



# WOMEN IN CONSTRUCTION

Promoting careers in the built heritage



**MAY 2023**

## WALLACE HIGH SCHOOL EVENT REPORT



Stirling City  
HERITAGE TRUST

## Women in Construction

Women in Construction is a series of events conceived and organised by Stirling City Heritage Trust (SCHT), with the aim of inspiring female high school students to consider a career in the construction sector. Our events showcase how varied and rewarding work in the sector can be, with a focus on roles which involve working with the historic built environment.

According to the Office of National Statistics\* women currently make up only 16.6% of workers in the construction sector, and only 2.5% of Modern Apprentices in Scotland‡, with a 23% gender pay gap within the construction industries biggest companies†. These events

are therefore much needed.

The first event was held in 2020 at Bannockburn High School for 70 female pupils. Between 2023 and 2026, SCHT will deliver three events at Stirling high schools aiming to reach over 100 pupils. All the SCHT Women in Construction events are funded by Historic Environment Scotland and delivered in partnership with local schools, Forth Valley Traditional Buildings Forum and Developing the Young Workforce.

\* ONS Data March 2023, [Labour Force Survey](#)  
 ‡ Skills Development Scotland, Modern Apprenticeship Statistics Q4 2022/23  
 † CIPD gender pay gap reporting 2022-2023, [Construction Management](#)

35 pupils from Wallace High were given the opportunity to try out the following activities:



### Signwriting

Hand-painting traditional signage using artist's tools and special brushes.



### Stone carving

Carving shapes into limestone using traditional hand-tools.



### Pattern Making

Woodcarving with traditional hand-tools to create moulds for architectural cast iron, restoration work, and bespoke items.



### Slate Cutting

Cutting slates with traditional hand-tools.



### Joinery

Designing and producing timber framing for buildings.

## 2023 Event

On the day, pupils participated in a series of hands-on activities led by demonstrators, the majority of whom were women. They also heard about each demonstrator's own career journey, highlighting that there is 'no wrong path' into the sector. Resources on career opportunities were provided by RICS, RIAS and HES Engine Shed. Apprenticeship and traineeship opportunities were also signposted to school staff and pupils and career resource packs were given to every pupil to take home.

**'I enjoyed today a lot and it was very educational.'** - Student, S3



### Mosaics

Cutting small glass and ceramic tiles, tesserae, to create mini-mosaics.



### Drone piloting

Flying a lightweight drone in a classroom environment.



### Digital Documentation with HES

Demonstrations of digital scanning techniques using a variety of high-tech scanners.



### Materials & Conservation Science with HES

Analysing stone and lime mortar using stone thin sections and microscopes.



### Careers Quiz/Apprenticeships with CITB

Finding out what roles in construction/heritage would suit each individual pupil, how to get them and how much they pay.

## Outcomes

The SCHT Women in Construction events bring together women with a variety of skillsets and experiences from across the construction and heritage sectors to inspire the next generation.

Women in Construction has been designed to encompass a wide array of activities, catering to diverse skills and interests. From hands-on skills such as joinery and stone carving to digital-based recording, conservation science and drone piloting, there was something for everyone.

**Awareness**

School staff and pupils now have a greater awareness of the variety of job roles and career paths in the construction sector.



**Encouragement**

Pupils have been encouraged to see a career in the sector as a viable option for themselves.



**Insight**

Participants received career advice from women working in the construction and heritage sectors, providing mentorship and inspirational role models.



**Experience**

Pupils received encouragement to try different practical hands-on activities relating to careers in the sector.



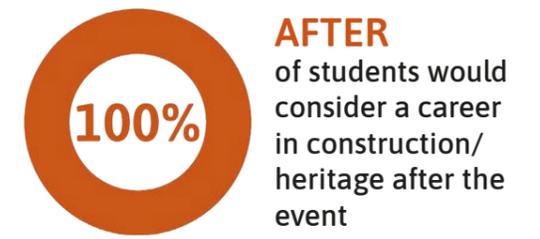
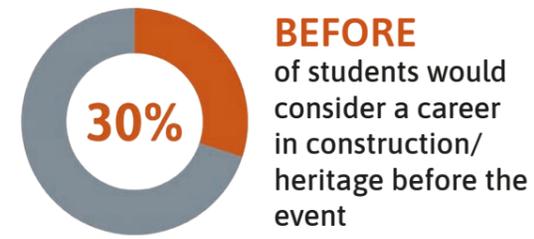
**Understanding**

Increased understanding of the importance of traditional skills & materials and the historic built environment amongst pupils.

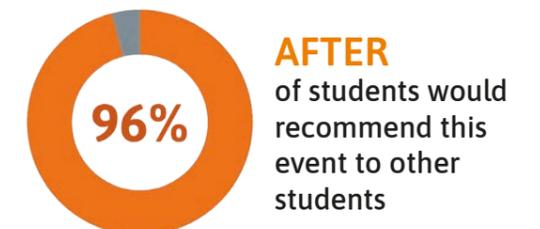
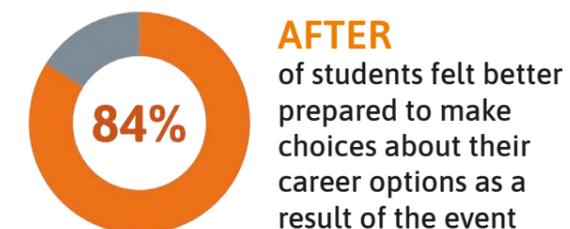


**'An excellent showcase of career options for pupils interested in Design & Engineering and Creative Industries.'**  
- Principal Teacher Partnerships

## Feedback



### Most Enjoyed Activities



**'It was really good and nice seeing people proud of their work/job.'** - Student, S3



## ABOUT SCHT

A registered Scottish Charity and a private company limited by guarantee.

The Trust is managed by a Trust Manager and overseen by a Board of up to 11 voluntary Trustees. Funding is from **Historic Environment Scotland** and **Stirling Council**.

Stirling City Heritage Trust,  
Ground Floor, Cameron House,  
Forthside Way, Stirling, FK8 1QZ

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