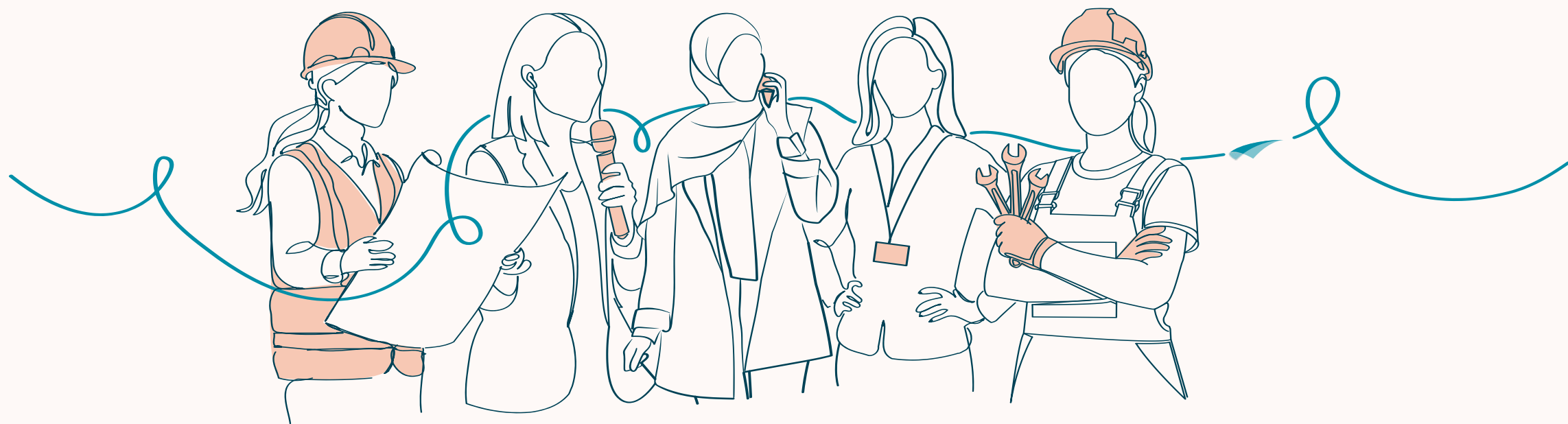


# Women in Construction Awards 2026



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Imagining places  
people to thrive.

Inclusive business is a better business when we achieve true diversity in the construction sector, I think we'll be much richer because of it.

Women in Construction Awards celebrate the women and men who are driving our industry forward to be the best it can be.

Congratulations to everyone who has been shortlisted – you are all winners!"

Scan the QR code for opportunities to join the team at Wates.



**Influencer Awards**

Influencer Awards recognise the extraordinary impact individuals can have on the construction industry. Those in prestigious positions, innovation, whose passion, innovation and dedication have driven positive change and inspired others.

celebrate women who are shaping the future of construction through their influential work both on and off-site. Their contributions, whether through groundbreaking projects, thought-provoking discussions, or inspiring mentorship, have made a significant difference.

**Wates**

Executive Manager  
Wates

shortlist sponsored by

 Louise Hardy Ballifair Beatty	 Lilian Ho Aecon	 Lily Hume Aecon
 Ranu Sharma Aecon Young	 Maria Holan Ingram Wood	 Vicky Bask Aecon

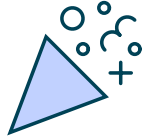
# What are the WIC Awards?

The Women in Construction (WIC) Awards were **founded in 2022** by Design and Build UK's Managing Director, Michaela Wain, with whom Wates is building a strong partnership. This is the second year we will be supporting these Awards.

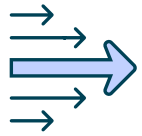
Providing a **platform for women and their allies** in the construction industry, the awards recognise and **celebrate talent** across all career levels and roles, **inspire future generations** and help foster a community focused on bringing positive change to the sector.



# Why WIC Awards matter...



**Celebrate excellence**  
recognising women at the forefront of our sector



**Drive change**  
improving inclusivity – an essential enabler of operational excellence.



**Empower women**  
encouraging women to reach their potential in a traditionally male-dominated industry



**Champion allyship**  
promoting the importance of advocating for women and minorities

**Women**  
account for just

**13%**

of the construction  
industry



# Award categories

You're invited to nominate yourself or a colleague for an award in one of the 11 categories listed here. The categories cover site-based trades, project management, corporate leadership and advocacy.

Entries close **30 April**.

We're looking for a good balance of applications across all categories

## Role model

Recognises an individual who inspires others through their professional conduct, leadership and active empowerment of women in the sector.



## Women's initiative

Celebrates a specific project/ scheme/ campaign led by a woman/women that successfully addressed industry challenges, supported female career progression or fostered a more inclusive environment.



## Community Hero

Celebrates an individual improving lives and opportunities in their community through construction-related work.



## Contribution to project

Recognises a woman whose skill or leadership significantly contributed to a project's success.



## Rising star

Recognises an emerging talent in the early stages of her career who demonstrates exceptional potential, initiative, and a commitment to professional growth within the construction industry.



## On the tools

Recognises excellence in site-based trades, celebrating technical skill, craftsmanship and a commitment to high operational standards.



## Inclusive company

Celebrates a company that actively promotes and embeds equality, diversity and inclusion across its workforce.



## Influencer

Recognises a woman using her platform to advocate for change and inclusion in construction.



## Male pioneer

Honours a man who is leading the way in helping to implement pioneering changes that improve gender balance across the construction sector.



## Male ally

Celebrates a man who actively supports, mentors and advocates for the success of women in construction.



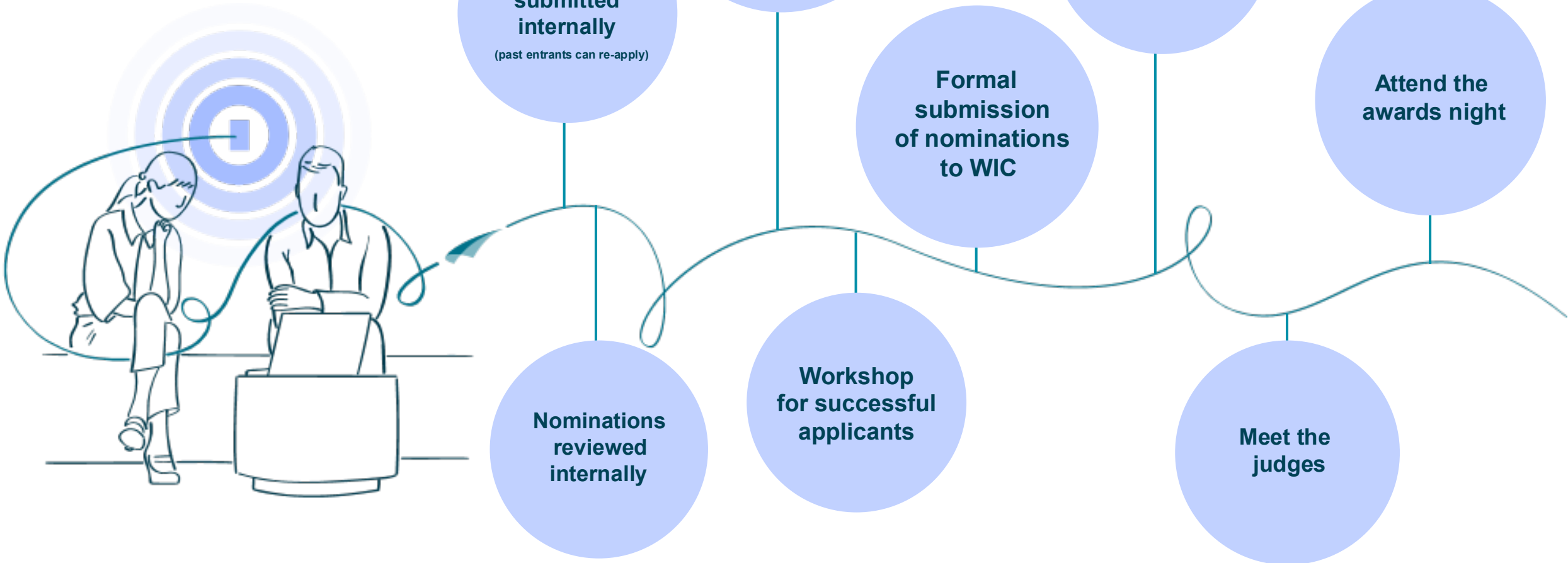
## Lifetime achievement

Honors a career that has created a lasting legacy in construction.



# Our approach to awards success

Key steps from nomination through to the event evening:



# Scoring framework

Every submission is evaluated against a 100-point framework, with judges prioritising factual evidence and tangible results over general statements.



## Strict word counts

Each question has a minimum and maximum word count, entries that fall outside of these ranges may be penalised.



## Weighted scoring

While most questions are scored out of 10, key questions regarding measurable impact, innovation and sustainability are weighted at 15 points.

## Judging Scale

Answers will be assessed based on the following quality markers:



**Outstanding** (90 – 100% of available points)  
Exceptional detail; clear, measurable impact, lasting legacy or innovation



**Strong** (80 – 90% of available points)  
Well-evidenced; authentic; strong examples provided



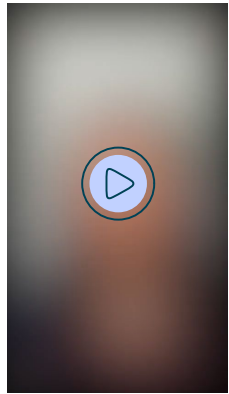
**Satisfactory** (50 – 70% of available points)  
Meets basic criteria; provides some relevant examples



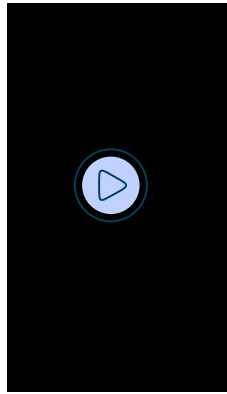
**Limited** (Under 50% of available points):  
Minimum detail; lacks specific evidence or clarity to meet the criteria

# Judges' tips

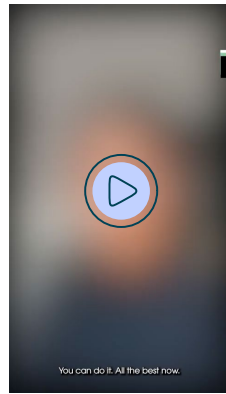
Increase your or your nominee's chances of becoming a WIC Awards finalist by following the judges' advice. Hear from the judges themselves by clicking on a video below:



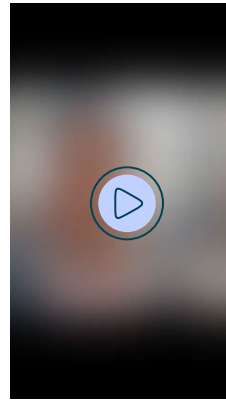
**Dr Carol Massay**



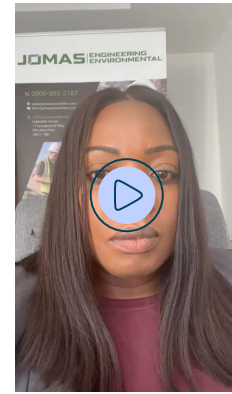
**Helen Chorley**



**Naz Lewis-Humphrey**



**Luke Cameron**



**Roni Savage**

## Key takeaways:

**Be confident.**  
Promote achievements. This is the time to shine!

**Tell the story of the person** – who they are and why what they do is important

Ensure your points are **relevant and interesting**

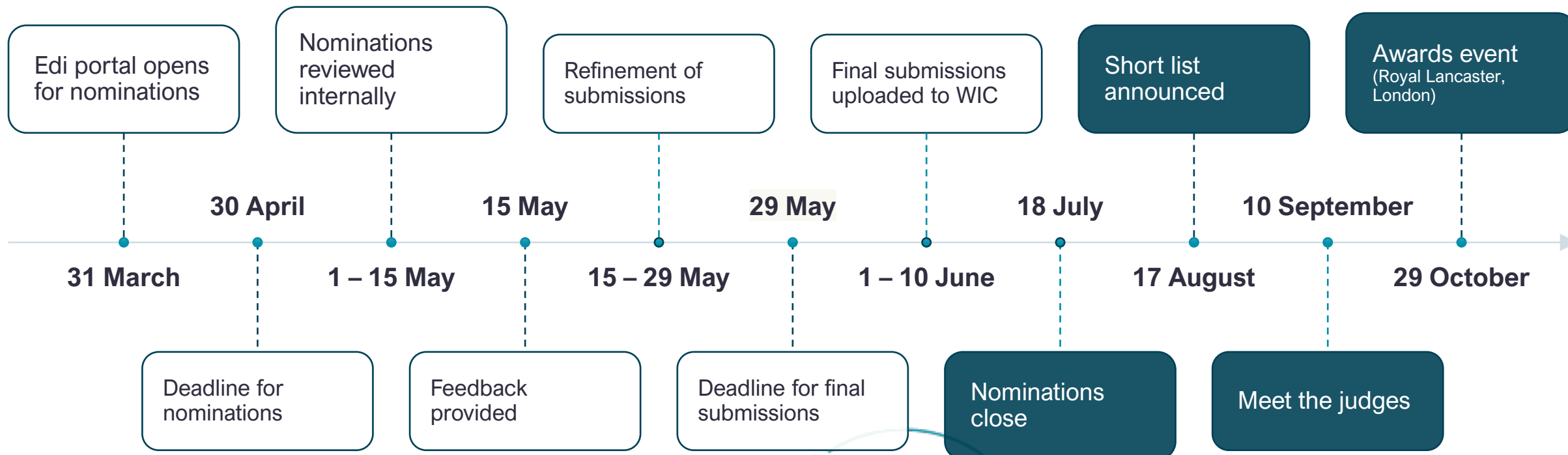
Highlight future **goals and objectives**

**Send a video**, if shortlisted, so judges get to know you/your nominee better

Explain how others **will be inspired**

**Be passionate and authentic.** Personalise the application

# Key dates



Key:

External deadline

Internal deadlines

# Key contacts

If you have any questions about the WIC Awards, please contact your division's representative(s) using the details below:

**Jen Farrar**

Construction

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Construction

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**Leanne Chatt**

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**Lisa Tyers**

All other divisions/central functions

[lisa.tyers@wates.co.uk](mailto:lisa.tyers@wates.co.uk)

