If you look at the portraits that adorn the walls of our great institutions and public buildings it soon becomes apparent how few women are actually featured. This exhibition sets out to celebrate women in science, engineering and technology and I am delighted to say that, with your help, we are building a substantial collection of portraits of outstanding women. Many can now be seen on the walls of our great institutions, professional bodies and universities.

Annette Williams, Director, UK Resource Centre for Women in Science, Engineering and Technology

**UK Resource Centre for Women in Science, Engineering and Technology**

The UKRC works to improve the participation and position of women in SET across industry, academia and public services in the UK. Funded by the Department for Business, Innovation and Skills, it provides advice and consultancy on gender equality to employers in industry and academia, professional institutes, education and Research Councils. The UKRC also helps women entering into and progressing within SET careers, through advice and support at all career stages, training, mentoring and networking opportunities.

**Acknowledgements**

The UKRC would like to thank the sponsors, RAF, National Grid and The Royal Academy of Engineering.

Our thanks go as well to everyone involved: all those individuals and organisations who nominated women and supported the process, the selection panel, the photographer, the design team, and most importantly all the women nominated and doing such fantastic and inspirational work in SET.

“If you look at the portraits that adorn the walls of our great institutions and public buildings it soon becomes apparent how few women are actually featured. This exhibition sets out to celebrate women in science, engineering and technology and I am delighted to say that, with your help, we are building a substantial collection of portraits of outstanding women. Many can now be seen on the walls of our great institutions, professional bodies and universities.”

Annette Williams, Director, UK Resource Centre for Women in Science, Engineering and Technology
The Concept

In 2006 we set out to raise the profile of women working in science, engineering and technology with an aim to showcasing inspirational women and sharing their stories with everyone. The exhibition celebrates these exceptional women through black and white portraits produced by the respected photographer Robert Taylor.

This year 89 nominations for outstanding women were received across three categories:

> SET Discovery, Innovation and Entrepreneurship
> Communication of SET with a Contribution to Society
> SET Leadership and an Inspiration to Others

With your support we continue to capture the individuality, essence and gravitas of inspirational women – creating a legacy for future generations male and female.

As we celebrate five years of this exciting photographic exhibition we would like to extend our thanks to all the organisations and individuals who have supported the UKRC’s ambition for this project over the years. The length and breadth of nominations continues to impress the judges each year and it’s a joy to read about so many outstanding women. Although we can only profile six women each year we do recognise that each one nominated is outstanding and unique in her own way.
My mother’s capacity for creativity, courage, and generosity in carving out her own career in tough circumstances has always been an inspiration, and marker for the power of women.

I am proud to have had such a prestigious and enjoyable commission. It powerfully celebrates the achievements of women operating at the highest levels, often in environments where women are under-represented and their contributions not properly appreciated.

I have hugely enjoyed meeting and working with the 30 extraordinary women who have been profiled to date. I’ve heard so many fascinating stories about inspirations, breakthroughs, proud achievements and the successful integration of their careers into fulfilled personal lives.

It’s vitally important that more young women identify enough to be inspired to follow in their foot-steps. In my portraits I’ve tried to show these women in their best light, as remarkable, charismatic and thoroughly down to earth human beings who happen to be doing extraordinary things.

Robert Taylor
Freelance Photographer
Supporting the Collection

As the national academy of engineering we place the highest priority on encouraging more women to take up careers in science, engineering and technology (SET). To this end we work in close collaboration with the UK Resource Centre for Women in SET (UKRC), the WISE Campaign, The Athena Forum, the Athena SWAN Charter, the Womens’ Engineering Society and the Daphne Jackson Trust to co-ordinate a Diversity Campaign in Engineering.

Each year the UKRC’s Women of Outstanding Achievement in SET Photographic Exhibition highlights the ever increasing contribution of highly gifted women who are world leaders in their fields of expertise in science, engineering and technology. We are particularly pleased that so many women engineers have now been honoured in this way. They are exemplars for others to follow, not least the younger women who are being targeted in schools, colleges and universities to follow in their footsteps.

To this end we are proud to host the Women of Outstanding Achievement in SET Photographic Exhibition and to provide a permanent home for some of these magnificent portraits here in our premises in Carlton House Terrace.

Phillip Greenish
Chief Executive of The Royal Academy of Engineering
For SET Discovery, Innovation and Entrepreneurship

Dr Sarah Baillie, BVSc, PhD, MRCVS
Senior Lecturer at the Royal Veterinary College
Creator of the Haptic Cow

Innovative

“...The best thing about my work is that I am able to bring together a combination of skills in an innovative manner and hopefully help to inspire others along the way.”
For SET Discovery, Innovation and Entrepreneurship

Dr Jackie Hunter, PhD
Senior Vice President and Head, Science Environment Development, GlaxoSmithKline

Pioneering

“Science, engineering and technology is shaping the way we work, live, communicate – it’s driving social evolution.”
For Communication of SET with a Contribution to Society

Professor Amanda Fisher, FMedSci
Director, Medical Research Council’s Clinical Sciences Centre, Hammersmith Hospital
Professor and Head of Division of Clinical Sciences, Imperial College

Positive

“Go for it and don’t underestimate your potential.”
For Communication of SET with a Contribution to Society

Dr Helen Mason, BSc, MA, PhD
Department of Applied Mathematics and Theoretical Physics, University of Cambridge
Lead on the Sun |trek project (www.suntrek.org)
Senior Tutor at St Edmunds College, Herts

Passionate

“When there is a spark and the results are favourable, it’s fantastic.”
For Leadership and Inspiration to Others

Professor Dame Julia Stretton Higgins, FREng, FRS
Former Principal of the Faculty of Engineering,
Imperial College London

Dedicated

“\[\text{\textit{I have never stopped being interested in and inquisitive about the field I work in.}}\]”
Professor Helen Atkinson, FREng, FIMMM, FI MechE
Professor of Engineering. Head of Mechanics of Materials Research Group, University of Leicester

Purposeful

“Develop a career in science, engineering and technology and realise the world is your oyster.”
Dr Sarah Baillie, BVSc, PhD, MRCVS
Nominated by Dr Paul Probyn
Royal Veterinary College

As the inventor of one of the most significant devices in veterinary education in the last 50 years, Dr Sarah Baillie is forward-thinking, innovative and a true inspiration to colleagues, peers and students alike. Following a 20 year career as a practising vet, Sarah re-trained in computing science and worked towards addressing an industry-wide challenge in the veterinary sector with the invention of the Haptic Cow.

Sarah made the decision to re-train in computer sciences following an injury that made it difficult to continue with the physical demands of life as a practising vet. She has always been interested in IT as part of a generation where it wasn’t part of her education, and she recognised that IT was beginning to have an increasingly important part to play in both education and in the veterinary industry.

It was whilst studying that Sarah developed the idea of the Haptic Cow to help overcome the challenge of teaching students how to carry out internal examinations on cows and ensure that they do it correctly. It is now seen as one of the most innovative developments in veterinary education in the last 50 years, as it allows students to feel virtual models of the cow’s reproductive tract. Teachers are able to follow the internal examination on a computer monitor and the simulator ‘moos’ if students apply excessive force!

In 2005 the first model of the Haptic Cow was showcased at the Science Museum and it has since been a finalist in The Engineer Innovation Awards (2007). The device is now used in four of the seven veterinary schools across the UK.

Sarah is currently working on additional haptic products including the Haptic Horse and a variety of haptic computer games to be used for outreach in schools.
How do you feel about being named as a Woman of Outstanding Achievement?

It’s a great honour to be named as a Woman of Outstanding Achievement and schemes such as this that recognise the achievements of women are a great thing.

What is the best thing about working in SET?

I have always been fascinated by mathematics and felt I had missed out on the computing age. The Masters course I enrolled on did not require a computing background so it was ideal for me and there was a very diverse group of students. I think the best thing about my work is that I am able to bring together a combination of skills in an innovative manner and hopefully help to inspire others along the way.

What would your advice be to other women thinking of starting a career in SET?

I’ve found a passion for your subject area is a great help and motivator. And, of course, it also comes down to hard work and striving to do your best! Whatever you end up doing, working with a good team and being effective within that team is both personally and professionally rewarding.

How valuable do you think the UKRC is as a resource for Women in SET?

The UKRC offers a great service to women in SET – the mentoring schemes are particularly useful as having inspirational role models is a great way to learn and develop. I have had various role models and mentors throughout my career who have helped to set the standard as not only a professional, but also as a human being. Many of my role models have been committed to life long-learning which is something that I really value.
Jackie Hunter has an outstanding record of innovation in pharmaceutical research after deciding early on in her career that her work would focus directly on human health. Throughout her career, Jackie always championed new approaches. She was the first in the industry to implement new screening technologies such as the Morris Water Maze and she successfully tested a new therapy for Alzheimer’s disease.

Jackie joined the pharmaceutical industry following the completion of a Wellcome post-doctoral fellowship at St George’s Hospital. In 1987, whilst working at AstraZeneca, Jackie was involved in setting up a new unit at the Institute of Neurology. She then went on to work at SmithKline and French where she was involved in the development of ropinirole, the first dopamine agonist for Parkinson’s disease.

Over the next few years, Jackie became a department head and worked on a variety of groundbreaking research projects which included working on a novel migraine therapy.

When Glaxo and Smithkline Beecham merged, Jackie became Vice President of Biology and, shortly afterwards, Senior Vice-President and Head of the Neurology and Gastrointestinal Centre of Excellence for Drug Development (CEDD). During her leadership, Jackie created a department that not only delivered excellent science but also potential new medicines.

Jackie has also made significant contributions to preclinical stroke research and has lectured on stroke research at conferences and courses in Europe and the USA.

Jackie has always tried to share her knowledge, passion and enthusiasm for science by supervising or helping students and mentoring colleagues.
How do you feel about being named as a Woman of Outstanding Achievement?
Incredibly proud – it sends out several important messages. First a further recognition that excellent science is done in large pharmaceutical companies, second that women can be very successful in such an environment and finally that you can do this whilst still having an enriching personal life with family and friends!

What’s your biggest achievement to date?
My biggest achievement was leading the CEDD organisation. It was a fantastic time with a great bunch of people and we achieved a lot. The timescales in drug discovery are so long and sometimes people forget where the discoveries came from. I, however, truly believe the legacy of the CEDD will be medicines that will make a real difference to patients.

What is the best thing about working in SET?
This is one of the most exciting times on the planet to be involved in SET. SET is shaping the way we work, live, communicate – it’s driving social evolution. In areas such as climate change and food security, SET will have huge economic and societal impact. In terms of my own area of biomedical research, the past ten years have seen our ideas about regenerative medicine, predictive biology and the genetics of disease completely transformed.

What would your advice be to other women thinking of starting a career in SET?
First, you can make a difference without having to sacrifice other important aspects of life – it’s not without its challenges but these can be overcome. Second, many of the skill sets that are necessary for today’s SET environment – such as working in large teams across a matrix and juggling priorities - play to women’s strengths. We need diversity of approaches at all levels whether in the science itself, in the management and leadership of SET or its communication and translation into products.

What would your advice be to SET employers for attracting women into these sectors?
Value diversity. Realise that not all individuals are motivated by the same things. Measure and hold management accountable for any changes necessary if the organisation is serious about attracting more senior women. Finally, demonstrate flexibility in working conditions for both men and women.
Professor Amanda Fisher, FMedSci
Nominated by Andree Molyneux, OMNI Communications Ltd and Sir Leszek K Borysiewicz, Chief Executive, Medical Research Council

Amanda is an inspiration to both men and women. She has demonstrated that a scientific career can include a leading role in developing new ways to communicate science as well as participation in the arts and a good work-life balance.

Amanda obtained her PhD in myeloid differentiation at the University of Birmingham and was awarded the Lady Tata Memorial Fellowship to study retroviral biology at the National Institute of Health. A number of posts followed and in 2008 Amanda became Director of the MRC Clinical Sciences Centre in London, where she leads a distinguished group of committed scientists to take forward innovative and exciting research programmes.

She has also served on a number of influential committees, including the EMBO Science and Society Panel and the German Federal Ministry of Education and Research Stem Cell Review Panel.

Amanda is committed to developing imaginative ways to promote science in the public arena and sees this as crucial for inspiring the next generation of scientists, building confidence and interest in science and providing tools for informed public debate. One of the most innovative projects she has been involved in is Fabrics of Life: Nobel textiles, where Research Fellows from Central St Martin’s College of Art and Design were paired with five Nobel prize-winning scientists and commissioned to generate new textiles that visualised scientific discoveries and their impact on how we live. The project culminated in a unique exhibition of the designs in custom-built greenhouses in St James Park, during the London Design Festival.

Amanda has also helped set up Scopic, an arts project designed to inspire school children through the beauty and wonder of science.
What is the best thing about working in SET?
Being able to set your own research agenda and work alongside colleagues that share your interest and commitment.

What would your advice be to other women thinking of starting a career in SET?
Just go for it and don't underestimate your potential.

What would your advice be to SET employers for attracting women into these sectors?
Be flexible and inclusive.

What is your biggest achievement to date?
I was awarded the EMBO medal (European Molecular Biology Organisation) in 2002 and this was a great feeling – as the other nominees and past winners (mostly men!) were all outstanding scientists.

How do you feel to be named as a Women of Outstanding Achievement?
Proud, self-conscious and restless, in equal measure.
Dr Helen Mason, BSc, MA, PhD  
Nominated by: Professor Peter Haynes, Department of Applied Mathematics and Theoretical Physics (DAMTP) 
University of Cambridge

Helen is internationally recognised for her research in atomic astrophysics. Her work has contributed to international solar satellite missions including NASA Skylab and currently the Hinode Satellite. Helen’s passion to communicate about science in creative ways currently reaches many audiences from school children to audiences at music festivals.

Helen is a solar physicist who has made outstanding contributions to communication in SET, in discovery in her field and in leadership and inspiration to others. She studied maths and physics at Queen Mary College, London and then went onto gain a PhD from University College London in Solar Physics and Atomic Physics. She first became interested in her field at school and her father, an engineer, encouraged her to take up the subjects she enjoyed.

She has led and contributed to many very successful science communication activities including talks to schools and amateur astronomy groups, participation in many outreach projects, including public lectures and the ‘motivate’ video at the DAMTP, and most recently giving science presentations to audiences at summer music festivals including Glastonbury.

Helen has also written popular articles, contributed to several radio programmes and featured in several television programmes. 

Her leadership of the Sun|trek project has been instrumental in its huge success. Its resources have been requested by many schools in the UK and worldwide. Helen is strongly committed to overseas work and has travelled around the world on projects relating to the Sun.

Helen enjoys staying in contact with her students and is proud of her work as a Tutor at St Edmunds, Herts. Four years ago she took up the role of Senior Tutor and is now responsible for the welfare of 350 students, providing pastoral, financial and academic support.
What is the best thing about working in SET?
Working with teams and the sense of achievement it brings. It’s a very exciting field to work in and I am constantly learning new things. I love talking about the sun and sharing my enjoyment with others. Science isn’t always successful however, when there is a spark and the results are favourable, it’s fantastic.

What is your biggest achievement to date?
My family – I have two beautiful daughters and I am very proud of them and my husband. And of course my achievements with DAMTP and the Sun|trek project.

What would your advice be for other women thinking of starting a career in SET?
Go for it! There’s lots of fun to be had working in SET. Science is a communal field and you have to be a good team player. It’s not all about sitting on your own in a lab – there are very strong communities on a national and international level within SET. Follow the subjects you enjoy and be flexible in your career.

What would your advice be to SET employers for attracting women to the sector?
It’s important that employers recognise the whole person, not just the qualifications they may have. Look at the individual’s skills as a team player and their flexibility. Employers can’t be too ‘narrow’ in their thinking, and should open up their horizons to the workforce and roles that are flexible.

How valuable do you think the UKRC is as a resource for Women in SET?
It’s useful to have a real focus point for women within SET, and the UKRC offers that important role. It has succeeded enormously in its objectives and it is helpful to women across SET to be able to access the resource of the UKRC to positively encourage them in their careers. The culture within SET has improved but there is a still a way to go and work to be done.

How do you feel about being named as a Woman of Outstanding Achievement?
It’s good to have your work recognised and, hopefully, that will inspire young girls to take an interest in SET, especially maths and physics. I feel proud that my academic and pastoral work has been acknowledged. I have been fortunate to have had many mentors who have encouraged and supported me, both female and male.
Professor Dame Julia Stretton Higgins, FREng, FRS

Nominated by Dr Robert Ditchfield, Director, Education Affairs, The Royal Academy of Engineering and Professor Athene Donald, Deputy Head, Department of Physics, University of Cambridge

Julia has had an exceptional career, with outstanding contributions to both engineering and science. Through her pioneering research Julia has become a world leader in the field of polymer science and technology and is a source of great inspiration and motivation for many students.

From an early age Julia often posed the question ‘why does that happen?’ in relation to her school work. Her curious mind led her to be encouraged by a female physics teacher to take up physics as a career in order to satisfy her inquisitive nature.

After completing her Doctorate, Julia spent two years teaching before moving back into research via posts in Manchester and Strasbourg. This led to a number of prestigious appointments including a lectureship at Imperial College London, becoming a Reader in 1985, a Professor in 1989 and Dean of the Faculty of Engineering and Physical Sciences, and finally Principal of the Faculty of Engineering. Her roles have contributed to the success of her own department and to one of the leading Engineering Faculties in the world. For her contributions to science, she was appointed Dame Commander of the Order of the British Empire in 2000.

Julia also recognises the large number of PhD students (Post Doctoral and Research Fellows) that stay in touch with her, long after they have passed through her labs, as a major achievement in her career. Having acted as an informal mentor to them, the fact that many have gone onto become successful within their own fields is a great source of pride.

Julia now holds a position as Senior Research Investigator enabling her to maintain her base at Imperial College while allowing more time for her activities of choice including research with some of her colleagues in the UK and overseas. She chairs the Advisory Committee for Maths Education and is a Council Member and a Vice-President of The Royal Academy of Engineering.
What is the best thing about working in SET?
I’m very lucky that I have found my ‘natural home’, working within SET. Much the same way as I believe a writer must have when they have completed a novel. I find that I have a great sense of creative satisfaction through the work I have carried out. I have never stopped being interested in and inquisitive about the fields I work in and also feel there is a great sense of community with my colleagues, stretching from the UK right around the world. Even though working in a lab can be classed as lonely, I always feel surrounded by other people in the field.

What is your biggest achievement to date?
It is difficult to highlight one specific achievement however the success of my students has provided much satisfaction and becoming a Fellow of The Royal Society and of The Royal Academy of Engineering gave me a great sense of recognition.

What would your advice be for other women thinking of starting a career in SET?
To work within SET you have to be self-driven and self-motivated. You have to be strong-willed and be able to fail and bounce back again, which can be tough. If research doesn't work out you have to be able to return to it and start again, if a research paper is rejected by a journal you have to be prepared to look at it again. Having to accept failure is unusual for many careers outside of SET, though common in creative professions and it can prove hard to face.

How valuable do you think the UKRC is as a resource for Women in SET?
The UKRC is invaluable. The help that it gives to women establishing their careers, and to those returning to a career, is second to none. Anything that supports more women entering SET to help achieve a balanced workforce is a good thing. I have experienced more of a cultural barrier rather than personal discrimination. Working towards breaking that down can only be a good thing for SET.

How do you feel about being named as a Woman of Outstanding Achievement?
Honoured and very pleased.
Helen has made an outstanding contribution in the field of engineering. She is also a true inspiration and role model to her students in the UK and overseas, including many who have themselves gone on to achieve first class careers.

After graduating from Girton College, Cambridge with a first class degree in Metallurgy and Materials Science, Helen started her career at Harwell for the UK Atomic Energy Authority. She has since progressed to establish an outstanding record of achievement in industrially relevant research in the area of metals technology and manufacture. She currently heads the Mechanics of Materials Research Group at the University of Leicester.

The first of her family to go to university, Helen developed an interest in science from an early age finding the structure of materials 'beautiful and exciting'.

Whilst at Harwell she gained her PhD on the transmission electron microscopy of grain growth in oxide scales from Imperial College of Science and Technology. She then moved to Sheffield University where she established a leading reputation in the area of semi-solid processing. At the same time Helen started to work part-time, in order for her to combine her professional life and growing family commitments (she is a mother of three children). She credits her then head of department Professor Mike Sellars, and subsequently Professor John Sharp, with the foresight to allow her to combine both her roles and go on to become a Reader at the University. Her husband’s new role as Archdeacon of Leicester meant that the family moved to Leicester, where Helen was appointed Chair in Metals Processing at the University of Leicester in 2002.

Helen has served on a variety of national bodies including the Government’s implementation group for the strategy on women in SET (2004-2007) and was involved in the creation of the UKRC.
What is the best thing about working in SET?

There is a huge degree of variety in my job, even on a daily basis. I have been lucky in that I am constantly stimulated by research and the various roles I have carried out. Working part-time for a number of years has also allowed me to support my children through school and their various after-school activities. I am currently leading the £15m redevelopment of the Students’ Union building at the University of Leicester which is a new and challenging role which I am thoroughly enjoying.

I have been incredibly lucky to have travelled the world and been involved in international committees and setting up conferences. This has enabled me to encourage women from different communities to develop their careers in SET and realise that the world is their oyster.

What would your advice be for other women thinking of starting a career in SET?

I would advise any woman to ‘go for it’. There are so many possibilities available to women in SET. On the engineering side, it still is a virtually all male environment but there are lots of opportunities available to women. My children’s generation doesn’t seem to see any barriers to what they want to achieve. They feel that they can do anything. I would say that women in SET can go on and achieve anything.

How valuable do you think the UKRC is as a resource for women in SET?

I was involved in the UKRC’s inception and can clearly see how it has positively impacted on careers within SET. It has helped establish best practice amongst employers which has resulted in, amongst other things, much more flexibility and part time working. The range of different roles available to women has also been opened up and highlighted, from vocational to academic. This has resulted in the increased profile of women in SET.

How do you feel about being named as a Woman of Outstanding Achievement?

I was very excited and honoured to be named as a Woman of Outstanding Achievement. I know that I’m in esteemed company. When I started my career 30 years ago it was difficult to progress within SET if you worked part-time. It just goes to show how far we’ve come that women are clearly recognised within SET.
Women of Outstanding Achievement in SET 2010 – the shortlisted women

The UKRC would like to congratulate the following women who reached the final judging stage.

SET Discovery, Entrepreneurship and Innovation
Professor Sunetra Gupta, Professor of Theoretical Epidemiology, University of Oxford
Professor Judith Howard, Professor in the Department of Chemistry, University of Durham
Professor Angela McClean, Department of Zoology, University of Oxford

Communication of SET with a Contribution to Society
Victoria Blunt, Assistant Engineer, Atkins
Morwenna Wilson, Mechanical Building Services Engineer, Arup
Dr Lucy Rogers, Chartered Engineer and freelance journalist, author and outreach presenter

SET Leadership and an Inspiration to Others
Judith Hackett, Chair of the Health and Safety Executive
Kate Hall, Associate Director, Arup
Kirsty Moore, Flight Lieutenant, The Red Arrows

Future Vision
It has always been the UKRC’s aim that these portraits find a permanent home with the finalist’s employers, business, university or professional institute. This way we hope to build a legacy, provide inspiration for future generations and celebrate the achievements of women in these fields.

Permanent homes for 2010 & 2009 portraits:
Professor Dame Julia Stretton Higgins, The Royal Academy of Engineering and The Royal Society
Professor Helen Atkinson, The Royal Academy of Engineering
Dr Helen Mason, The Institute of Physics
Dr Carolin Crawford, The Institute of Astronomy, University of Cambridge
Professor Linda Partridge, The Royal Society
Ann Budge, Napier University
Professor Lynne Frostick, The Geological Society
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Annette Williams, Director, UK Resource Centre for Women in Science, Engineering and Technology

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