

WISE Annual Report

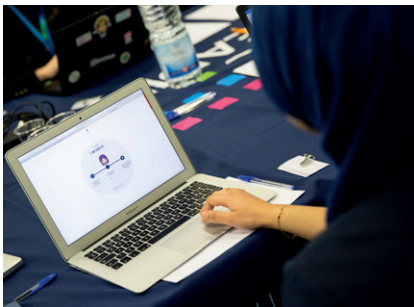
April 2019 - March 2020

Our Skills, Our Future



The WISE Year

Our Skills, Our Future



We made a real impact this year, and had cause to celebrate as across the UK for the first time there are over 1 million women working in core STEM. Over 1 million different stories of success, of impact on our society and of potential for the future. But there is still much work to do, as these women still only represent 24% of the workforce.

The nature of work and the skills we need are transforming at tremendous speed. We need to ensure that women are involved in the technological transformation of the world around us, and yet fewer than two in ten of IT professionals in the UK are women.

That is why our theme for 2019 was our skills, our future – working at all stages of careers to give the benefits of true inclusion to individuals, organisations and society.

We work at WISE with our members and supporters to drive this change. We inspire with our spectacular Awards programme, celebrating some of the leading role models from across STEM. We keep creating new research and ideas to drive the conversation about gender balance forwards – topics at the WISE Conference in 2019 ranged from neuroscience to robotics – challenging and engaging our audience. Our research with the Royal Academy of Engineers looked at the gender pay gap in the engineering profession and offers insight and suggestions of how to address this.

Girls need to be aware of careers in STEM early on so they can help build the future. Our My Skills My Life resource saw more than 1,000,000 girls explore new careers, and our STEM Accord partnership works to join up offerings to young people, especially girls, to keep showing them that they could change the world through the amazing careers we know are available.

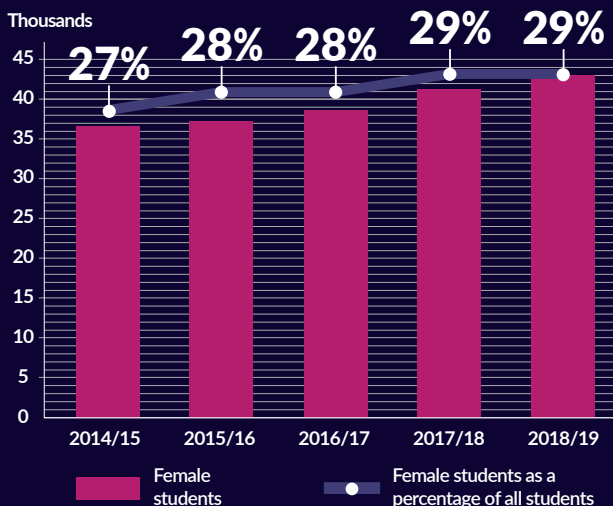
Our members are at the heart of what we do, and we welcomed 33 new members in 2019, working together as a powerful network to make real change happen.

In all of this, we deliver real impact to individuals, organisations and through them to our broader society. Those 1 million women in STEM should be celebrated, and we will keep working to increase their numbers for the benefit of everyone.

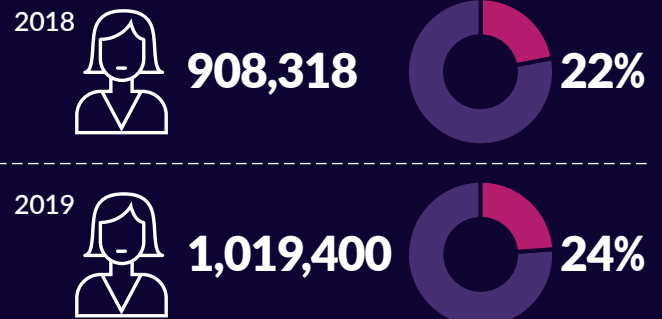
The WISE Effect

For the first time ever, there are now more than 100,000 women working in core-STEM roles in the UK! There are now 350,000 more women in core STEM than there were a decade ago. Women now comprise 24% of the core STEM workforce and 29% of those getting higher education qualifications are women. The number of girls taking GCSE core STEM subjects is rising. Numbers of girls taking A Level maths had doubled since 2002 whilst the amount of girls taking computer science and physics continues to rise. Trends for FTSE 100 companies are positive with more women overall in executive roles. Incremental progress can, over time, add up to a huge improvement.

Women achieving Core STEM qualifications 2014 - 2019

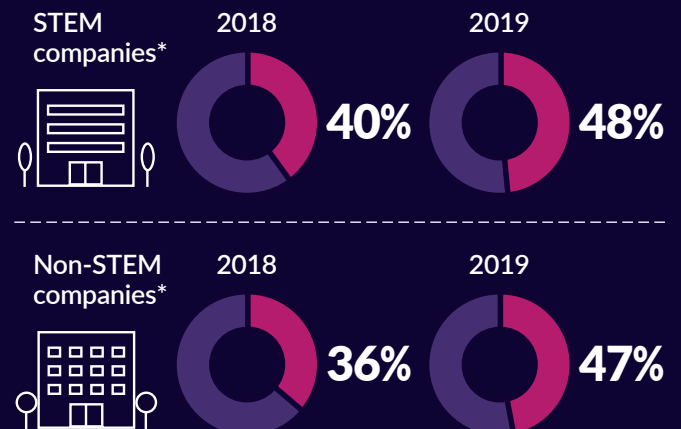


Women in Core STEM Occupations 2018-19



Women as a percentage of Core STEM workforce

Female board executives at FTSE 100 STEM & non-STEM companies - 2018-19



*That have at least 33% women at board executive level

Online impact

WISE website

192,196
visitors

7,117
registered users

526
visitors every day

8
new users register every day

57%
increase in user numbers

Twitter

37,500
followers

9
people joining every day

Jobs board

1,036
job adverts posted

135,127
click-throughs generated

On average, that's **130**
clicks per job!

WISE Members

33 new members joined WISE to work with us as we further our campaign for gender balance in STEM. Northern Ireland Department for the Economy joined WISE as a strategic partner and British American Tobacco, Honeywell, Imagination Technologies, Arqiva, PepsiCo UK, HSBC Ltd, Sellafield Ltd became WISE premium members.

The WISE Partnership team continues to grow as we work to support our members.

WISE Strategic Partner



WISE Premium Members



WISE Events



Alongside the annual Ten Steps Measuring Progress event, WISE has hosted 12 member events attended by over 260 WISE members this year. These events covered topics such as recruiting women into technical roles, setting up returner programmes and a roundtable discussion for academic members.

"I thoroughly loved attending, meeting other women in industry and hearing about amazing and varied career paths."

"Detailed and insightful with a speaker who obviously cares about the subject matter."

WISE Awards

Winners, finalists and guests had a fantastic night recognising individuals and organisations who are actively working to promote those who are working to achieve gender balance in STEM in the UK. Over 300 guests attended the 2019 WISE Awards, which featured live science experiments on stage! All the nominations highlight the incredible work of the individuals and organisations involved. In the winners we recognised the truly inspirational work that is being undertaken to help achieve our purpose.



The 2019 WISE Award Winners

"The calibre of STEM women gathered in one place, was a first for me after 30+ years in the construction industry. Thank you!"



Emer Murnaghan
WISE Ambassador



WISE Conference

We know that the skills women have are the skills which STEM increasingly needs more and more of – and that's why the theme of this year's WISE Conference was Our Skills, Our Future.

The focus of the conference was on looking at how women are critical to addressing the future skills needed in the UK, particularly as the surge in technology, AI and robotics increases.

We heard from a range of fantastic speakers on issues ranging from neuroscience to apprenticeships, and the feedback received was overwhelmingly positive.



Inspire

My Skills My Life reaches over 10,000 girls

10,000+
girls reached

350+
schools engaged

600
role models on platform

Shaped by evidence and tested with thousands of girls, My Skills My Life is already inspiring girls to follow their STEM interests by showing them just how wide a range of suitable opportunities there are. The interactive game has helped thousands of girls learn more about the rewarding careers available to them in STEM industries.

WISE took My Skills My Life to the Great Yorkshire Show, Big Bang Fair and New Scientist Live! Thanks to WISE members Network Rail, PepsiCo and Unite the Union. New My Skills My Life packs are under development: Our Planet, Maritime and Me, Property and Returners.



Above: WISE Premium members, PepsiCo took the resources to a new level on their STEM careers stand at the New Scientist Live event.

"I really liked the My Skills My Life section because it's showing women that they can do whatever they want to do with their life."

Shagufta at 10 Downing Street

WISE Development Manager, Shagufta Sharif (right), visited 10 Downing Street to talk about My Skills My Life and to meet likeminded people who are passionate about equality for girls.



STEM Accord

WISE are delighted to be a founding partner of STEM Accord alongside the ERA Foundation, STEM Learning, the Design and Technology Association and the Smallpeice Trust.

The partnership has been founded to provide co-ordinated actions to inspire more young people, particularly girls, to study science, technology, engineering and mathematics. By joining forces, we will make sure that all girls and their families get the message that these subjects will open doors to the jobs of the future.



Encourage

CSO WISE Programme

The Office of the Chief Scientific Officer and WISE introduced a brand new programme, building on the success of the CSO WISE Fellowship. We brought together 32 women for the opportunity to accelerate their leadership journey in 2019/2020.

This year's programme has focussed on the cohort, each designing and delivering a project within the NHS – from outreach to building networks and beyond. They have undergone mentoring training to find themselves mentors and have continued to engage with each other through Action Learning Sets throughout the year. Professor Dame Sue Hill, Chief Scientific Officer for England, NHS England, says:

"I believe that WISE's work with individuals, organisations and businesses across the UK is crucially important in raising the profile of women in science, technology, engineering and mathematics (STEM) as well as highlighting their contribution to solving some of the challenges that we face both nationally and internationally. By bringing together our experience, passion and commitment we have a real opportunity to bring about positive change, while providing a nurturing and supportive environment to share learning and camaraderie. Ultimately, this Programme will support and promote the aims of WISE, provide high-profile female role models, and bring benefits to the UK more widely."



"I'm sure I speak for everyone when I say it was such an interesting and thought provoking two days. I literally felt like 'superwoman'! Being in a constantly positive environment put me in such a great place, and I have vowed to keep this energy up and pay it forward."

WISE Ambassador Programme

The new WISE Ambassador programme was launched by WISE's Patron, HRH, The Princess Royal, alongside Lead Ambassador, Professor Dame Sue Hill, Chief Scientific Officer for NHS England and Helen Wollaston, Chief Executive of WISE. The programme is a network of inspirational, influential and diverse women working in science, technology and engineering, to influence their sector and to work together to promote gender balance at the highest levels within the UK.



WISE Young Professionals' Board



By Sabrina Castiglione
CFO at Tessian and Chair of
the WISE Young Professionals'
Board 2018-19

Five new WYPB members were selected to take over from Board members whose term ended at the end of 2019. I'd like to offer a warm welcome to Tariq Ismail (Smallpeice Trust), Josiah O'Brien (AWE), Gisela Rossi (Tessian), Beth Probert (Altran) and Rachel Lord (Cardiff Met) who join the WYPB in 2020. To our outgoing members, I offer a huge thank you for your immense hard work, influence, and input to driving gender parity in STEM.

2020 will be the first year with both men and women on the WYPB and I'm excited to see what the WYPB can achieve with a broad and diverse perspective. In 2019, we also ran a successful parallel to our International Women's Day male allies initiative, on International Men's Day 2019, demonstrating that it's when we work together, that we can be the most powerful force for the better.



By Hazel Atkins
Business Analyst at BMT
and Chair of the WISE
Young Professionals' Board

After being passed the baton from a very successful 2019 we started the year with a virtual meeting – little did we know the trend this would set. With our project groups assigned and balls rolling we met in person for the first time in February in Leeds with some WISE colleagues to share ideas. Our goals for the Board in 2020 are to extend our reach and exposure in the STEM industry, work closely with WISE to develop and improve its plans, and foster our strong and supportive networks.

As I step down, I'm delighted to hand over the baton as Chair to Hazel Atkins (BMT) who will continue this important work with the energy and drive she's brought to the Board over the last 12 months. 2019-20 was a fantastic year for the WYPB – we cemented our mission to be a group of diverse, relatable professionals who lead initiatives to inspire, engage and advocate for the next generation of STEM, and carried out a number of fantastic initiatives. The WYPB spoke as STEM advocates at over 20 events, and ran a fully booked negotiation session at the WISE Conference 2019 to start a positive cycle of female advocacy in the workplace. For our annual competition in 2019, we engaged 10-15 year olds with our creative problem solving challenge, and achieved a record breaking turn-out of entries, inspiring those who'll drive our STEM future.



Above (from left to right): Hazel Atkins, Nadia Earl, Gisela Rossi, Zipporah Stephen, Frida Nzaba, Tariq Ismail, Josiah O'Brien, Halimatu Abubaker

WISE Team Update

The team at WISE is a key part of us being able to deliver our activities and continue to drive forward gender balance in UK core STEM. Our dedicated team provides an extensive range of experience to support our members and partners to meet our shared purpose. We asked our new team members why they chose to join WISE.

"I am delighted to have joined the WISE team. This position enables me to use my finance skills to promote and further such an important and worthwhile cause."



Kathy Jones
Finance Manager



Katie Jackson
Partnership Officer

"In 2020 we celebrate the significant milestone of 1 million women in core STEM in the UK. I am very proud to be working alongside our WISE network of organisations and agents of change, sharing their stories and providing a platform to inform and inspire the next milestone."



Amanda Clark
Marketing Officer

"I am thrilled to have joined WISE because I understand the important role STEM plays in our everyday lives. From diversifying product design to influencing AI programming and determining focused-on areas in medical research, gender balance in STEM is needed to ensure that innovation benefits everyone."

Finances

Total Revenue



Breakdown



Revenue



WISE is committed to maintaining financial sustainability through our high-quality services which continue to drive forward our purpose. The financial position supports our aim to create a sustainable organisation and achieve our purpose of gender balance in science, technology, engineering and mathematics (STEM). We grew revenue by 8% and reserves increased by 53%. Growth was due to the continued support from our members and partners.

We delivered premium member services, including workshops on the Ten Steps, our action-driven framework that helps businesses improve the recruitment, retention and progression of women. Our strategic partnerships included research on the gender pay gap, female leadership development programmes and programmes to inspire more girls to study STEM subjects.

Reserves



We were able to build up reserves, putting the organisation in a healthy position to weather uncertainties in the external environment. We built for the future by investing in new roles to support our membership, expanding the skills on the team with additional roles in marketing, finance, project support and partnership services.



WISE

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