

WOMEN IN PROPERTY

CASE STUDIES 2025/26



OVERVIEW

Our Women in Property working group continues to drive initiatives which are designed to attract, develop, and support women across a sector that has historically been male dominated.

OBJECTIVES

Our offer helps us engage and attract diverse, talented people, especially women. Our Women in Property working group are central to this and its key objectives are to:

-  Ensure our colleagues understand their responsibilities and feel they can act with confidence to embed a sense of belonging
-  Make sure we create a tailored development opportunities for women in Property Services to help them reach their full potential, inclusive of their background
-  Learn and develop using our data, insights, best practices, and internal networks, and:
-  Provide a range of clear routes to feedback and act as a critical friend, recognising the importance of two-way communication

ACTIONS

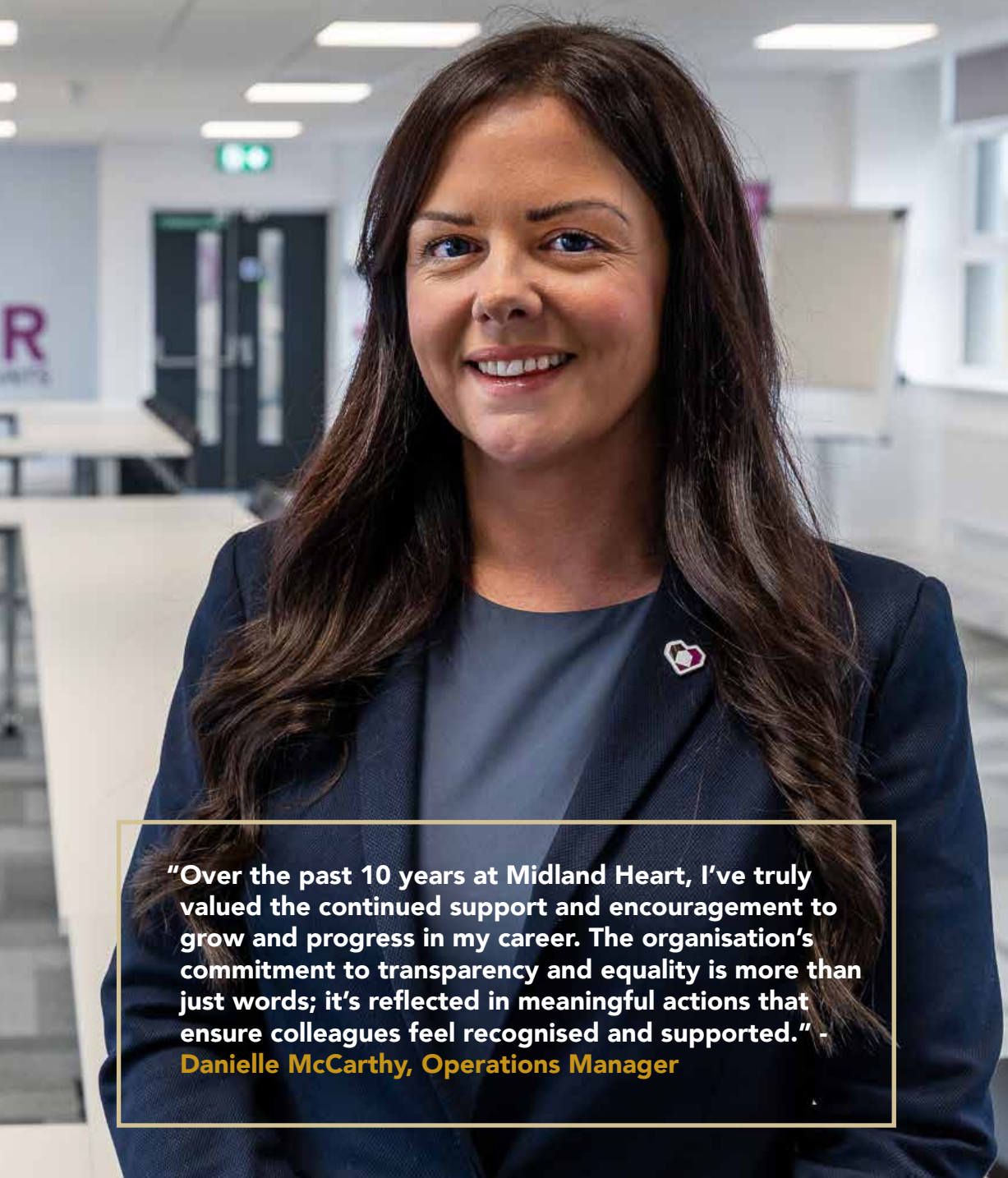
Since it’s formation, the working group has been responsible for driving variety of actions. These include:

-  Running ‘Choose to Challenge’ workshops to help colleagues recognise and address unacceptable behaviour and foster an inclusive culture
-  Appearing on our internal Heart of the Matter podcast - showcasing women’s experiences and promoting gender equality
-  Ensuring the RISE coaching programme supports female leaders in Repairs and Maintenance through peer networking and development, and:
-  Hosting Focus Groups with Repairs and Maintenance colleagues to inform actions like improving uniform options

OUR RESULTS

The working group is proud to have driven several positive results:

-  Female representation in Repairs and Maintenance managerial and leadership roles increased by **2.69%** points (from 12.12% in 2023, to 14.81% in 2025)
-  The proportion of female operatives increased to **5%** more than double the Midlands average of 2%
-  Colleague engagement among females in the Repairs and Maintenance Team increased by **19%** points (from 58% in 2023, to 77% in 2025), and;
-  **Three female surveyors** have been externally recruited, and now progressing towards their **RICS certification**



“Over the past 10 years at Midland Heart, I’ve truly valued the continued support and encouragement to grow and progress in my career. The organisation’s commitment to transparency and equality is more than just words; it’s reflected in meaningful actions that ensure colleagues feel recognised and supported.” - **Danielle McCarthy, Operations Manager**



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