field. I take great pride in being a role model for minorities and young girls, showing them that with perseverance and dedication, they can achieve their goals in construction industry.

Alison Hourihane
Wynne Construction

Local Hero Wales

With over 30 years of experience in STEM sectors, particularly in manufacturing, IT, and construction, I have been a steadfast advocate for the construction industry in Wales. My diverse background in marketing, business development, and social value has enabled me to make a significant impact by ensuring a broad audience, from school pupils to job seekers, is informed about the vast opportunities within the industry.

I played a pivotal role in establishing the Wynne Futures Foundation, an initiative aimed at enhancing knowledge, skills, training, and development, while supporting social value activities across Wynne Construction's operations. A key initiative of the foundation, "Maths in the Workplace," has successfully engaged over 780 pupils in the past year.

My involvement with CITB has also been substantial, where I facilitated work experience placements through initiatives like the On Site Experience hub, many of which have led to employment opportunities. I have been a strong supporter of the CITB's See Your Site programme, coordinating site visits across North, Mid, and South Wales, in line with my company's expanding footprint.

As the inaugural Chair of CITB's Construction Cluster Group, I have led efforts to align the construction industry's needs with regional employment and skills strategies. My commitment to diversity and inclusion is evident through my support for CITB's Women in Construction events, which have inspired numerous young women to explore careers in the field.

Additionally, my dedication to social value is reflected in joining the newly created Institute of Social Value, through winning Awards from Careers Wales and recognition for success on our projects from Constructing Excellence Wales. I aim to continue to champion initiatives that foster positive change within the industry and the communities across Wales.

Anya Mayor
Donaldson Timber Systems

Woman on The Tools

Anya was recently appointed as Business Systems Director at Donaldson Timber Engineering (DTE), making her the first female director of the business.

She began her career as a graduate trainee at the Wolseley Group, before becoming an I-Joist Designer. She joined DTE in 2010 and has moved up the ranks from an I-Joist Designer to Design Office Manager and General Manager, before becoming Business Systems Director in March 2024.

She has played a critical role in developing the team at DTE, notably helping grow the I-Joist team from 3 to 33. I-Joist output has tripled in the last decade, resulting in DTE becoming the leading I-joist business in the UK.

Following Anya's promotion, she has supported five other colleagues to progress into leadership positions, three of which were women. Developing talent from within has always been a key commitment from the team, and by giving employees the opportunity to try different areas of the business, as she did, she is proud to help colleagues, particularly women, move up.

Anya is passionate about coaching and developing a diverse range of colleagues. By pulling from her own experience, Anya has been instrumental in mentoring and training over 100 people.

Currently responsible for manging business systems, Anya identifies improvement opportunities to streamline processes and share best practice within the DTE network of nine branches. Her recent introduction of an EPOD, a paperless proof of delivery system, has resulted in increased efficiencies, which has saved time and boosted customer satisfaction rates.

Avril Coleman
SafeSite Facilities

Local Hero Southeast

I have been with Safe Site Facilities Ltd for nearly a decade and have worn many hats during this time. I have always had a passion for fostering inclusion and wellbeing, particularly for underrepresented groups. Early in my career, I completed a Master's degree in Community Psychology, focusing on the inclusion of marginalised groups in both community and workplace settings. Throughout my career, I have continued to demonstrate a commitment to equality, diversity, and inclusion (EDI), championing numerous initiatives and actively seeking to support activities that benefit underrepresented communities, while reinforcing our company's commitment to social responsibility.

Through my experiences, I have witnessed the unique challenges faced by underrepresented groups within the construction industry and have taken proactive steps to ensure that EDI remains a priority. As part of my efforts, I have worked closely with my team to champion our company's mental health and well-being initiative, recognising the critical importance of mental wellness in a demanding industry. In a predominantly male-dominated field, mental health and wellbeing is not something that has always been at the forefront of conversation, although that narrative is now slowly changing. I am eager to be a driving force in these ongoing discussions and to create environments where everyone feels valued and empowered in the construction industry and beyond.

Becky Slater
Bagnalls

Contractor Influencer

I am honoured to have been nominated and shortlisted for these awards, having worked in the construction sector for several years. Since 2020 I have been Head of SHEQ for Bagnalls, the national painting contractor.

Throughout my working life I have always believed passionately in developing the next generation, whether through providing training or coaching, or by mentoring individuals to reach their potential, irrespective of their background, experience or gender. I believe that it is fundamentally important to empower everyone within the workplace to encourage open and honest conversations.

I'm always looking for continual improvement driven through engaging with colleagues across all levels of the business. As a result, we have introduced new work at height equipment to reduce accidents in one of our highest risk areas.

In recent years there has been significant improvement in the workplace for women in the construction sector, however, there is still opportunity for further progress. Something that I am very proud of is the work I have undertaken to ensure that every woman has a choice in their workwear/PPE options alongside their male colleagues at Bagnalls. This includes what we believe to be the first bespoke female painter bib and brace offering. I firmly believe that to encourage more women to enter the industry we need to actively seek ways to improve their working environments. Through this project I have also been able to provide inclusive workwear for all, including those with religious requirements or specific disabilities.

Bethany Holroyd
Bethany Holroyd

Designer Influencer

Bethany is a trailblazer in the construction industry, renowned for her dedication to reshaping perceptions and roles within the sector, particularly in health and safety.

With a robust background in construction and civil engineering, coupled with a passion for education, she has become a vital contributor to various organisations and professional institutions, advocating for policy and programme development that supports early career professionals. Her passion extends beyond the workplace into children's literature, where she saw an opportunity to create something special for the industry and authored, The Safety Superhero. This groundbreaking book, aimed at Key Stage One children, is a pioneering effort to instil safety consciousness and to challenge role diversity from an early age. Its rapid climb to a number one bestseller within just 24 hours of release, shows its impact and the positive reception from numerous commendations.

Bethany's influence is further amplified in her role as a Senior Partner at Human Capital Partners. Here, she leverages her expertise to support transformative learning and development programmes for some of the world's most prominent and influential organisations.

Her multifaceted contributions—ranging from policy development and early career support to authoring influential children's literature —underscore her status as a visionary leader. Her efforts are instrumental in nurturing the next generation of construction professionals and advocating for a safer, more inclusive industry.

Bex Fellows
On the Tools

Allies

Bex Fellows is a dedicated Senior Brand Executive at On The Tools, the UK's largest online community for tradespeople. Their journey into the construction industry, initially driven by a passion for media production, evolved into a profound commitment to advocating for diversity, equity, and inclusion within the sector. Since joining On The Tools in January 2020, Bex has immersed themselves in understanding and addressing the challenges faced by tradespeople, particularly focusing on underrepresented groups.

Bex's efforts have been particularly impactful in promoting gender diversity within the construction industry. Their work on the 'Women On The Tools' white paper highlighted the systemic issues faced by tradeswomen, including the need for improved facilities and supportive policies on-site.

In addition to gender diversity, Bex has been a vocal advocate for inclusivity across various dimensions, including LGBTQIA+ and neurodiversity. They have spearheaded campaigns and created resources to challenge stereotypes and foster a more inclusive environment. Through projects like the 'Closing the Gap' white paper, Bex has addressed critical issues such as the skills shortage in construction, promoting industry-wide collaboration and raising awareness through high-profile media features.

Bex's work is driven by a deep-seated belief in the transformative power of advocacy and mentorship. They remain committed to creating a construction industry where every tradesperson, regardless of background, can thrive and contribute to a more equitable future.

Bobbiemay Smith
Roof Girl UK

One to Watch

As a dedicated advocate for women in construction, I've had the privilege of transforming my passion for roofing into a successful career. Starting as an apprentice under the mentorship of my father, 'The Roofing Outlaw,' I've honed my skills in traditional roofing techniques and developed a deep appreciation for the intricate art of leadwork and slate craftsmanship.

My work has taken me across the country, where I've had the opportunity to showcase my expertise on a variety of high-profile projects. One notable example is a stunning installation in Harrogate, featuring intricate diamond bands and hexagon patterns.

Beyond my technical skills, I'm committed to using my platform to empower women in the construction industry. By sharing my experiences and advocating for gender equality, I aim to break down barriers, challenge stereotypes, and create a more inclusive work environment.

I believe that every woman deserves to feel comfortable, respected, and supported on a construction site. Through my work, I'm striving to raise awareness about the unique needs and challenges faced by female tradespeople and to promote a culture of inclusivity and empowerment.

As an advocate for women in construction, I'm honoured to be shortlisted for the Top 100 Most Influential Women in Construction award.

Carlene Goodearl
Rangeford Villages

Client Influencer

Whilst studying for her law degree, Carlene started working as a construction site manager, refurbishing express stores, within the London. After successfully completing her degree and started working at a prestigious law firm, Carlene missed the excitement and varied responsibilities that came from working onsite. Carlene joined Midas as their youngest and only female site manager, working on a £20million scheme at the age of 22. Carlene quickly rose through the ranks and became a number one onsite, running multi-million-pound projects at the age of 23. During her time at Midas, Carlene won the National Considerate Constructors Scheme award (Silver) for mentoring young females and going to speak at secondary schools to girls about a career in construction.

Carlene then moved to Anchor, the largest provider of specialist care, where she held multiple roles such as overseeing aftercare, delivering new build, heading up the construction team and finally, heading up the technical and commercial teams in the south. During her time at Anchor, Carlene delivered over 200 homes and contracted with partners, over 600 homes. Carlene worked on joint ventures and was the lead on development funding agreements with other providers.

Carlene most recently has joined Rangeford Villages, where she oversees all onsite construction activities. During her 11 months with Rangeford, she has assisted with delivery of two villages comprising of over 200 apartments and central facilities, she has also worked with colleagues to put a further 190 units onsite, with swimming pool/restaurant and wellness complex.

Carlene sits on the board of WISH (Women in Social Housing) south east, and as an ambassador for WIRL (Women in Retirement Living) is overseeing the mentoring programme. Outside of work, Carlene mentors various young women within the construction industry. She is truly passionate about bringing young, talented females into the construction industry.

Carley Fountain
Castle Climate Control Ltd

Local Hero Midlands

My career in HVAC started around 12 years ago, utilising my customer service, organisational and communication skills in a busy maintenance department for a small business. Two years later, with my husband, we set up our very own company specialising in air conditioning and renewable heating systems.

Outside of the day to day running of the business, I volunteer my time at the local college, working with the construction department and have delivered STEM workshops and been a guest on a panel for Women in Construction. It's fantastic to be working alongside the college who share my passion for encouraging diversity within the industry.

I am an active member of the Institute of Refrigeration Women in RACHP steering group which is also an opportunity to encourage growth within our ever-evolving industry, as part of this I have become a STEM Ambassador and I deliver small workshops to primary aged children. This allows me to share my passion for renewable heating technologies in a fun and interesting way and hopefully inspire children, particularly girls to grow up enjoying STEM subjects.

Carly Hughes
Immerse Safety Ltd

Local Hero East of England

Throughout my ten-year career as a Health and Safety professional, I have been enthusiastically committed to enhancing safety standards within businesses and sharing my expertise with others.

One of my most fulfilling accomplishments has been teaching and mentoring, where I get the opportunity to pass on my knowledge to both newcomers and experienced professionals. Seeing others grow and succeed in their health and safety careers is incredibly rewarding.

I am particularly proud of my work with SMEs, who often lack the resources for dedicated health and safety teams, and I have been able to make a significant impact by helping them develop robust safety programs.

Achieving Chartered Status with IOSH at the age of 27 was a milestone in my career, reflecting my dedication and expertise in the field. This accomplishment has opened doors for me to mentor other female professionals in construction health and safety, which is a passion close to my heart. I believe in the importance of diversity and inclusion in our industry, and I am committed to supporting and guiding the next generation of female leaders.

My passion for working in construction stems from the dynamic nature of the industry. Every project presents new challenges and opportunities to innovate, and hurdles to overcome. I ensure that safety remains at the forefront. I am driven by the knowledge that my work directly contributes to the wellbeing of those on site and the success of the projects I am involved in.

I strive to ensure that every worker goes home to their family every single day.

Carolyn Jay
Ringway Infrastructure Services

Winner - Contractor Influencer

Carolyn is the community and place manager for Ringway Infrastructure Services, working on their contract for Surrey County Council. She delivers social value, with a passion for opening up opportunities in the world of highways to all Surrey residents, but especially young people. Carolyn also leads on EDI and wellbeing for the contract. She has spearheaded the Ringway Respect Campaign, which promotes inclusion and inclusive management, and the ManBassador programme, which uses trained male advocates to deliver a listening and signposting service, as well as campaigns to break down stigma and myths around men's health.

Carolyn started her career in international development, managing communications for a major UK aid agency focused on the Middle East, Europe and Central Asia. She then worked for Citizens Advice, before a family move took her overseas. A return to the UK opened up opportunities in local government, where she set up a project for Winchester City Council to enable people to return to employment through work experience placements, and managed their apprenticeship programme. She then became the operational lead for Hampshire County Council's Construction Skills Fund project, which trained 1800 people over 3 years, with a 37% success rate for in-work retention after 3 months. Carolyn draws on years of experience to challenge existing ways of thinking, break down barriers to engagement and create new opportunities to bring talent and potential into highways.

Catherine Lubin
WSP

Designer Influencer

I am a Principal Health and Safety Consultant within the WSP CDM Advisory and Health and Safety team, providing nationwide support from the Birmingham office. I have delivered CDM and health and safety support both in-house and for external clients.

I have extensive experience of site audits, providing CDM advice to clients, Principal Contractors and Principal Designers, and assistance with the implementation and operation of health, safety and environmental management systems accredited to ISO standards.

I have also developed excellent relationships with both internal and external clients, and thrive to continuously improve business relationships by providing support that is specific to the needs of each client and project. My goal is to ensure that everybody who constructs, maintains, and uses what we design goes home as healthy and safe as they came to work that day.

My career highlights have included developing and implementing a CDM management system for the UK's largest events building contractor, an 18 month role with Amazon Design and Construction to assist with the development and implementation of their health and safety monitoring systems on their construction sites, and leading a team of consultants to provide CDM support to our in-house design teams for the Scheme Delivery Framework for National Highways, ensuring the projects are designed with health and safety considered and risks reduced at all stages of the lifecycle of the project.

Charlotte Porter
Munro Building Services

Woman on the Tools

My interest in the construction industry started whilst I was studying my A levels. I wanted to learn a trade, so I was able to be self-sufficient and renovate my own house in the future. I began taking evening plumbing courses and that's where my fascination grew. After completing my A levels, I enrolled myself onto a full time Level 2 Plumbing course, where I found myself to be the only female, this gave me the drive and ambition to reduce the stigma against women in construction. Last year, I was offered an apprenticeship with Munro Building Services whereby I will gain a Level 3 NVQ qualification in Heating and Ventilation. So far with Munro, I have competed in a Women in Construction competition where I was tasked with a time plumbing installation activity and came joint 3rd. The reason why I competed in the competition was because I would like to inspire young girls to follow in my footsteps and to not be afraid of pursuing their goals. I was also chosen to work on a special charity project where I helped refurbish the pipework in a Children's Hospice. I interacted with the children and their parents/carers daily whilst maintaining a professional manner, the project was a touching experience, and I was glad to be a part of such an enriching job. I have also mentored a female year 10 work experience student who aspires to be a plumber after finishing school. I thought this was an invaluable experience where I was able to share my skills and to encourage her to follow this career path.

Cheryl Loak
TUTS UK Limited

Client Influencer

With a career spanning two decades, I entered the construction industry in 2004 and have since become a passionate advocate for women in construction and a dedicated leader in elevating training standards for plant operatives. My journey has been driven by a commitment to excellence, not only in technical training but also in fostering an inclusive environment where women can thrive in roles traditionally dominated by men.

At the heart of our training centre is an unwavering focus on delivering the highest standards of education. We specialise in equipping plant operatives with the skills and knowledge they need to excel in their roles, ensuring they meet and exceed industry expectations. Our training programmes are designed to be comprehensive, practical, and aligned with the latest industry requirements, reflecting our belief that well-trained operatives are the cornerstone of a successful project.

Customer service is another pillar of our training centre. We pride ourselves on building robust, trust-based relationships with our clients. Understanding their unique needs allows us to tailor our services, ensuring that every client receives the attention and quality they deserve. This customer-centric approach has been instrumental in our success and growth, enabling us to stand out in a competitive industry.

In addition to my work within the training centre, I am proud to host independent Women in Construction events, aimed at promoting and educating the younger generation about the diverse roles available in our industry. These events are a platform for inspiring and empowering young women to consider careers in construction, showcasing the opportunities and potential for growth in this vital sector.

As we look to the future, I remain committed to advancing both the standards of training for plant operatives and the representation of women in construction, continually striving to make a positive impact on the industry.

Cheryl Teall
Westwood Plumbing & Heating Limited

Woman on the Tools

I should have known from school, after gaining an GCSE in resistant materials, a career in the construction industry is where I needed to be. But it wasn't until the age of 25 whilst helping my husband at work who is also a plumber, that this is great why haven't I ever thought about doing a trade.

After a few weeks helping I decided to go and gain NVQ level 2 & 3 in Plumbing & Heating and my Gas Qualifications. Working alongside my husband for the next 13 years, we carried out a wide range of works from full heating systems to full bathroom installations, I loved it every day was different and the work satisfaction when you step back and see the completed works is amazing.

After some time, I saw a job for a plumbing assessor at a college and decided to give it ago, during this time my husband decided to take a job with a local plumbing company Westwood Plumbing & Heating Limited. Not only were Westwood Plumbing & Heating looking for Plumbers, but also a manager to survey, quote and project manage the domestic works.

So, using the knowledge and skills I had built up with running own business, I joined Westwood Plumbing & Heating. I certainly had my work cut out but over the last 12 months I have introduced a digital booking in system, launched the business into Air Conditioning and I'm continuing to grow the business into the renewable heating industry.

Chloe Xidhas
BW: Workplace Experts

Winner - Local Hero - South East

Chloe has worked in the Construction industry from the age of 21, beginning as an administrator and moving quickly to an on-site role, realising a real passion for the built environment. She enrolled for further education in the evening, studying Construction and the Built Environment, and then Construction Management, while continuing to work on site and deliver construction projects.

Chloe went on to attain professional qualifications with the Chartered Institute of Builders, graduating the Chartered Membership Programme in 2019, during this time progressing to Project Manager. Her career and skillset have since continued to grow, developing further into Contracts Manager, and now Operations Manager at BW: Workplace Experts, where she heads up the project team for their Design and Build department. Throughout her career, Chloe has faced and witnessed countless adversities for women working in Construction and has committed herself to make positive change to the industry that she loves. Chloe is an active committee member of the National Association for Women in Construction, and volunteers her time to host and organise seminars, events and workshops for the Construction community in London, working alongside other industry bodies such as the RICS. Her aim is to ignite the conversation and address uncomfortable truths about the challenges women in construction and leadership roles are still facing today. Chloe is extremely passionate about making change through visibility, education and continuing professional development. Some recent events have included seminars on ESG in Construction, Employment Law, Leadership, and the Trauma associated with Whistleblowing.

Christine Jordaan
Thakeham

Client Influencer

My two-decade career in the construction industry has been a challenging journey, many ups & downs, though, without these experiences and lessons learnt, I would not be the determined women I am today, speaking up, being heard as a woman, and for women.

This now the 3rd consecutive year of being nominated in TOP100 WIC is hopefully testimony to my relentless commitment to my role, community, and industry, answering any call for assistance and support, showing kindness, wherever I can, to one person or to a room full of people, pushing barriers in the construction industry, fighting to change the gender & equality imbalance.

Having the construction industry listen to us is one thing, making change is another! Us women need to continue to advocate for one another fearlessly, consistently, and persistently. We are the foundation creating the culture where women can grow and stay safe, equality and diversity are our building blocks.

The construction industry is a mixture of people. We need to know which hand to shake and which hand to hold, as together we shape a better and safer working space for everyone.

Always champion change, be the driving force behind system advocacy to change law, create new policies in the industry to cater for women and underrepresented groups.

I will continue to strive for women in construction, in the hope it provides even one woman the strength and faith to believe in herself, to push forward no matter the walls that stand in front of us.

Claire Brown
Turner & Townsend

Allies - Winner

Claire is a sustainability professional with a focus on housing, construction and the residential sector. She has most recently been supporting three graduates at Turner and Townsend with their housing careers, she is also a mentor with the Sam Buah Foundation mentoring scheme for recent graduates in the BAME community. She is a co-chair of the IEMA North West Steering group and arranging career based events across the NW with a focus on diversity and ensuring representation for events. She has also undertaken over 15 hours of STEM Ambassador work for primary school children on what makes construction great as a career, with a focus that construction can be for everyone.

Clare Yelland
Friel

Allies - Winner

My life took an unexpected turn when I became pregnant during my A-Levels, becoming a teenage single mother. The stigma of being a teen mum gave me the fire in my belly to succeed. I commuted to London for TV production work every day with my family's support, however, juggling motherhood and this career became difficult, leading me to discover my passion for the construction industry. Being an ally to many, I've had the privilege of meeting incredible individuals in and out of the industry. Mentoring others is my passion, ensuring they reach their potential and boosting their confidence and networks - I want to be the person that I needed when I started my career journey. I have spoken at industry and educational events and am currently working on a project which will link women in education to women in industry, giving them the opportunity to share stories and visibility of role models.

Courtney Northrop
Munro Building Services

One to Watch

I began my career in construction in September 2022 when I started my Design Engineering Degree Apprenticeship. For the next year and a half I was mainly involved in the design element of building services systems although, I still actively attended construction sites to see my designs being installed, and observed how they're taken from a drawing to a fully commissioned working system. Unfortunately, I was made redundant earlier this year due to my boss taking early retirement. After sending my CV to many companies, my first interview was with another consultancy company whereby they had asked me if I had any upcoming interviews; I told them about my next interview with a contractor called Munro Building Services. This seemed to spark some negativity from the interviewer - telling me women never seem to make it far with contractors. Despite their attempt to deter me from taking the contracting route, I used the negativity as motivation to break the stigma of women working in construction and attended the interview with Munro. I immediately knew being more directly involved with operations as a Trainee Project Engineer would be a great route for me and it has given me a clear progression path to take on more of a leadership role whilst still putting my existing knowledge to good use. I was delighted when Munro offered me the position and it felt even more of an achievement when I found out that I was their first female within a Project Management role.

Damini Sharmer
The OM Group

Designer Influencer

Damini is a visionary leader in the construction industry, committed to building the future with integrity, innovation, and a human-first approach. This guiding philosophy shapes her leadership and fuels her vision for transforming industry standards.

Her commitment to integrity, innovation, and putting people first is the driver behind her desire to reshape industry standards. A strong advocate for Equality, Diversity, and Inclusion (EDI), Damini is dedicated to creating a more equitable industry, ensuring EDI is integral to every project, sector wide. This commitment earnt her a place among the Most Inspirational Women in STEM, an honour recognised at the House of Lords.

Her leadership continues to inspire change, promoting an environment where innovation and inclusivity are at the forefront of industry progress.

Beyond her EDI efforts, she has made significant strides in upskilling the next generation of construction leaders. Under her leadership, The OM Group is upskilling the sector through fully funded leadership and management training, in partnership with CITB. Her work in this area not only contributes to a brighter, more forward-thinking sector, but also contributes to the broader goal of elevating industry standards.

Damini's approach and relentless drive fuels her efforts in transforming the construction industry today but also laying a strong foundation for its future.

Danielle Haskings
MCS

Winner - Local Hero - South West

As Head of Sustainability and Social Value for a building services SME, I have successfully grown my department and developed the company's first social value and sustainability strategies for projects across the South West and London. My work includes organising events that range from supporting young offenders to helping students with SEN secure employment. A key focus of mine is promoting women's participation in the construction industry, which led me to launch the 'Girls in Construction and Engineering' project, now active in select schools across the region.

I am passionate about the construction industry and committed to fostering opportunities for those facing barriers to employment. My role involves everything from school engagement and STEM initiatives to creating career opportunities. By studying business strategy and exploring innovative ideas, I aim to safeguard the future of the industry while making a positive impact on communities.

Collaboration has been crucial to my success. I credit much of my progress to working alongside inspiring individuals and organisations throughout my career. I've driven change by encouraging organisations and individuals to adopt sustainable and socially responsible practices, demonstrating their tangible benefits. This approach has helped overcome resistance and has been instrumental in our sustainable construction projects, which are now benchmarks in the industry.

Denise Cherry
YIRTG

Winner - Local Hero - North East

I have been in the construction industry for almost 30 years, working mainly in education, particularly in the roofing sector. My day job involves supporting businesses to offer training and development opportunities to their staff, and I specialise in funding support.

I enjoy working with young people and have designed and built resources that have been used across England and Wales to promote roofing in schools and at careers fairs.

10 years ago I was a founder member of Women in Roofing, and remain involved in the promotion of equal opportunities though Raise the Roof, supporting the industry through our aims to inspire, support and educate people new to roofing to take advantages of the opportunities available to them.

During my career I have developed respect for the roofing industry, and become one of those nerds who takes pictures of roofs/scaffolding etc on their holidays thinking – this will inspire more people to get involved, or this will illustrate the history of roofing as part of my presentations. But the industry is not just roofs, and it's the people who have made it a career I have enjoyed, from those meeting on park benches, in pubs and coffee shops where we plan the future development of small businesses, to the meetings with committed and inspirational people leading innovation and skills development in roofing.

I have even relished some of the challenges of negotiating red tape and bureaucracy to campaign for more focused skills training, building infrastructure to support growth in training centres, with more trainers and assessors and one day I hope to see significant improvement.

Elizabeth Willetts
Investing in Women

Allies

Elizabeth is the Founder of Investing in Women - a female-empowering and award-winning job board and community helping family-friendly AND forward-thinking employers hire professionals looking for fulfilling, flexible, and part-time work. She is an experienced Recruiter with over 17 years of experience - both in-house at one of the Big 4 and from one of the UK's largest recruitment agencies.

Elizabeth is also a mum to two daughters - Emily and Annabelle (and a Labradoodle called Dougal). She is a passionate believer in the power of part-time and flexible work to retain women in the workplace and close the gender pay gap.

Elle Greenwood
C G Fry & Son Ltd

Woman on the Tools

I decided to work in construction when I was 16, as I realised a typical 9-5 office job wasn't for me. The industry back then wasn't as inclusive and didn't make room for me, so thought I'd try again in my early 20's and stumbled across an apprenticeship in carpentry with C G Fry and Sons. My plan was to do 2 years then move abroad but I fell in love with construction and the freedom it gives, so still haven't left over 3 years later! I take pride in my work in providing affordable homes and safe spaces to live in. My job has opened my mind to future possibilities and has given me the skills to give back to my parents, by helping my dad renovate his house and my mum convert her campervan. I love taking a drawing or an idea and turning this into a reality for people, I have enjoyed being a part of their process. My favourite thing about my job is beating the stereotype on site about it being a male role, as I have come into the industry and felt instantly welcomed by everyone with no difference in treatment or workload because of my gender. I love my job, I love working outside, I love meeting new people and spending all day laughing and singing to the radio.

Emily Carr
Kier Construction

Winner - Local Hero - Scotland

I am a qualified Architect now working as a Design Manager, passionate about design risk management in architectural conservation, retrofit and community enhancement. For me, construction isn't just about building; it's about ensuring we create spaces for people to thrive and this philosophy should extend to the people who work in the sector too:

In 2022 I travelled to Sweden on behalf of the Churchill Fellowship to investigate ongoing initiatives promoting EDI across the construction sector and to explore whether the 2030 goal set by the Swedish Government to increase women in construction was having an effect. This research found that to meaningfully change our workforce, we must first change the way it operates: It showed that we can't afford not to introduce initiatives that 'attract, develop, retain, and promote' skills as each initiative feeds into the next creating a continuous cycle of skills growth.

Following my research, all conclusions and recommendations fed into a new framework called 'Building Better Careers for All' focusing on 'attracting; developing; retaining; and promoting' talent across Kier Construction. Meanwhile as a Churchill Fellow, I continue to disseminate my recommendations across a variety of platforms and in November 2023, I was awarded the first Built Environment – Smarter Transformation (BE-ST) Accelerate to Zero 'Beacon' Award.

I believe 'we are the change we seek' so it is vital we allow change to 'take up space' to enable this industry to achieve its true potential.

Emma Cain
Kent Waste Water Services

Woman on the Tools

I have been working within the waste water industry for two years. I am the operations manager for Kent Waste Water. Since joining the business, I have seen it grow from strength to strength. I run the operations side of the company along with being on site taking part in the installs of treatment plants, one of which was the largest one the company has done. I managed this from day one by providing the RAMS and ensuring health and safety was followed by all staff members. I will drive the mobile plant such as mini digger and dumper. I also complete service work on treatment plants. I do a lot of networking with other companies to ensure we are well known within the industry.

Emma Tate
South-West Shared Apprenticeship Company Limited

Local Hero Southwest

Emma has a passion for helping young people into the construction industry on apprenticeships and seeing them through to completion. She has run early careers programmes for main contractors and helped to create careers in the industry as Head of the Shared Apprenticeships social enterprise.

Emma has also helped the industry to support apprentices in the south-west be securing approval from the Department for Education to operate as flexi-job apprenticeship agency.

Once on board, Emma encourages her apprentices to shine and she introduced an Apprentice of the Month award to recognise those achievements as well as entering her apprentices in regional awards.

To help raise awareness of opportunities in the industry, Emma has attended numerous careers events, delivered presentations to T-Level students in colleges, to school students, and delivered online webinars to parents and carers.

Emma works closely and collaboratively with key influencers. As a result, she was invited to present (with an apprentice) at the National ICE Apprenticeships event, to RICS members in the south-west, to main contractors at Building Plymouth and Building Bristol events, and to join Build Torbay and the CESW Future Skills Group.

Emma has also devised a model whereby several businesses could collaborate with a local college to share responsibility for several apprentices to see them through them to completion and minimise the risk of them abandoning.

And nationally, she instigated a share-and-support group which brought together the six shared apprenticeship services across England, now formalised as the BESAS Operations Group and recently introduced YPrentis (Wales) to further extend their reach and influence.

Faye Allen
JS Held

Client Influencer

I have worked in the construction industry for 30 years progressing from trainee QS working for various contractors to becoming a Director working on domestic and international construction disputes at an international consultancy.

My passion is not just for my work but also to make the industry I love better and more inclusive. My journey has not been easy, but I remain vocal about the varied opportunities available and work as a STEM ambassador volunteering my time going to schools and colleges and tertiary education to talk about the careers available and encourage young people to consider the industry.

However, while I enjoy mentoring, coaching and supporting others to succeed I am also aware of the difficulties many face, particularly women and other minority groups, in an industry that has presented many obstacles and challenges to me over the past three decades. The industry is, in some areas, out of touch and due to the lack of support for ED&I, retention of women is a serious issue as even if we get women in, they often end up leaving.

This is the reason I have spent the last 2 years writing my book. I have surveyed and interviewed hundreds of women discussing their lived experiences as the industry needs to learn the issues women face and then we all need to work together to improve the culture and increase diversity so that everyone is welcome in the construction industry.

Fiona Beddoes
Gleeson Homes

One to Watch

I joined Gleeson Homes in 2021 as part of their first cohort of Graduates, and have progressed in my career to Land Buyer and more recently Land Manager. My role varies across sourcing and acquiring land opportunities, negotiating contracts, working with local authorities, and collaborating with architects, planners and consultants. Outside of this, I am often attending events associated with Women in Property, Women in Planning and the Royal Town Planning Institute.

I am passionate about using my role to advocate and raise awareness of the opportunities available to young people and highlight the variety of roles available within the industry. By sharing my experiences and insights, I aim to inspire and empower individuals from diverse backgrounds to pursue the many different careers within construction.

Gail Farley
HMS Works

Allies - Winner

I have worked in the industry for 12 years and have developed and implemented a Women in construction programme giving local women the opportunity to learn new skills and explore a career in construction, we have supported over a hundred women through this programme to date. I work with community groups, schools and colleges to promote construction devising work experience and bespoke awareness sessions targeted to the various age ranges within education.

Outside of my day job I have also delivered events for International Womens Day celebrating women in construction and bringing together 50 women from the local area to inspire and celebrate women in our industry. I have also delivered a men's mental health awareness sportsman's dinner event for 100 male colleagues & partners to encourage conversations about mental health and signpost support available.

I am a key member and influencer on a number of local steering groups including creating equal access opportunities for sustainable careers for individuals and in particular women who have barriers to employment. I am also sponsor of a Gender steering group to help drive greater equity whilst creating a safe inclusive culture where women feel included addressing key issues including work-life balance, gender bias etc.

Gemma Dormer
Maple Mechanical Limited

Woman on the Tools

When I left school, I never imagined where my journey would take me. I attended Farnborough tech college qualifying as a hairdresser. I later went on to work in the hospitality sector gaining a NVQ level 2 qualification.

I started working in the Refrigeration and Air conditioning industry back in 2018 as an apprentice refrigeration and air conditioning engineer, I sort of 'fell into it'. I studied at Eastleigh College, I have passed my Level 2 and Level 3 diploma in refrigeration, Air conditioning and heat pumps, Level 3 in co2 service and maintenance and also passing my ammonia handling. I have had a wide range of experiences on the tools, starting in the rental area then making my way into commercial service and install then most recently into industrial.

Back in 2022 I won first place in the student of the year awards in the ACR Journal, ACR Awards and the IOR student of the year. I am an active member of the WIRACHP committee and I love to encourage people into the industry. I would love to one day become a mentor for future apprentices. I have been surrounded in my industry by inspiring women and men, with their continued support I have become the woman I am today.

Georgia Harvey
Haswell Training Ltd

One to Watch

My name is Georgia Harvey, Head of Administration at Haswell Training. I help manage, run and co-ordinate a large construction training provider in the heart of Norfolk (Norwich) at just 20 years old. Liaising directly with CITB, funding organisations and booking agents to make Health and Safety Training accessible to all within the industry.

Since beginning my role as an apprentice administrator, only a year and a half ago, I have now successfully completed my Level 3 Business Administration qualification achieving a distinction in all assessment objectives. Within the apprenticeship, I project managed from start to finish, the goal of becoming a CITB Approved Training Organisation (ATO) and Site Safety Plus (SSP) training provider and led the team to success.

I provide support for males and females entering the construction industry helping them obtain CSCS cards to gain the necessary knowledge, skills and qualifications to fulfil their roles and assist in their personal development.

I have created and continuously monitor and maintain a training matrix for multiple clients which equips them with a resource to ensure their employees are safe on construction sites by being trained and competent.

Ultimately, I am a young female working in the construction sector, who facilitates the upskilling of labour in the industry by providing training and resources to local (and online) workers, allowing candidates of all backgrounds and abilities to undertake the necessary training required for their role within the construction industry and help improve the standard of Health and Safety in the Workplace.

Hannah Pearce
Gower College Swansea

Client Influencer

Hannah is an accomplished leader in the construction and education sectors, with a strong focus on sustainability, technology, and female empowerment. She began her career as a Civil Engineer at Lang O'Rourke, working on projects such as The Vauxhall Tower and The Oxford Brookes University Abercrombie building. Her work not only highlighted her engineering expertise but also her commitment to integrating educational experiences into construction projects.

During her career Hannah contracted meningitis, which led her to found Big Bang UK. Through this venture, she developed STEM enrichment programs for primary schools, continuing her advocacy for female participation in construction. Her efforts have earned her recognition, including the Wales Children's Activity and Service Award 2020 and a finalist for Chwarae Teg Woman in STEM award 2020.

As the current Head of Built Environment at Gower College Swansea, Hannah continues to advocate female participation in construction and making significant advancements in educational outreach and industry partnerships, leading to a 366% increase in female participation in Built Environment courses. She has also expanded apprenticeship opportunities, working with over 159 organisations to provide real-world experience for students. Hannah's influence extends beyond the classroom, as she serves on several industry boards, including the Swansea Bay Construction Support Group, where she continues to shape the future of the construction industry. Her journey is a powerful testament to resilience, innovation, and a relentless commitment to advancing the role of women in engineering and construction.

Holly Hansen-Maughan
Action Sustainability

Allies

Holly leads the Retrofit and Future Workforce streams at the Supply Chain Sustainability School. In her role, Holly oversees the collaborative groups of partners, designs and implements business plans, and develops new content and events for these sectors. This includes leading the NatWest sponsored retrofit programme, with new e-learning, training needs assessments and programmes of training events helping business upskill in retrofit, all delivered free at the point of use to thousands of businesses across the built environment. Holly also launched the Future Workforce Sector of the School in 2023, and has brought over 20 education partners into it already, to help education benefit from industry led learning in the built environment.

Her expertise in retrofit extends to sustainability in education and addressing skills gaps in the built environment. With a background in sustainability and green skills in Further Education, Holly was awarded the Green Gown in 2021 for her impactful work in enabling retrofit skills. Holly holds a BA (Hons) in History and an MA in Global Development and Education, and has experience working in the third sector and teaching in Ecuador. Fluent in Spanish, Holly brings a rich international perspective to her work.

Holly is passionate about sustainability, and sees the built environment as the place to make an impact, by enabling everyone to participate through skills and training.

Joanna Poon
University of Derby

Client Influencer

I am a Chartered Construction Manager and a built environment educator with more than 20 years' experience in the UK and international higher education sector. I am passionate and committed in developing and educating learners who will become future construction professionals. Through my role as the Chair of Future Skills Group of Construction Excellence East Midlands, I work with industry partners to develop initiatives on skills development.

I advocate for Equality Diversity and Inclusion (EDI). As a built environment educator, I promote EDI through developing students with focus of designing a more inclusive built environment. I make long lasting impact on enhancing EDI, through influencing the curriculum at national scale to develop and educate students, who will become future construction professionals. I achieve this through leading the development of Quality Assurance Agency Subject Benchmarking Statement (SBS) for Land, Construction, Real Estate and Surveying (LCRES) and the sub-group lead for the EDI and inclusion theme.

I believe construction professionals have an important role in enhancing awareness of sustainability and United Nations Sustainable Development Goals (UN SDGs). I raise student's awareness on sustainability and SDGs during their study, guiding the future generation of built environment professions to continue to engage in the sustainability agenda throughout their future career. One of my approaches to achieving this is through revising the built environment curriculum to ensure it equips students with knowledge of sustainability.

Joanna Strahan
C2C Group

Allies - Winner

Joanna has forged an exceptional 20-year career in the construction industry, marked by her commitment to creating inclusive environments and breaking down barriers for underrepresented groups. As the Founder and Director of C2C Group, Joanna leads by example, driving positive change across the industry through her expertise in Health, Safety, Environment, and Quality (HSEQ) management, business strategy, and continuous improvement. Her leadership has empowered businesses to align their operations with best practices, fostering a culture of excellence and inclusivity.

Joanna's passion for the construction industry is evident in her dedication to mentoring and supporting professionals at all levels. She has successfully guided numerous individuals and teams, offering them the tools and confidence needed to thrive in this demanding sector. Her work goes beyond mere compliance, focusing on creating environments where everyone, regardless of background, can succeed and contribute meaningfully.

As a champion of diversity and inclusion, Joanna has been a steadfast ally to many in the construction industry, advocating for a more representative workforce. Her efforts in mentoring, process improvement, and strategic guidance have not only enhanced the operational efficiency of numerous projects but have also set new standards for inclusive leadership within the industry.

Joanna's career is a testament to her unwavering commitment to breaking down barriers and her passion for building a more inclusive, dynamic, and forward-thinking construction industry.

Joanne James
PLP Construction

Local Hero Northwest

I joined the family business in 2004 to help my dad who set up PLP Construction over 40 years ago. Prior to that I worked in London for The Economist and Reader's Digest in marketing management roles. I love working in the construction industry, it's so unique and I have met some amazing people over the 20 years I've worked in it! I'm passionate about promoting the industry to our future generation to future proof our industry and to show them that there is a role for them, whatever they are interested in! I also feel very strongly that a construction career should be seen as a first-choice option and promote this every opportunity I get. This year I've had the pleasure of welcoming around 50 students across our sites to do work experience, I've also attended many schools and colleges to talk about all things construction, its fantastic to meet so many aspirational students who will one day hopefully be working in our industry.

Jody Seal
DMR Training and Consultancy Ltd

Allies

My career started at just 14 years old working with my dad who was a joiner, as a Saturday job which provided me with early knowledge of construction. At the age of 21 I was made redundant at a job I wasn't passionate about, and this led me to try plastering as a new career choice at my brother in laws company. After passing my plastering NVQ, I got offered a post at a training provider called Pro Co assisting tutors with apprentices and full-time learners in the workshops to try and help them achieve their qualification. Following this, I went on to work for Wigan and Leigh College for 8 years as a construction reviewer, working with apprentices in all trades. At both the training provider and the college, I would go and pick the learners up from their house if they didn't turn up for exams for example, to try my best to give them the best opportunity to succeed. Later on in my career, I returned to Pro Co as the work placement coordinator, which allowed me to help the majority of learners gain employment following their work placement, something I am really proud of. At this point, my passion for construction really grew as I saw how I could improve a learner's life and their families as most of these learners came from a NEAT background.

Moving on to DMR Training, I accepted the role of Employer and Engagement Officer where I would build relationships with learners and companies. I have now been here for just over 5 years and I am proud to say that I have helped thousands of learners gain their NVQ qualification which will hopefully secure employment for them for the rest of their careers. I hold great relationships with clients and speak to them like friends. I have recently been promoted to Client Relationship Manager where I manage a female client relationship team which I am very proud to lead. As part of my role at DMR, we have always been involved in school events where I will always promote women in construction to young girls and explain my own story in construction.

Construction has made a massive leap forward for women in construction over recent years. Looking back to my early career, there wasn't even toilets for women on sites. At times, you did feel uncomfortable however I never let it bother me and I am just so happy I continued my journey in construction and can see the huge progress that has been made for women. My career highlight is just looking back on my journey seeing how far I have come, how many people I have helped, and in a position where I can now inspire other women as a result.

Julia Stevens
Constructionarium Ltd

Local Hero East of England

I have been fortunate to contribute to the recruitment and development of many early-career talent in the construction sector throughout my career. My current role as Chief Executive at Constructionarium continues this rewarding journey. It is a privilege to host such a diverse range of students at our unique site in Bircham Newton, where they are given the opportunity to gain invaluable skills over a five-day period.

During their time with us, students work in teams to construct scaled replicas of iconic structures, providing them with hands-on experience that bridges the gap between academic learning and real-world application. This experience goes far beyond technical skills; it helps them build critical personal, life, and employability skills that are essential in today's construction industry.

Watching these students grow, collaborate, and develop over such a short time is truly inspiring. It reinforces the importance of practical learning environments that challenge and support students as they prepare for their future careers. At Constructionarium, my team and I are committed to creating these opportunities and empowering the next generation of construction professionals. We are very privileged to play such a small part in their studies and onward career.

Julie Baker
Keepmoat Ltd

Local Hero Northwest

Julie joined Keepmoat 13 years ago as a Resident Liaison Officer (RLO), following a period of long-term unemployment. Desperate to get back to full time employment, Julie volunteered in her local community, delivering activities for young people, designed to keep them engaged and help find a pathway to employment, this was when her passion for supporting communities was born. When Keepmoat began working in the area she lived and committed to recruiting a local workforce, Julie secured her role as RLO which she held for five years before being promoted to the role of Social Value Manager. As a social value manager, Julie is responsible for the delivery of social value projects across the North West including the delivery of numerous training programmes for people of all ages, supporting them into employment and coordinating work experience opportunities. Julie takes huge pride in her role, which sees her engage with schools and colleges to inspire the next generation through talks, site visits and taster sessions, promoting construction as a career choice, irrespective of gender. Julie's real passion lies with supporting NEET young people and the disadvantaged, providing meaningful training and employment opportunities, for which Keepmoat North West won a social value award. Julie is also very proud of the work she do with Keepmoat's supply chain, bringing them along the social value journey with her and creating a social value charter that they all sign up to.

Karen Flanagan
JSS Rail Ltd (Sisk Rail)

Local Hero Southwest

With over two decades of dedicated service, I have significantly advanced and diversified the sector, contributing to its growth and innovation. As the current Commercial Director and a member of the Sisk Rail team for the past nine years, I have had the privilege of helping drive business growth and fostering a culture of collaboration and innovation.

My journey began with a degree in Quantity Surveying, leading to a dynamic early career marked by rapid advancement through various roles, all while balancing family life and motherhood.

My commitment to professional development earned me a fellowship with the Chartered Institution of Civil Engineering Surveyors, highlighting my dedication to the field.

I am a passionate advocate for developing young professionals, playing a crucial role in nurturing talent within my team, the Sisk Apprentice Programme and the 'Women Like Me' programme. My mentorship has empowered many young individuals to pursue successful careers in construction, demonstrating my commitment to fostering the next generation of industry leaders.

Being shortlisted for the CITB Top 100 Most Inspiring Women Award is a humbling and tremendous honour, and I am grateful for the recognition of my dedication to excellence and equality in the construction and rail industries.

Katherine Evans
Bold as Brass

Winner - Local Hero - Wales & Most Influential Overall

I'm an award-winning rebel, a women's equity consultant, and mining geologist. I'm the mental & wellbeing chair for the Quarries National Joint Advisory Committees (QNJAC), and the founder of Bold as Brass, a women's equity tribe and catalyst for industry culture change.

Bold as Brass amplifies the voices of advocacy, campaigns for women's safety in heavy industry, and offers members access to free career coaching. Our aim is to disrupt the status quo long enough to make a lasting impact on workplace culture.

My career has been focused on the subsurface and mineral extraction but now I'm using what I've experienced to consult on women's safety in heavy industry workplaces; assisting employers with locating inequity and tracking down provision to level it out, as well as helping their workforce reach their ah-ha moment through providing talks, presentation, and training.

I've infiltrated the entire PPE industry, from designers to regulators, to ensure the term 'inclusive' isn't just a word muttered in meetings but integral to its design, distribution, and procurement.

Kayleigh Merritt
Winvic Construciton Ltd

Winner - Local Hero - Midlands

I joined Winvic in 2018 new to the construction industry, in this time I have elevated efforts in promoting jobs and training to all, but particularly utilising the power of female role models to increase female representation. The challenges I aim to address are incorrect perceptions about working onsite and ensuring males and females understand the breadth of construction roles available.

I support 48 apprentices and work in collaboration with the social value team to showcase early careers opportunities including modern construction culture, site experiences and the range of exciting roles and different pathways. With students' needs always the priority, close working with colleges revealed those studying a construction discipline would benefit from greater depth of information, where the award-winning Winvic Enrichment Programme (WEP) was devised; 5 days of on-site sessions showcasing roles, skillsets, technology and teach important employability skills such as CV-writing and interview skills. More onsite interactions are facilitating informed career decision-making and helping to ensure students continue in the industry.

Outreach activity incorporates SEN Students, having a sensory awareness of construction before visiting site can help students to understand in advance what they may experience prior to the visit. I focus on changing incorrect perceptions of the industry and raising awareness of the wide range of roles and career pathways there are available. It's crucial to use female role models where possible and we know this makes a difference; from careers fairs to student activities, we see this translating into increased applications from young women.

Kelly Cartwright
Core Recruiter

Allies - Winner

Construction. CORE to us. CORE to you. Revolutionising construction staffing, we are not just your average recruitment agency – we are 'The Construction Recruiter'. Smash through career barriers or build your dream team with us. No suits, no fluff, just passion, just results.

Kelly Cartwright is spearheading the industry with an honest approach. Our vibe? Full of character and an authentic attitude. No smoke and mirrors, just real connections and a genuine passion for the construction industry. Join us, where Kelly's leadership isn't just a title; it's a promise of transparency, character and a laugh in the world of construction opportunities.

Kerry Murphy
Decorella

Local Hero East of England

Kerry has worked as a Painter and Decorator for 35 years. She served her apprenticeship through Barking & Dagenham Council when leaving school in 1989. She has since worked in the trade as a subcontractor and in 2016 formed her own business Decorella. Kerry enjoys working closely with her clients on many creative projects that combine her practical skills and creativity.

Kerry also enjoys working with schools and charitable organisations and CITB and is involved with the Go Construct STEM Ambassador scheme helping to share information on career paths in construction.

“It is a personal observation that in recent years working in construction has been overlooked as a respected career among school leavers. This is a shame considering the desperate shortage of skilled trades people available and the financial rewards and opportunity available in this sector. I enjoy taking talks into schools and offering practical demonstrations to young people, some may not of considering a career in construction before.”

I also find it rewarding to offer work experience placements to those that want to give it a go and learn practically. Being dyslexic myself in this digital era I am grateful that I choice construction as a career and I continue to learn still every day. I feel it is more necessary than ever to encourage people from all backgrounds to find their strengths and it is so rewarding to see people grow in confidence and give them the opportunity to have practical and safe on-site experience.

Kirsty Woods
Weston College

Allies

I am incredibly proud to promote careers in the construction industry and firmly believe in the wealth of opportunities it offers for our young people, especially women and girls and underrepresented. It literally doesn’t matter who you are or where you have come from, there is an opportunity for you. I am proud to have personally supported individuals who have been previously overlooked or marginalised to access build successful, rewarding careers in construction and will continue to promote and advocate the incredible opportunities this brilliant industry has to offer to the next generation of construction superstars.

Kylie Shaw
KMS Training Solutions

Allies

My name is Kylie and I am 26 years old, I was born in Inverness, the capital of the Scottish Highlands, known for its breathtaking landscapes and deep-rooted history. Growing up in a family of five, with my parents and two brothers all involved in the construction and haulage industries, being immersed from a young age in a world of hard work and practical skills.

After completing high school, I pursued a degree in Business and Administration at the University of the Highlands and Islands (UHI). While studying, I working alongside my father in the haulage industry, supplying materials for a local power station. It was during this time that I discovered my passion for the logistics and operational aspects of the industry, setting the stage for future career ambitions for myself.

Following my graduation, I seized an opportunity to work with a local training company in an administrative role. Although my heart was set on a more hands-on position, this role provided me with invaluable insight into the training industry, which soon became my focus and passion. Driven by desire to make a significant impact in the field, I took a bold step and started my own business in the training industry. My entrepreneurial spirit, combined with my deep understanding of the industry, quickly propelled business. Today, my business is thriving, a testament to dedication, vision, and the strong foundation laid by my family's influence and support from widely recognised companies, I continue to lead business with passion and determination, aiming to shape the future of construction training while contributing to the growth and development of the industry I have grown in.

Kynleigh Parker
Lovell Partnerships

Winner - One to Watch

Kynleigh has been working in construction at Lovell for the past four years, starting with the company as a cleaning technician before becoming a trainee assistant site manager whilst undertaking a construction supervisor level 3 with West Suffolk College.

In those four years Kynleigh has faced some major health battles. In July 2022 Kynleigh received a stage 4 endometriosis diagnosis and, determined to find a solution to help save her fertility by freezing her eggs, she committed to raising funds by climbing Mount Snowden. In the November, Kynleigh underwent three months of intensive physiotherapy and psychological support after enduring a tragic accident that broke her back and nearly paralysed her. She returned to work in January 2023, and successfully climbed Mount Snowden in the June.

In January 2024, Kynleigh underwent surgery to treat her endometriosis, and has since received an adenomyosis diagnosis. Not only is she a highly respected and liked member of the site team at Lovell, but her work towards raising awareness of Endometriosis in the industry and beyond is truly inspiring. With painful symptoms and potential threats to fertility compounded by the lack of understanding and time to get a diagnosis, Kynleigh has put herself forward to educate others and heighten awareness about the condition. This has been especially important in the construction industry where women already make up a small proportion of the workforce, which can make it more isolating to discuss personal conditions such as these.

In 2024, she has won a Housing Heroes Award for Outstanding Achievement by Apprentices, and an Apprenticeships Norfolk award for Achievement in Exceptional Circumstances.

Lade Ogunlaja
Turner & Townsend

Allies - Winner

With a background in construction project consulting, I'm not just passionate about building excellence, I'm dedicated to building a sustainable and inclusive future for the industry. My expertise goes beyond traditional methods, as I actively advocate for Net Zero objectives and champion sustainable practices throughout projects. This commitment extends beyond my work, as I serve as a Women in Construction (WiC) Ambassador with LondonBuild, fostering the success of women in the field.

Similarly, as a Girls Under Construction Ambassador, I encourage diversity and inclusivity by inspiring young girls to explore careers in construction. Furthermore, my passion for innovation fuels a constant exploration of creative living solutions, alternative housing options, and eco-friendly construction methods. This dedication to sustainable and innovative housing solutions reflects my ultimate goal: a future where construction practices are not only efficient but also contribute to a greener and more just world.

Lana Edwards
Self-employed

Woman on the Tools

I've been operating machinery for over 50 years, still loving what I do. I am a huge believer in that knowledge should be passed down the generations as the youngsters of today are the future operators of tomorrow.

Without doubt one of my career highlights was being entrusted with my 26 tons of joy Lady Lana. She was one special lady. There is without doubt a fantastic career to be had operating heavy plant, so good to see more ladies coming into it as I try and shine that guiding light for all to see!

Leeanna Smith
Redrow Homes

One to Watch

I've been doing bricklaying from September 2024 straight after finishing my GCSEs. I was invited to parliament to attend a HBF gathering with Redrow and other construction companies. I've placed 1st in a NHBC hub Tamworth junior bricklaying competition and 3rd place in my first competition Guild of bricklayers. I have been working on site at the sycamores Canterbury getting the real life experience of a bricklayers job all the mental and physical work and getting to know the team working close with the site manager, assistant site manager and bricklayers. I attend the Tamworth hub which helps to expand my knowledge and gives me one to one. I've been interested in construction since I was young and I've always wanted a hands-on awarding career. My dad went down the construction route when he was younger and my eldest brother had done bricklaying which sparked my interest for it. I saw the opportunity with Redrow and got accepted for my level 2 bricklaying apprenticeship when I had just turned 16! I have loved every day of it. I hope that I'll be able to get an even higher level in bricklaying and then move on to higher aspects of construction in the future.

Lisa Kelly-Roberts
John Kelly Construction Services Limited

Local Hero Wales

Lisa has been involved in the construction industry since the establishment of John Kelly Construction in 2008. John Kelly Construction is a groundworks and civil engineering company operating in North Wales. Prior to joining the company as a full-time capacity in 2020, she was a secondary school teacher.

In her role as strategy Manager, Lisa manages health and safety, environmental and quality procedures. As a member of the Institute of Occupational Safety and Health she prioritises the development of safe practices in construction. Similarly, she is keen to ensure that environmental impact is reduced, last year she attended the Houses of Parliament to demonstrate how the company aims to decrease carbon footprint.

Lisa has developed a social value strategy to ensure that the company's operations have a positive impact on individuals, families, and communities, as well as promoting the industry. She is a trustee of 'Cronfa JK', a charity established to provide financial support for individuals to undertake training that will help them increase their likelihood of employment or further their career.

Lisa recently completed a Professional Doctorate with Aberystwyth University, entitled 'What are the perceptions of career success for construction workers in Wales'. Understanding the career success indicators of those within the construction industry provides valuable insights into how the industry can adapt and react to the difficulties it faces in terms of skills shortage and worker retention.

Recently chosen as a member of the CITB's Nation Council for Wales, she will be instrumental in the development of the CITB's strategies to better meet the industry's skills needs and prioritise the key issues affecting the industry in Wales.

Lisa Pogson
Airmaster

Local Hero Northeast

I have been in the industry for almost 40 years, first in an architectural practice, a QS, a structural engineer and then for a building contractor as office manager. I did 4 years at Sheffield Hallam University in the 90's which helped my thirst for knowledge, and I was encouraged to do an MSc in Management (Resources), which I graduated in 2002. I have continued to pay this passion forwards as a STEM Ambassador for 14 years and an Enterprise Advisor for a local school. I have been at Airmaster 28 years, we work in heating, cooling with plumbing and ventilation running alongside. I started by helping out then, part-time on bookkeeping and HR before full time as Office Manager in 2001, progressing to Resources Director and now MD. I continued my passion for apprenticeships, and we got our first one in 2000 (now our Ops director) and we aimed for Investors in People. We became an employee-owned trust in 2021 and are in the process of buying out our founders. Our mantra is Doing Great By Doing Good, as we know we can take a little extra time to coach or mentor people to do the job a little better, support a little wider and work to encourage young men and women through our sector. I have worked with STEMamazing to highlight our industry to primary school children. I am a member of the Institute of Refrigeration and have been on their Women in RACHP group for 4 years.

Lisa-Jayne Cook
GEA / IOR

Local Hero Southeast

I have been in the RACHP industry for over 24 years. While it wasn't the career I envisioned, it's one I'm grateful to have found. Early on, I noticed the lack of women and minorities in technical roles. Despite this, I've had a fulfilling career in an industry that welcomes and encourages all, sparking my passion for Diversity, Inclusion, and Equity (DEI). This passion has driven my journey to become a role model not just in RACHP, but across engineering and construction.

In addition to my role as Service Sales Manager for GEA Heating and Refrigeration Technologies, I hold several voluntary positions that allow me to shape the industry's future. As President-Elect of the Institute of Refrigeration (IOR), a Director at the UK Air Conditioning and Refrigeration Industry Board (ACRIB), and a Founding Director at UNEP's International Women in Cooling Network, I work to enhance education, raise awareness of career pathways, and promote DEI. I am also a UK Delegate to the UN's Commission on the Status of Women, a Governor at Kings Academy Rowner Primary School, and a STEM Ambassador and mentor.

My impact is visible in the growing number of women in the industry, increased female membership in IOR, and recognition of women in engineering awards. While it's challenging to measure the full extent of my influence, I take pride in motivating others, challenging the status quo, and fostering industry-wide culture change. Seeing young people thrive in their engineering careers is the ultimate affirmation of my efforts.

Liz McDermott
QuickFix Profiles

Winner - Client Influencer

Leading QuickFix Profiles, a company renowned for its innovative profile and template solutions, Liz has been instrumental in driving its success, positioning it as a trusted partner for construction professionals and distributors across the UK.

With a deep-rooted passion for the construction industry, Liz has dedicated her career to working alongside companies that shape skylines and deliver essential infrastructure, benefiting communities for generations to come. Her leadership is defined by a commitment to innovation and sustainability, ensuring that QuickFix Profiles plays a key role in advancing industry standards.

In addition to her role at QuickFix, Liz serves as an elected board member of the Finishes and Interiors Sector (FIS) and is an active committee member of Fit-Out Futures. Through these positions, she advocates for industry change, collaboration, promotes diversity, and champions the development of a skilled workforce to meet future challenges.

Liz's influence within the sector reflects her vision of leaving a lasting legacy, not only through her business but also by inspiring and supporting the next generation of leaders in construction.

Lorna Hagan
Construct Tuition

Local Hero Northern Ireland

Lorna is a seasoned Civil Engineer with over 19 years of experience in the UK construction industry, specialising in site engineering, quality management systems, and leadership. Her extensive career includes major infrastructure structure projects such as Crossrail, and nuclear projects, where she has consistently advocated for digital solutions to modernise the sector.

In 2019, Lorna founded Construct Tuition Ltd, a company that has quickly become a platform for specialised training and consultancy aimed at enhancing quality and building safety within the construction industry. Under her leadership, the company has been recognised as a finalist in multiple awards celebrating excellence in business, and Lorna herself has been acknowledged as a construction industry role model.

However, Lorna's aspirations extend beyond the technical aspects of construction. Recognising the underrepresentation of women in the industry – just 13% – and female founders in startups – only 20%, she sought to challenge the status quo. Construct Tuition not only promotes diversity and inclusion through its 100% female workforce but also champions equality in the sector.

In addition to her business achievements, Lorna has become a sought-after speaker, regularly presenting at UK Construction Week and other industry-leading events, she loves a podcast too where she can share her knowledge and help inform the industry.

Louise Scott
H Bell & Son

Local Hero Northwest

My name is Louise Scott, from H Bell & Sons (Rochdale) Ltd. I work alongside my brother, the fourth generation of our family business delivering projects to support the private and public sector in our region. I'm delighted to have been nominated for the Top 100 Most Influential Women in Construction, especially as our business has been a member of NFB for over 50 years.

Our family business is dedicated to promoting the construction industry and nurturing the next generation through strong relationships with local schools and colleges. We have, and continue to add, a long line of apprentices in our company, covering all generations. Some have stayed with us for over 30 years.

It's my passion to encourage girls and boys to work in our amazing industry by taking work placements from local schools and colleges. I'm a regular visitor to schools, sharing best practices on interview techniques, building student confidence and giving tips on how to shine to get that much wanted apprenticeship opportunity.

I have also presented to Groundwork Trust, STEM groups and college groups over the last year, delivering presentations explaining the varied site roles, office positions and progression opportunities in the construction industry. A huge highlight has been working with The Talent Foundry as a mentor, seeing students flourish, starting the process very reserved then leaving with the confidence to take on their next challenge. I'm excited to help develop our sector into a more inclusive and exciting place to build careers for the future.

Lydia Bailey
Lyds Home Repair & Decorating

Woman on the Tools

I have worked in the construction industry for twenty years. Due to my love of the tools and previous teaching experience, I was head hunted to fill a position of 'Wales Trainer' for a nationwide construction company. I have supported hundreds of young people, homeless, young offenders and women helping to remove the barriers they face. I delivered Construction tasters in all trades, live projects, CSCS and Health and Safety training across Wales for beneficiaries to gain qualifications and skills. An extremely rewarding job role. I saw so many flourish from the support they received and even to winning their own awards! A change in circumstances at home forced me to end employment and find a way to support my own young family single handedly. I took the plunge and set up a Home Repair and Decorating company. Ten years on, I continue to support young people. One has set up his own decorating firm. Tegan is on her level 3 apprenticeship. Jake is learning skills and knowledge to support his future career choices and my latest addition, currently on work experience is starting her apprenticeship soon. I have an amazing team! I recently completed Diplomas in Interior Design and Leadership in Construction. Helping me be the best I can for both my business and my staffs needs to progress. I strive to inspire young people. Sharing my passion and being a role model to the next generation of tradesmen and women for the future of the industry.

Lynn Greaves
HMS

Woman on the Tools

After completing an apprenticeship in joinery at aged 41 and not many women on the tools. The biggest highlight of my career was when my daughter followed in my footsteps an started a joinery apprenticeship with company I work for. There's no better feeling when promoting to get more women into the industry than having your daughter by your side promoting it with you. I am sharing this with her as she is the next generation of women in the industry!

Maggie Stefaniak
Tilbury Douglas

Allies - Winner

My journey into the construction sector was anything but conventional. After running a betting shop in London for several years, I sought a new direction and moved to leafy Hampshire. I began my career in learning and development as an administrator at a large construction and engineering company. I quickly progressed to coordinator and manager roles. In 2019, I seized the opportunity to join bmJV to lead the last CITB-funded National Skills Academy for Construction (NSAfC). It was there that I found my true calling. Surrounded and empowered by passionate people, I proved that construction is not just about bricks and mortar - it's about reaching out and coaching people from all walks of life.

I strongly advocate for careers in construction as a way of climbing the social ladder. I firmly believe there is a place for everyone in this sector. My mantra is, "Tell me what you like, and I'll find a career for you in construction." And I mean it. Just ask my two brothers and my partner, who are engineers and still can't quite figure out how I ended up more passionate about construction than they are.

But for me, it's not just a job. It's about designing meaningful interventions to enhance lives. It's about changing people's perceptions. It's about leaving a lasting legacy. It's about coaching and supporting those at the early careers stage, especially the "forgotten children" who are NEET (Not in Education, Employment, or Training), at risk of becoming NEET, in care, or care leavers. This commitment goes beyond professional duty; it is a personal calling and I've witnessed the transformative power of giving someone their first chance through my work with CITB, the Young Adults' Employment Hub run at Southampton City Council and the Skills & Participation team at Hampshire County Council and St Eds, an employability charity in Norwich.

Melanie Dawson
Origin7

Winner - Local Hero - Northern Ireland

Melanie is a truly inspirational and influential women in construction having won awards for Innovation, Professional Service, Best New Start-up, Best Small Business and most recently Women in Tech Entrepreneur of the Year! Melanie started Origin7 four years ago, mid pandemic as a busy mum of 5 boys, choosing to leave a successful career as Director of Digital Construction for a large Main contractor, an inspirational move. She had built up an impressive network over the previous 20 years working in construction and had become an expert in the field of Digital Transformation, Innovation and BIM (Building Information modelling.) She established Origin7 Ltd which is a BIM & Digital Construction consultancy where she leads other companies in the built environment through successful digital implementation. She found a big demand specifically for BIM training and established Origin7 Digital Academy in 2022 and in quick session formalised Digital Construction Live as a limited company bringing the total number of businesses to three. The Digital Academy specialises in digital training (both virtual training and on demand e-Learning) and has allowed Melanie and the team to tap into the European and Indian market. The third business, Digital Construction Live is an events business, which brings together the construction industry through an annual conference, bootcamps and awards to connect industry and celebrate the success of those doing great thing in the digital construction space. Melanie leads and influences her team and clients by example, an absolute powerhouse in her field!

Melissa Fazackerley
Dimension H&S Ltd

Winner - Local Hero - North West

As the founder of Dimension H&S Ltd, I bring over 20 years of construction experience, with the past 15 years dedicated to health, safety, and risk management, I am a Chartered Member of IOSH and a Fellow of IIRSM, underlining my professional expertise and commitment to industry standards.

Recognised in SHP's 2024 Most Influential list and Top 100 Women in Construction 2023, my contributions in the field are widely acknowledged.

At Dimension H&S Ltd., I have numerous initiatives, including the development of an 'on the tools' apprenticeship training programme, and providing mentorship and coaching to leaders within the construction industry.

My passion for safety standards is evident through my active participation in industry committees and contributions to leading industry magazines such as IIRSM and FPA, focusing on fire safety in construction.

I am also dedicated to raising awareness on mental health within the construction industry. I have been a guest on various podcasts discussing critical issues such as mental health in construction and fire safety.

Currently, I am working on free behavioural safety workshops to further promote a culture of safety and well-being, additionally, I am proud to support Andy's Man Club by donating quantities of my "Under Construction Swearing Journal," aiding mental health initiatives within the construction community.

Michelle Poxon
ANTA Education Ltd

Allies

ANTA Education in Telford specialise in supporting job seekers to complete health and safety training to help them acquire their CSCS card and move into employment. Over the past three years, as Operations Manager of ANTA Education, I have been heavily involved in helping more than 400 job seekers secure their green labourers' card.

Many of the job seekers who come to us for training have gone through tough times, facing various barriers that lower their confidence, affect their focus, and impact their ability to work. I have been involved not only in developing an inclusive training model that supports learners of all abilities, but I also believe in our learners, often more than they believe in themselves. My caring and proactive approach consistently has a positive effect on the people I interact with.

I've seen learners who struggled to complete simple exams on their own grow into confident, employable individuals who go on to secure their "dream job" in construction. I am driven to offer a crucial link between job seekers and the labour market, always striving to make the biggest difference possible.

Although my career prior to joining ANTA Education wasn't within the construction industry, the impact I've had in addressing the labour force shortage and breaking down the barriers faced by those trying to enter the industry is something I'm very proud of.

Monica Chandran
Jackson Civil Engineering

Local Hero Southeast & One to Watch

Monica Chandran is a young and passionate civil engineer, currently working as a site engineer with Jackson Civil Engineering. She spent her early years in India, where she did her Bachelors degree in Civil Engineering and started her professional journey working as a site engineer.

Soon after, Monica's constant perseverance for excellence brought her to prestigious Kingston University, where she completed her masters in structural civil engineering and construction management. Monica continued her pursuit towards excellence throughout her professional life, dedicatedly working in challenging highways engineering sector, around the clock and throughout the country. To ensure her continuous professional development, she is closely associated with professional bodies like ICE, CITB and CIOB and achieving multiple professional milestones like ICE Engineering Technician status.

Apart from being an excellent engineer, Monica is deeply committed to community service. Whenever she is not wearing her hardhat, she can be found either cooking for the homeless people or volunteering as a cricket coach. She has also been organising work experience program for 15 students with help of her employer for past three years and works as CIOB Construction Ambassador and STEM Ambassador, contributing over 50 hours each year, inspiring future generations of engineers.

Monica's efforts have been recognised with multiple awards including the Gold Kingston Award, the Outstanding Student Contribution Award, the Highways Award and the Most Promising Trainee Civil Engineer CECA Award. Monica is determined to make this world a better place, working in every capacity she can, brick by brick and day in day out!

Natalie Horsfall
Thomas Johnstone Ltd

Local Hero Scotland

I have been working in HR roles for over three years. I achieved a First-Class Honours degree in International Business and Human Resource Management from Glasgow Caledonian University. I decided to base my final dissertation on something I felt strongly about, 'Factors Influencing Gender Segregation in the Construction Industry' as I have always been passionate about equality and diversity. During this research I started to understand the challenges women can face in a male dominated industry and wanted to be involved in changing this, it was shown that the small number of women who enter the industry gets lower as many tend not to stay.

I started my career with Skills Development Scotland as an HR Intern moving to HR Assistant, I then moved on to work with Glasgow Clyde College as an HR Administrator supporting their Engineering, Computing and the Built Environment department. I have since been working with Thomas Johnstone Ltd as their HR Manager.

As HR Manager I have been able to implement things such as drafting and rolling out an Equality, Diversity and Inclusion policy. This is a standalone HR role as the company previously did not have a dedicated HR department. I have been able to put in place numerous positive changes to create a culture of inclusion and HR department employees can feel comfortable sharing things with.

I understand how underrepresented women are in this sector and will continue to push to change stereotypes and promote an inclusive environment within my organisation and beyond.

Nettie Taylor
ElizaTay Lady Decorators

Winner - Woman on the Tools

I started Eliza Tay Lady Decorators in January 2015 on my own, with a passion like no other for Decorating. I worked alone until taking on my first apprentice. I loved the whole aspect of Training Women and promoting females into the industrty. I'm now on my twelfth Apprentice, [thanks to the support of CITB grants]. Without this support, I would never have been able to take on so many apprentices. My current team consists of myself and three others – Jasmine, Abby & Szaffi. They are all at differing levels of qualification, and all registered with CITB Apprenticeship Scheme. I am committed to enrolling females into this industry and will always have at least one apprentice on my team! Several of my past Apprentices are running their own decorating companies or remain within the construction industry. All our work is from returning customers or word-of-mouth and we are always busy. Our Team was approached by the TV's DIY SOS in 2018. We were happy to help, and the experience was amazing! I was also asked to sponsor a local 'Women's RFC new kit' [Women supporting Women] which I agreed to. My journey has been incredible so far, inspiring all these women to join this industry and make such a difference in this field. We were also sort after by a Local 'Female Development' Company, which was fantastic for both parties involved, which is why being shortlisted for this award is so important to a small business like mine!

Renee Preston
Gallaway Construcition

Contractor Influencer

Renée Preston runs her construction company alongside her husband, Ian. Together, they've built the company into a nationwide contractor, operating across a variety of sectors. Renée's philosophy is rooted in the belief that to build in an area, you must first build the community. Her strong social values have driven her to create a successful CIC, Construction for Women, which champions women into construction-led roles through training courses and mentoring programs.

The sister arm, Construction for Girls, has offered over 500 girls a taster day in construction this year alone, with colleges already reporting an increase in female enrolment in construction courses. Renée's passion for education and industry diversity doesn't stop there; her Gallaway Early Talent Program supports apprentices, undergraduates, and postgraduates by providing valuable insights and employment opportunities in the field.

Renée is committed to addressing the skills shortage in the industry by introducing fresh, diverse talent, and she often says she's working to flood the sector with the next generation of skilled professionals. Her efforts are already producing tangible results, solidifying her place as a leader not just in construction but also in creating a more inclusive, forward-thinking workforce.

Sam May
WSP

Winner - Designer Influencer

It was my pleasure to be considered for the Top 100 Most Influential Women with NFB. I love being part of a SME business' where each role intertwines from dealing with enquiries, tenders, accreditations, administration, marketing and day to day running of the business. I have loved being a part of Pulse development over the last 3 years with renting our first office space, expanding our social media by 1000% and securing our biggest ever contract. I am proud to be able to assist in other networks including a new movement The Save Construction Initiative.

Sasha Bainbridge
Lovell Partnerships

Allies

Sasha has worked in construction for over 20 years, and has worked for some of the largest construction & electrical engineering companies within the industry. Before joining Lovell in March 2012, Sasha enjoyed time at ISG, ABB, and Durkan.

Despite being academic, animated and positive throughout education, a career in construction was never suggested to Sasha and it was only through a temporary job after university working on bid winning that she was able to consider a career in construction.

Working with sister company Morgan Sindall Construction, Sasha introduced Women into Construction to Norfolk, organising an exciting pilot project during the Covid-19 pandemic lockdown. This pilot saw a positive action programme deployed in the region to support a group of approximately 15 women with pre-employment training and work-placements. The programme comprised a series of mentoring circles, work-ready training, work placements, site tours and training for taking the CSCS card test, as well as extensive one-to-one mentoring.

A woman working in Lovell as a Covid cleaner expressed an interest in moving over into the operational side of the business after engaging with women on the pilot project, and went on to undertake a work placement before applying for a Trainee Assistant Site Manager role. More than 30 people applied and all 5 shortlisted candidates were women. Because of the success of the pilot programme, WiC took the decision to open an East Anglia Hub and to engage partners more widely in the construction industry. The connection in the region with Sasha led to another woman finding their dream role in construction, when Kim Watts completed a week's work experience with Lovell through WiC, and went on to be successful in a role as a Trainee Finisher.

Sasha's role within Lovell has evolved as the business has evolved and she now very much focuses on creating and nurturing long term partnerships and relationships in both business and the community. Whilst a lot of businesses are talking about there needing to be more roles for women in construction, Sasha is taking action to promote and educate women from school age about the benefits and opportunities of a career in construction. She is particularly passionate about showcasing the wide variety of roles available to women from surveying, and technical roles, to the more operational roles which often lack diversity. She is also leading the way in engaging with students in schools from an earlier age, with a strong belief that engagement doesn't start young enough to introduce construction as a fantastic career choice for women.

Siu Mun Li
Temporary Works Forum

Client Influencer

Siu is a highly accomplished civil engineer with over two decades of experience in the construction industry and her extensive expertise and leadership has earned her recognition as the Most Influential Woman in Construction 2023. As a Director of the UK's Temporary Works Forum, a specialist knowledge society of the Institute of Civil Engineers, Siu plays a key role in shaping the future of construction. Additionally, she serves as a committee member of the IOSH Construction Group, contributing to the advancement of health and safety in the industry.

Siu has successfully managed the construction and engineering on some of the most prestigious projects in Europe, including HS1 (formerly CTRL), Stratford Olympic Park, Crossrail and iconic high-rise structures shaping London's skyline, consistently delivering excellence. Siu's technical knowledge is matched by her passion for people development, making her a highly sought-after mentor and leader. She has guided numerous professionals, including two graduates of the year from different companies and a global graduate of the year, showcasing her exceptional mentoring skills.

Beyond her project management and mentoring roles, Siu is also a visible role model in the industry. She uses her platform to encourage and inspire others, speaking on panels, participating in podcasts, and serving as a STEM Ambassador. Siu has a very approachable persona, she is known as someone people turn to for solving construction problems but also seeking guidance and support. Her dedication to developing the next generation of construction professionals is evident, and her influence in the industry continues to grow.

Sophie Rice
BAM Nuttall

One to Watch

Sophie is a degree apprentice site engineer at Bam Nuttall, a civil engineering contractor, currently based on the Aberaeron Coastal Defence Scheme. Sophie is working towards a level 6 degree apprenticeship in civil engineering, studying part time at Leeds College of Building. Whilst primarily responsible for setting out works to deliver a scheme to protect the coastal town of Aberaeron, she is also a STEM ambassador for the company.

Since beginning her career in 2021, Sophie has quickly gained engineering skills and knowledge of the construction industry whilst part of teams delivering projects across England and Wales. After only a year as an engineer she used her experience of being in the industry, alongside carrying out primary research, to identify that one of the main reasons for the continued gender disbalance in the field is the lack of female students and graduates to begin careers in the first place.

She has since focused her time on visiting schools, colleges and community groups to lead and deliver regular presentations and activities aimed at inspiring female students to start careers in construction. She also has highlighted the apprenticeship route to students not otherwise considering it, and helped female students prepare for apprenticeship interviews.

Her work was recognised by New Civil Engineer magazine at the 2022 Graduate and Apprentice Awards where she won an award for Outstanding Contribution to the Industry, and in 2023 won an ICE Technician Quest Scholarship and the CECA Southern Most Promising Level 4 apprentice prize.

Soraia Pardal
CPI Euromix

Local Hero
Midlands

I am originally from Portugal, where my fascination with tourism led me to enrol in a Tourism Degree at the university. My academic journey took an exciting turn when I moved to London through the Erasmus Student Programme for an internship in hotel HR administration. My hard work paid off when I was offered a role with Hilton, marking the beginning of a rewarding career in hospitality that lasted until 2020.

When the pandemic hit, I was furloughed for eight months, a period that prompted me to reassess my career path. I decided to make a significant change and joined the construction industry at the end of 2020. Transitioning from the diverse world of hospitality to a predominantly male construction environment was eye-opening. It sparked a passion in me for Diversity & Inclusion, something I felt was underrepresented in my new field.

I am now dedicated to changing the narrative and promoting construction as an excellent sector to work in. I believe it's crucial to highlight the industry's potential and ensure that it's known as a welcoming place for all. My mission is to create a working environment that celebrates diversity and promotes inclusion, where everyone can find opportunities and feel valued. I am committed to making a difference and showing that construction is not just about the buildings we create, but also about the diverse and talented people who help to build them.

Sukhi Kaur
Build 4 U Property Ltd

Allies

My career in the construction industry has been driven by a profound passion for turning visionary concepts into concrete achievements. As the Managing Director of Build 4 U Property Ltd, I have had the privilege of steering a highly skilled team, ensuring that every project is meticulously managed from inception through to completion. My dedication to excellence has been recognized through my nomination for the Top 100 Most Influential Women in Construction, an honor that reflects my commitment to advancing diversity and innovation in a field traditionally dominated by men. Throughout my journey, I have consistently focused on delivering projects that meet the highest standards, with a keen attention to detail that ensures client satisfaction at every stage. My commitment to Health, Safety, and Environmental (HSE) standards is unwavering, and I continuously expand my expertise through Continuing Professional Development (CPD) courses. This ongoing education allows me to keep Build 4 U Property Ltd at the cutting edge of sustainable and responsible construction practices. My passion for the industry extends beyond the completion of projects; it is about creating lasting, positive impacts on communities and setting a standard of excellence that inspires future generations. Each project I undertake is a reflection of my dedication to building a more innovative, inclusive, and forward-thinking construction industry.

Suzanne Moss
Ringway Infrastructure Services

Winner - Local Hero - East of England

An experienced manager with over 25 years' experience in Highways, Suzanne has worked on the Milton Keynes Contract since it commenced in 2014. Her role as Business Manager is varied, which she really enjoys with responsibilities including Quality & Performance Management, Communications & Stakeholder Engagement and she is passionate about managing Social Value, establishing opportunities and encouraging staff to use volunteer days to make an impact in the community where it is most needed.

As a Senior Manager, Communications Lead and member of the Vinci Women's Network, Suzanne has many opportunities to celebrate and promote the fantastic women in the organisation and is also a mentor for Business Graduates through the Vinci Graduate Scheme.

Suzanne is proud to have been shortlisted in the top 3 Women's Leaders Awards 2024 in Milton Keynes within the Construction and Industry Category and recently collected a Green World Award for being a Green Ambassador promoting sustainable practices.

Suzanne has made a significant contribution in Milton Keynes through providing opportunities for people from a diverse range of backgrounds such as supporting vulnerable people and prison leavers back into work, providing work experience for local academies and vulnerable learners and the work she undertook with the education team at local Safety Centre, Hazard Alley to introduce a Safe Site Scenario teaching young and vulnerable visitors about the dangers around roadworks, which will provide an important safety message to visitors for years to come.

Tehmina Khan
Hounslow Highways

Local Hero Southeast

Having fallen into construction accidentally, it opened my eyes to an industry I knew less about than I thought. I never appreciated the variety of roles that make up this world, but I learnt fast.

Being a private company delivering a public service, I wanted to change the relationship with our community. I established the Lay Assessor programme, a group of our most vocal complainants, by bringing them into the ethos of the contract. The programme is now in its 10th year, running so successfully that none of them (still the original group) want to move into another programme or let ours be disbanded.

During the creation of a new online customer reporting platform, the LA's tested the system, helping us create a bespoke reporting tool for our website (FixMyStreet). This was a huge change, requiring the management of different stakeholders. The successful delivery of this project is another milestone in my career.

I organise and deliver sessions to all middle schools in the borough once a year, through initiatives such as Junior Citizens, Enabling Enterprise and work experience.

Our diverse community relationships have flourished. They work with us, they stand in forums and advocate for us, because they know us as people, not just an organisation.

I am also passionate about highlighting our female workforce and showcasing the different roles in our sector where our females stand out, to encourage the next generation of females in our industry and ensure fairness and inclusion. They say it takes a village...

Trish Manners
T. Manners & Sons Ltd

Allies

Trish played a pivotal role in laying strong foundations for her husband's family construction business by bringing a wealth of experience from the manufacturing sector. She applied lean processes, value stream concepts, and a robust background in HR, Learning & Organizational Development (L&OD), and community partnerships. Recognising the challenges faced by SMEs, such as skills shortages and the evolving needs and demographic of employees, Trish identified opportunities to address these issues by fostering a culture that supports employee aspirations and well-being.

As a member of the CIPD Northern Policy Forum, Trish has been a strong advocate for diversity, inclusion, and sustainability in the construction sector. She has also been committed to addressing regional disparities and enhancing employment opportunities for high-unemployment groups, working towards creating more equitable and accessible pathways into the industry.

Through direct collaboration with colleges and specialist organisations, Trish has encouraged lifelong learning and inclusive values. She designed Personal Development Plans (PDP) and developed a comprehensive People Strategy, which has created a supportive platform for employees to thrive. Her efforts have included a focus on mental health, well-being, and neurodiversity, removing barriers for those seeking employment in the construction industry.

Trish's passion for change has allowed her to turn challenges into opportunities, making a lasting impact on both the business and the broader construction industry.

Wendy McFarlane
CPI Mortars

Local Hero Scotland

Having spent my earlier career in both Professional Services and then Food Manufacturing in Senior Finance roles, I came to the Construction Industry over 2 years ago with diversity and inclusion having only made headlines for celebrating its success. It didn't take long to appreciate the DE&I challenges within the industry but I quickly realised there were also a lot of driven individuals creating positive change and I wanted to be a part of that, especially having two young daughters of my own. Fortunately, both CPI Mortars and our Group Company; Grafton plc are led by exactly those individuals encouraging this extensively.

With that support, we took steps to create our first Diversity & Inclusion Network now going strong for over a year, where, as Chairperson, I support and encourage many initiatives to enhance greater equality in the company and externally. This has included a review of our policies and procedures, a complete overhaul of our recruitment process and partners, loud and proud communications internally and externally to acknowledge our successes and raising awareness and a full review of our facilities to ensure they were welcoming and supportive of all demographics.

Most recently I have been one of the pioneers for a new industry wide network; The Building Bridges Network, with a powerhouse of brands names and high-profile businesses including Taylor Wimpey, MKM Building Suppliers, Crest Nicholson, Morgan Sindall, Selco, SIG plc, Marshalls, Leyland SDM and Clarkson Evans. Our aim is to work together to share success stories and tangible actions, as well as building a highly influential network in the Construction Industry, benefiting individual businesses and driving change across the landscape.

Alysia Rigg
Walker Sime

Woman on the Tools

Amy Hoskin
John Sisk & Son

Local Hero Northeast

Charlotte Collins
Tilia Homes

Local Hero East of England

Chloe Jones
Flannery plant hire

Woman on the Tools

Danielle Green
HMS

Woman on the Tools

Emma Turner
D&G Builders & Joiners Ltd

Local Hero Northwest

Jodi Smith
Quinn Groundworks

Woman on the Tools

Kim Watts
Lovell Partnerships

Woman on the Tools

Liv Buxton
Mansell Building Solutions

One to Watch

Meleisha Ennis-Stuart
A-Safe

Woman on The Tools

Mia Goodall
HMS

One to Watch

Morgan O'Sullivan
Lee Marley Brickwork Ltd

Woman on The Tools

Pen Le Kelly
CPI Euromix

Local Hero Southeast

Raluca Ursu
John Sisk and Son Ltd

One to Watch

Sarra Hawes
Hawes Construction Group

Local Hero Southeast

Sonia Robinson
Southern Oak Ltd

One to Watch

Tehmi Parinchy
ProBuild360 Ltd

Local Hero Midlands

Toni Butcher
Mayo Construction

Woman on the Tools

Tracie McKenzie
Construction

Woman on the Tools

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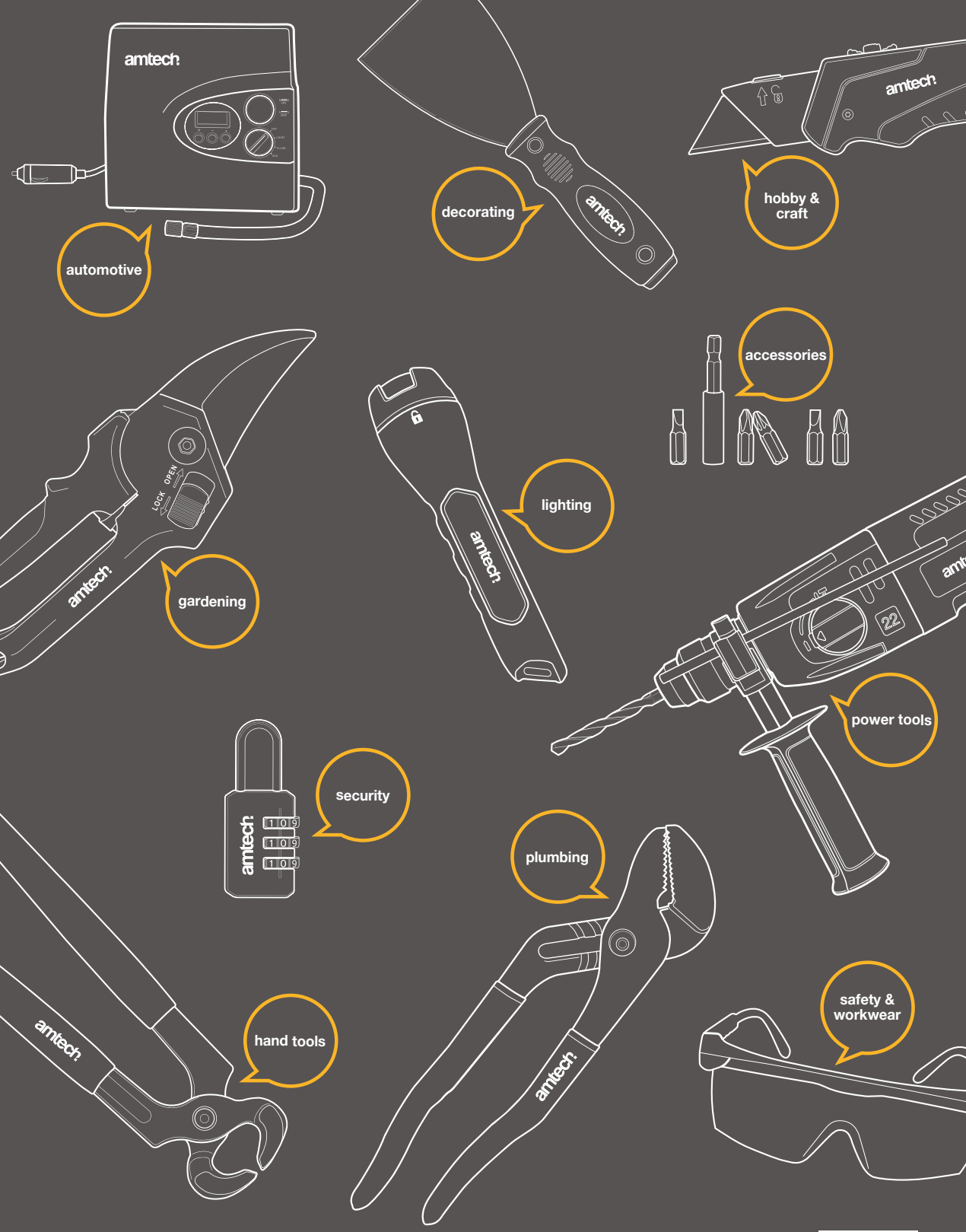

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