IMPACT REPORT 2025

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TROUTHE AND HONOUR · FREDOM AND CURTEISYE

ST GEORGE'S EDINBURGH

Presents...

fearless women *in computing*

Supported by Skyscanner

Students

97%

Said they would like to attend

80%

of respondents either felt more encouraged to consider a career in technology

6

Local Authorities represented

475

Total number of students attended

16

Visiting Schools

Guest Students: 301

P6-S2: *213*

S3-S6: *88*

St George's: 174

P6-S2: *144*

S3-S6: *30*

WATCH VIDEO

Partner Companies

100%

Said they would like to attend again next year

20

Industry partners / Exhibiting companies

60

Company representatives

80

Professionals attended

"We live in a rapidly changing world, full of new technology, and events like this are vital to ensure we have a future workforce with the right skills."

"Having worked in technology for 35 years, almost always as the only woman in the room, it is incredibly important to encourage girls to see this as a viable and exciting career."

"It's important to do our bit to inspire the next generation and widen participation in technology."

Teachers

100%

Rated the organisation of the day as 4 or 5 out of 5

"Just the chance to learn that there are so many roles in tech was powerful."

"Opened eyes to possibilities they may not have previously considered."

Executive Summary

The third 'Fearless Women in Computing' - Scotland's flagship girls' technology event, created and hosted at St George's School, Edinburgh - brought together over 500 girls from ages spanning Primary 6 to S6 in November 2025.

Students from across Scotland - as far West as Castlemilk Primary, East as Eyemouth High School and South as Carluke and representing six local authorities - participated, thanks to Skyscanner's sponsorship of travel.

A further 12 tech industry partners exhibited in our Expo Hall delivering hands-on experiences in artificial intelligence, cybersecurity, robotics, quantum computing science, data science, software engineering and digital design.

Responding to feedback, this year saw a split programme designed specifically for junior and senior pathways. Groups enjoyed age appropriate activities, more time and deeper engagement with partner companies.

Inspiring girls to consider their future in this crucial growth industry.

Across the event, students met innovators, researchers, engineers, founders and professionals working at the forefront of emerging technologies. Listening to experts, learning from leaders, inspired by role models, exploring opportunities and enthused by real-world careers in tech. And, importantly, the space to imagine themselves in future careers.

Year on year this event demonstrates growth and expansion. Building out subject areas, evolving the programme and extending to 'Fearless Fridays' community workshops. Growing representation from four to six local authorities, and 12 to 16 different schools. Greater geographic spread and new visitors means more girls reached, and greater impact.

With the growing gender gap in computing science in Scotland not only worrying for equality but also for the economy, this vital event demonstrates a practical, proven strategy for building the pipeline from the classroom to industry. Inspiring girls to consider their future in this crucial growth industry, where women are seriously underrepresented, is essential for the prosperity of Scotland.

At St George's we believe students must 'see it to be it'. Showing what's possible, in a positive, supportive environment that lifts up all girls, and opens pathways, opportunity and hearts and minds to what's possible.

National Context & Strategic Importance

Scotland faces an acute digital skills shortage. The country needs around 13,000 new digital professionals each year but produces only around 5,000. **Women remain underrepresented, making up 23% of the digital technologies workforce,** and are similarly underrepresented in emerging areas, with women comprising 22% of the AI workforce.

The gender gap begins at school. The number of girls studying Computing Science in Scotland has **fallen from nearly 10,000 in 2001 to fewer than 2,500,** with Computing Science described as the STEM subject with the largest gender imbalance. Participation is also low at senior levels, with 23% taking the subject at National 5, and that proportion declining at Higher and Advanced Higher.

The national challenge is also framed as an access issue, with concerns that not all pupils have equitable opportunity to experience Computing Science and make an informed choice about the subject.

Fearless Women in Computing is a practical intervention to widen participation by giving girls - from all walks of life - direct exposure to technology experiences and to women working across the sector.

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A Message from the Head, St George's

At St George's, we believe that every girl should have the opportunity to imagine herself at the forefront of innovation.

Now in it's third year, Fearless Women in Computing is more than an event, it is a movement to open doors, challenge stereotypes, and build a future where women are fully represented in technology.

Computing Science remains the STEM subject with the largest gender gap in Scotland. This is why creating a strong pipeline from classroom to industry is essential. By connecting young girls with inspiring role models and immersive, hands-on opportunities, we help them see
what is possible and give them the confidence to take their place in this exciting field.

We are passionate about making these experiences accessible to all girls. Collaboration with schools (500 girls), companies, and innovators ensures that this event was not only aspirational but achievable. Together, we transform curiosity into capability and ambition into action.

We extend our sincere gratitude to Skyscanner for their generous sponsorship, which played a pivotal role in broadening access to the event. By funding transportation to and from the venue, Skyscanner enabled girls from a wide range of schools and local authorities to participate fully, ensuring that this opportunity was truly inclusive. We also wish to acknowledge i-confidential for their sponsorship and steadfast commitment to creating opportunities for all girls to engage with computing *science* and technology.

Thank you to everyone who joined us in shaping the next generation of fearless women in computing. We are deeply grateful to the companies and speakers who have generously shared their time, expertise, and passion to make this event possible. The commitment helps turn inspiration into opportunity for every girl who was able to attend.

Carol Chandler-Thompson, Head, St George's School Edinburgh

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Carol Chandler-Thompson, Head, St George's School Edinburgh

Highlights: Attendees

Total overall attendance

Schools	16
Students	475
Teaching staff	65
Company representatives	60
Companies (Industry partners)	20
Key stakeholders	80
Total attendees:	**600+**

Students

Guest Students: 301

P6-S2: *213*
S3-S6: *88*

St George's: 174

P6-S2: *144*
S3-S6: *30*

Highlights:
Visiting Schools

A total of 16 visiting Primary and Secondary schools, representing a wide range of communities across Edinburgh, Glasgow, the Lothians, Fife, Borders and South Lanarkshire.

Carluke High School

Craigmount High School

Eyemouth High School

George Watson's College

Newbattle High School

Queensferry High School

St Augustines High School

Tynecastle High School

Woodmill High School

Belhaven Hill School

Granton Primary School

South Morningside Primary

Trinity Primary School

Blackhall Primary School

Craiglockhart Primary School

Linlithgow Primary School

Highlights:
Industry Partners

Main sponsor:

Skyscanner

Targeted workshops facilitated by:

i-confidential

Royal Bank of Scotland

Speakers & panel participants

Angeley Mullins, Founder & CEO of Aetheris Ventures

Dr Giulia De Togni, Chancellor's Fellow in Responsible Innovation at the University of Edinburgh and Fellow of the Alan Turing Institute

Patty O'Callaghan, Technical Director - Head of AI (Architecture & Engineering Group) @ Charles River Laboratories

Next Tech Girls:

Skye Kirwan, Software Engineer at Motability Operations

Sofea Jazlan Arif, Engineer at Analog Devices

Nana Boakyewaa, Computing Science Student at University of Strathclyde

Sophie McCartney, Computing Science Student at University of Strathclyde

Heather McLean from Analog Devices

Expo Hall Companies

GlobalLogic A Hitachi Group Company

Edinburgh Napier UNIVERSITY

THE NATIONAL ROBOTARIUM PEOPLE CENTRED :: INTELLIGENCE DRIVEN

SMART DATA FOUNDRY

dressCODE

IBM

ROBOTICAL

stormid

Mariveg DATA CONSULTING

QSL Quantum Software Lab

Highlights: Programme

Targeted workshops
(every visiting school attended at least one)

Expo Hall experiences

Robotics demonstrations
(Spot, MiRo-E, Robotarium devices)

Junior & Senior keynote talks

Guided transitions between venues

Quiet space availability

On-site support from St George's staff and student guides

Targeted Workshops

Every visiting school attended at least one targeted workshop, delivered by long-standing partners RBS and i-confidential. These workshops gave pupils structured, age-appropriate insights into cybersecurity, financial technology, data-driven decision-making, and real-world industry challenges.

Royal Bank of Scotland Workshops

Royal Bank of Scotland delivered three workshop formats across the day:

- **What Would You Do with £1000?**
  (Financial decision-making, budgeting, digital banking)
- **Marketing with Technology**
  (Digital design, customer insight, applied creativity)
- **Using Data to Fight Fraud**
  (Data analysis, fraud detection, technology in financial services)

i-confidential Workshops

i-confidential delivered their Cyber Agents workshop, covering:

- **Password and authentication security**
- **Phishing and social engineering**
- **Encryption basics**
- **Real examples of cyber incidents**
- **How industries protect systems and people**

Expo Hall (Companies)

Separate from the targeted workshops, pupils explored hands-on demonstrations and activities, including:

Robotical – coding Marty the Robot
GlobalLogic – VR engineering
IBM – VR, codebreaking
Storm ID – user-centred design experiences
Smart Data Foundry – Party Planner app
Quantum Software Lab – quantum effects
Mariveg Data Consulting – digital careers
National Robotarium – robotics demonstrations

Highlights:
PR & Media

3.49M

Audience reached
Combined total of publication-wide audience figures for all outlets featuring coverage

8.98K

Estimated views
Prediction of lifetime views of coverage, based on audience reach & engagement rate on social

8

Pieces of coverage
Total number of online, offline and social clips in this report

3.48M

Online readership
Combined total number of people that visit the websites featuring coverage

6

Online pieces
Amount of coverage published on websites, blogs and online outlets

The future of tech is also female

St George's school for girls' Women in Computing initiative is inspiring more women to consider the technology sector

"Women in Computing provides girls with a valuable opportunity to gain hands-on experience"

Edinburgh picture of the day

Silicon Scotland

Home | AI | Cyber-Security | FinTech | Robotics | Space | Tech | Others | Features

SCOTLAND BUSINESS OF THE YEAR AWARDS 2026

LEADING BUSINESS AWARDS

ENTRIES CLOSE THIS FRIDAY

BUSINESSOFTHEYEARAWARDS.CO.UK

Pupils at the 2024 Fearless Women in Computing event

Scottish companies get behind initiative to close gender gap in Computing Science

With girls and women remaining underrepresented in computing at school and in the industry, Toni Scullion, teacher, campaigner and founder of non-profit charity dressCode, is working with St George's School in Edinburgh to inspire more girls to see a future for themselves in the tech industry. The all-girls school is

November 6, 2025

Facebook | LinkedIn | X

Independent Schools

Presenting entry-level opportunities

Open days are an ideal way to learn about how an independent school can tailor a high-quality education for your child, writes Rosemary Gallagher

"Every school and child is unique – the best way to know if a school is the right fit is to experience it firsthand"

Selected school open day dates for your diary

"Open days provide a condensed and thus beneficial snapshot of the life of a school"

Impact Analysis 2025

Key achievements:

- Every single visiting school experienced a targeted workshop
- Clear, evidence-based exposure to cybersecurity and fintech
- Strong state-school reach across Edinburgh, Lothians, Borders, Fife and South Lanarkshire

Student Impact:

Student feedback shows that Fearless Women in Computing 2025 successfully:

- Increased engagement and enthusiasm for Computing Science
- Improved awareness of career pathways
- Reinforced the message that technology is inclusive and accessible
- Provided memorable, hands-on experiences that students valued

Teacher Perspective:

Several teachers emphasised the importance of pupils encountering real women working in technology, especially those with visible enthusiasm and openness:

- Exposing pupils to real women in tech,
- Creating conversation starters around computing science.
- Providing authentic industry interaction.

Value to Industry:

- Meaningful engagement with pupils
- Strong alignment with sector priorities
- Importance of early inspiration to address skills gaps and gender representation in technology.

Impact Analysis 2025

In detail: Students

Student feedback shows Fearless Women in Computing 2025 had a strong, positive impact on engagement, confidence, and perceptions of Computing Science and technology careers.

Pupils rated the overall experience an average of 8.1 out of 10, with 97% saying they would like to attend again. Around 80% of respondents either felt more encouraged to consider a career in technology or were already considering one before attending.

What Worked Well

Overall Experience

Pupils most commonly described the event using words such as "interesting", "fun", "inspiring", and "informative". Many highlighted that the day felt different from normal school experiences and gave them access to real technology and real people working in tech.

"It was really interesting and fun."

"I learned a lot and enjoyed trying new things."

"It was inspiring and made me think differently about computing."

Hall of Stalls and Hands-On Technology

The hall of stalls was the most frequently cited favourite part of the day. Pupils valued being able to move freely, try technologies, and speak directly to professionals.

"My favourite part of the day was seeing the robot dog and playing in the VR headset."

"I liked going around all the stalls and trying the different activities."

Talks and Representation

Talks were rated positively overall, with pupils frequently commenting on the importance of hearing from women working in technology and learning about their journeys.

"It was inspiring to hear how they got into tech."

"I liked learning that women can do just as good if not better than men."

"It showed me there are lots of jobs in computing."

Learning and Awareness

Many pupils identified clear learning outcomes, including a broader understanding of what Computing Science is and how widely it is used.

"I learned that computing is linked to lots of different jobs."

"That computer science is more than just coding."

"I learned about different uses of computing."

Acknowledgements (from student feedback)

Students repeatedly showed appreciation for:

- **The range of companies and universities present**
- **The friendliness and approachability of people running stalls**
- **The chance to use real technology such as VR, robots, and cyber challenges**

"Everyone was really nice and helpful."

"The people at the stalls explained things well."

Impact Analysis 2025

In detail: Teachers

Teacher feedback indicated that the event provided meaningful, real-world context for computing, science helping pupils connect classroom learning with future pathways. Many described the experience as valuable for reinforcing confidence, sparking curiosity, and supporting ongoing conversations about technology and career options. The opportunity for pupils to engage with industry professionals was seen as particularly impactful, strengthening understanding of the relevance and accessibility of computing science beyond school.

What Teachers Valued Most

Teachers repeatedly highlighted high pupil engagement, particularly when pupils were interacting directly with industry professionals and hands-on activities.

One teacher captured the overall atmosphere clearly:

"Seeing all the girls engaged in the activity together."

Several teachers emphasised the importance of pupils encountering real women working in technology, especially those with visible enthusiasm and openness:

"I liked the fact that the girl who came to speak was so enthusiastic and approachable."

Another teacher reflected on the wider tone and culture of the event:

"Chatting to Toni Scullion and the positivity around women in tech."

The expo hall was identified as a particularly powerful space for engagement:

"During the exhibit hall just seeing pupils being able to chat to people working in the tech industry."

Observed Impact on Pupils

Teachers reported meaningful early signs of impact, particularly in terms of conversation starters and confidence.

"It provided an opening for conversations."

Others reported clear follow-on interest:

"A few of the girls are now looking into other options and pathways."

One teacher highlighted changes in classroom attitude and motivation:

"Pupils have been working hard to succeed in computing."

Shifts in Perceptions of Computing Science and Careers

Where change was observed, teachers linked it to visibility of pathways and relevance:

"I think it allowed them to see that studying computing can lead to different opportunities."

One teacher noted longer-term consideration emerging:

"Some have said they would consider, after courses, what options might be available."

Many comments also explicitly expressed appreciation:

"It was a great event. Thank you so much for organising it."

"Thank you for organising this event, totally understand the amount of work involved."

Impact Analysis 2025

In detail: Industry Partners

Company partners reported a highly positive experience at Fearless Women in Computing 2025, highlighting the value of meaningful engagement with pupils, strong alignment with sector priorities, and the importance of early inspiration to address skills gaps and representation in technology.

Purpose and Sector Impact

Companies clearly articulated why events like this matter to their organisations and the wider tech sector. A recurring theme was the importance of early exposure, representation, and challenging perceptions of who belongs in technology.

"It is important to show young girls what is possible, and how many different avenues there are into technology."

"We live in a rapidly changing world, full of new technology, and events like this are vital to ensure we have a future workforce with the right skills."

"Having worked in technology for 35 years, almost always as the only woman in the room, it is incredibly important to encourage girls to see this as a viable and exciting career."

"It's important to do our bit to inspire the next generation and widen participation in technology."

Observed Impact on students

Companies consistently reported high levels of engagement, curiosity, and enthusiasm from pupils, with many noting that pupils were actively asking questions and showing genuine interest.

"Everyone has told me that they loved the speeches and the chance to talk to real people working in tech."

"Some were clearly captured by the event, asking insightful questions and wanting to know more."

"Just the chance to learn that there are so many roles in tech was powerful."

"Opened eyes to possibilities they may not have previously considered."

These comments reinforce that pupils were not only engaged in activities, but also reflecting on future pathways and career possibilities.

Overall Experience and Willingness to Return

Company representatives expressed strong satisfaction with the event and a clear willingness to be involved again. The event was seen as well run, worthwhile, and impactful.

"I loved speaking at this event and would love to be involved again."

"Thank you for the opportunity to participate and support such an important initiative."

"Keep up the good work!"

Looking to the future of Fearless Women in Computing

Looking Ahead: Goals and Barriers

Overall Goal:

To reach more girls across Scotland and achieve national impact.
This requires sustained industry partnership and funding.

Goals

- **Run the event annually and sustainably**
  Build on existing momentum to create a reliable, recurring event for schools, widening the pipeline in Scotland's tech ecosystem.
- **Extend community outreach**
  Develop initiatives such as Fearless Fridays to maintain engagement throughout the year.
- **Reach more schools across Scotland**
  Scale the model to inspire girls who currently lack access to computing science enrichment and role models.
- **Show clear pathways into computing science careers**
  Showcase real people, real roles, and real journeys from school to industry.
- **Bring schools and industry together**
  St George's can convene schools; industry support is needed to unlock national reach and impact. (Such as Skyscanner's sponsorship of transport)

Barriers and Challenges

- **Staffing pressures in state schools**
  Many teachers are unable to take pupils offsite due to limited staffing, restricting access even when events are free.
- **Transport costs**
  Covered this year through Skyscanner sponsorship, but without ongoing support, this remains a barrier for many schools.
- **Funding and sustainability**
  As an independent school under increasing financial pressure, delivering and scaling the event relies on external support.
  We have limited access to public funding, as an independent school ineligible for national grants, placing responsibility on industry partnerships.

Why Support Matters

Targeted funding directly increases access, impact, and scale.

With sustained industry support, Fearless Women in Computing can move from a successful event to a national programme inspiring the next generation of digital talent across Scotland.

To find out more, attend or partner with us in 2026 please contact:
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TROUTHE AND HONOUR
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ST GEORGE'S
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