

READING REAL ESTATE FOUNDATION

Review 2023



Henley
Business School

UNIVERSITY OF READING

Where business comes to life

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The Team

The RREF Team is supported by the Henley Business School Development & Alumni Team led by **Jean-Pierre Choulet**, Executive Director RREF and Director of Development & Alumni, Henley Business School.

RREF Team – fully funded roles

The University of Reading covers the running costs of the charity, however, there are a number of roles fully funded by RREF who deliver the activities of the charity.

- Senior Programme Delivery Manager
- Two Programme Delivery Officers
- Programme Delivery Support (Student Placement)
- Fundraising Support (Student Placement)



Board of Trustees 2022/23

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Head of Department, Real Estate &
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(from June 2023)
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and Marketing, University of Reading



Peter Miskell

Chair of the Board of Trustees, RREF
Pro-Vice Chancellor (Education and Student Experience)
University of Reading



Jean-Pierre Choulet

Executive Director, RREF
Director of Development & Alumni
Henley Business School

As the incoming Chair of the Board of the Trustees, I would like to start by paying tribute to my predecessor, Samantha Foley, who stepped down as Chair of the Board in December 2022. She has been a stalwart presence on the Board, providing valuable insight and direction during her time as Chair and we all are incredibly grateful for her leadership.

Looking back over the past 12 months, I am very pleased to be able to report on another activity-packed year. On behalf of my fellow Trustees, I would like to thank each and every one of our supporters. RREF is only able to fulfil its objectives and change lives thanks to the incredible generosity of its community.

The Department of Real Estate & Planning again achieved stellar rankings this year, with RREF right alongside the academics and professional services staff in supporting student experience on and off campus. Land and Property Management was ranked 1st in the UK, both overall and for research quality (*Complete University Guide 2024*), whilst Construction, Surveying and Planning was ranked 1st in the UK for graduate prospects (*Guardian University Guide 2024*). These results and others are a testament to the strength of Real Estate & Planning as a discipline at Reading, and to the impact of our work in supporting students to engage positively with industry professionals.

RREF's cash flow remains strong and we continue to be able to support some students directly with financial aid, and many more through wider activities such as evening lectures, mentoring, a wellness programme and more. I look forward to reporting back to you on these and more in the next annual review.

Looking back on our work in the past academic year, I am reminded more than ever that the charity can only achieve the impact it has thanks to the support we receive from the industry. I hope you enjoy reading this record of our activities as much as I do.

It was a particular pleasure to be able to organise in person events, and a highlight for many was the Real Estate Summit in November 2022. We welcomed leading experts from the sector to engage in dialogue with faculty from the Department around the pressing topic of Sustainable Real Estate. You can read initial summaries and download the full report on Page 20 of this document. I strongly encourage you to do so – the challenges set down by the summit remain relevant for all of us.

As Peter noted, REP programmes continue to enjoy their formidable reputation, and I would like to stress that this is in no small part due to the supportive activities of RREF such as the mentoring programme, careers fair, access internships, bursaries and more. Our community of donors, volunteers, industry speakers and allies in the sector play a pivotal role in the development of academic thought and student knowledge. You are making the industry a stronger, more diverse, and better-equipped environment each year, and on behalf of the charity, thank you.

Your support

Since the last Annual Review was published, the charity has gone from strength to strength. We received more funding and have been able to deliver a wide range of projects. We greatly appreciate the commitment and generosity towards RREF that our supporters have shown.

Central to RREF's work is attracting excellence to study at the Department of Real Estate & Planning (REP) at Henley Business School, University of Reading, regardless of the background of the individual students. This we are able to do thanks to our community's collective giving of time and money. This investment enables us to offer a powerful and diverse range of support; from benefiting industry with pioneering academic research, to seed funding for innovative ideas, and the provision of a dynamic network for REP alumni and supporters to leverage.

Thanks to our supporters, throughout the 2022/23 academic year we were able to disburse a total of £153,450 in bursaries, hardship grants, prizes and awards to 38 individual undergraduate, postgraduate and PhD students. In addition, we facilitated 234 mentoring partnerships and provided seed funding for new initiatives.

2022/23 total income: £595,333

Your support in figures

Individual – Regular Donor	£53,629
Individual – Major Donor	£93,440
Corporate – Corporate Patron	£50,000
Corporate – Charitable Donation	£110,500
Corporate – Pathways to Property	£287,764


















Your impact

All donations to RREF make a real difference to students and faculty alike, as well as to the impact that we are able to make on the property industry by supporting a diverse and well-trained body of professionals.

The RREF Disbursements Committee allocates all bursaries, scholarships and hardship grants. Other projects are allocated support based on the decisions of the RREF Team following good governance practice. Some students received more than one award as part of the disbursement process.

Disbursement

Number of students

Access Internship Bursary	
Aubrey Orchard-Lisle Bursary	
Derwent Bursary	
Drivers Jonas 1725 Bursary	
George Fiennes Memorial Bursary	
Hardship Grant: UG	
Hardship Grant: PG	
Helical Bursary	
Keith Elliott Bursary	
John Miles Memorial Scholarship	
Michael Keidan Memorial Bursary	
Pathways to Property Welcome Bursary	
Prizes and Awards: UG	
Prizes and Awards: PG	
RREF African Scholarship	
RREF Bursary: PG	
RREF PhD Scholarship	

Ways to support



Individual Gift



Corporate Donation



Volunteer

Find out more online: rref.henley.ac.uk or by getting in touch with us at RREF-development@henley.ac.uk

Teaching and learning

RREF supports students by helping them benefit from the latest theory, research and innovation taking place at Henley Business School. By linking students with this wealth of knowledge we prepare them to make a positive impact in the workplace as they graduate equipped with practical, real-world skills.

Evening lecture series

This popular series of lectures features our Corporate Patrons as guest presenters, bringing the real estate world to life with their unique insights. Recent graduates and HR representatives also often attend. These lectures provide key touchpoints with industry, helping students grow their networks and prepare for future employment. This year we delivered eight lectures in person in Reading, and approximately 960 students attended.

“Being able to make my first industry connections through the RREF Evening Lecture Series has meant everything to me.

Undergraduate Student
2022–23

“The RREF Evening lectures have been instrumental in shaping my understanding of the dynamic world of real estate. These engaging sessions, hosted by industry experts and thought leaders at Henley Business School, have provided me with invaluable insights and continuous growth opportunities.

Postgraduate Student
2022–23

To find out how you or your company can support teaching and learning through RREF, please get in touch:

RREF-development@henley.ac.uk

PhD Scholarship

Every year, we support several postgraduate research students who are on the REP PhD programme. We are committed to furthering the advancement of research, and these studentships allow postgraduate students to start their research career at Henley Business School. These awards allow the department to continue to be at the forefront of research in real estate and planning, as we can attract the best minds and provide them with the time and space they need to succeed.

In 2022/23, the following candidates received a RREF PhD Scholarship:

- **Ellen Kwofie** – Research topic: Appraising the Appraisal; An Investigation of Real Estate Appraisal Production and Complexities in Ghana
- **Gyojun Shin** – Research topic: The impact of sea-level rise and government funding for coastal erosion risk management on commercial property price

Research

The Department of Real Estate & Planning has enjoyed over 50 years of academic excellence and its programmes are regularly ranked among the best in the UK.

With decades-strong links to the property industry, the department's faculty have been curating a significant knowledge exchange for many years. Current students, graduates and the industry all benefit greatly from this partnership and the knowledge that is produced has a discernible impact beyond academia.

RREF seed funding

REP undertakes internationally recognised, cutting-edge research that impacts business, policy and society. This research underpins the quality of our teaching programmes and prepares our students for professional practice.

One way that RREF contributes to this activity is by providing seed funding for new areas of enquiry. Examples of how such funding is spent includes: student research assistance for data collection and analysis, support for the costs of interviews and fieldwork, and funding for hosting workshops and symposia that have facilitated collaboration and enabled the dissemination of research to new audiences.

The following projects were among those receiving funding in 2022/23.

Exploring private rented sector letting practices in London

Led by Dr Chris Foye and Dr Lois Liao, this project looks at 'non-price' discrimination with a particular focus on race and class, by landlords and estate agents in the private rented sector in parts of London.

Received: £2928 towards travel and transcription costs.

Land trust as an affordable housing solution for South America

Led by Dr Claudia Murray, this project explores the feasibility of implementing Community Land Trust (CLT) models in Argentina and Chile as an alternative to provide affordable housing solutions.

Received: £647.15 towards costs for a part-time research assistant.

The impact of impact investing

Led by Dr Chen Zheng, this project assesses real estate and infrastructure assets to unpack the effects of investor and fund manager attitudes in achieving impact versus green washing.

Received: £3000 towards cost for a research assistant and the organization of a workshop on impact investing.

Roles of industry experts' media sentiment in the UK REITs ESG initiatives

Led by Dr Yi Wu and Dr Masaki Mori this project seeks to create a measure to identify REITs' ESG initiatives from their company reports and examine how industry experts perceive/evaluate such information by measuring their sentiment toward REITs' ESG initiatives embedded in real estate industry news articles in the UK using machine-learning models.

Received: £2877.40 towards license fees and cost for a research assistant.

The David Robins Fund

Another way RREF supports quality research is through the David Robins Fund. The David Robins Fund has been created with the generous bequest of Dr David Robins, a Geography alumnus who graduated from Reading in 1954 before going on to gain a PhD and develop a career in town planning, notably developing the discipline in South Africa. The fund has been created in David's memory to support the development of outstanding research in Town and Country Planning at the Department of Real Estate & Planning.

The following projects received funding from the David Robins Fund.

Co-creating a typology of civic societies

Led by Professor Angelique Chettiparamb and Dr Christopher Maidment this project aims to develop a typology of civic societies, synthesising existing datasets with a one-day workshop to work together with selected societies.

Received: £2700 towards the organisation costs of a workshop.

Delivering growth through project speed? Participant perspectives on speed and delay in planning

Led by Dr Mark Dobson and Professor Gavin Parker, this project seeks to explore how different core participants of the planning system – developers, local authorities, communities, and elected politicians – comprehend and benefit from the variety of time deployment measures extant in the planning system and thereby assess the role of speed and delay in relation to the quality of the planning process and system outcomes.

Received: £2800 towards supporting focus group discussion, travel and the cost of a research assistant.



Student support

A fundamental belief of RREF and our supporters is that every student should have the opportunity to fulfil their potential, regardless of individual situations. We strive to ensure that personal circumstances do not lead to undue hardship and that the same opportunities are available to all students with the talent and ability to study at Henley Business School, University of Reading.

RREF Hardship Grants

Sometimes, circumstances are such that students find themselves in unexpected and often immediate financial difficulty through no fault of their own. Without the financial support from the RREF hardship grants, these students would either be unable to complete their studies or their future prospects would be severely impacted by their situation. In this way, RREF makes a real difference with funding that can alleviate the pressure and allow those in need to overcome such difficulty. Three hardship grants were awarded totalling £3,000. One student received two separate grants owing to a unique need.

“ I cannot express enough my gratitude for your support with the RREF Hardship Grant. It is highly appreciated and I would like to thank you for your contribution, as you have made a real and positive impact in my life. Circumstances have been challenging, and your support is going to alleviate that pressure and allow me to continue giving my best for the rest of my studies.

Hardship Grant recipient 2022–23
MSc Real Estate & Finance

RREF Careers Fair

The annual RREF Careers Fair gives students a chance to boost their knowledge and gain valuable insights into the real estate industry. This fair allows students to engage with many companies and to develop their network ahead of internship schemes and graduate placement applications. It also gives participating firms a chance to see the calibre of students who benefit from the excellent education provided through REP.

33 Employers

233 Students

“ Students were keen, engaged and asked lots of relevant questions. They were keen to find out about us as individuals too. It is a pleasure attending the careers fair, we meet lots of engaged and passionate people who are keen to commence their career in property.

Naomi Chandler
Head of Future Talent, Savills

RREF Mentoring Programme

With more than 234 active mentoring partnerships, the RREF Mentoring Programme is a powerful example of support as REP graduates and contacts give up their valuable time for the benefit of current students. Through one-to-one mentoring from experienced professionals, students can increase their understanding and experience of the real estate industry.

Each year, the RREF mentoring awards, funded generously by the John Tranter Memorial Fund, recognise the exceptional commitment of an individual mentor and mentee to their respective partnerships.



234
mentoring
partnerships



29 mentors
supporting more
than one student



Over 2,654
mentees since the
programme started

The mentee's view

“I have experienced a genuine transformation due to the mentoring programme and the constant interaction with real estate industry experts through the evening lectures. I have gained an invaluable understanding and experience of the real estate industry and connections that will serve me well throughout my career. Once again, thank you to RREF for this honour and the exposure to exceptional professionals, inspirational seminars, and helpful resources. I commend the organisation for excellently assisting young professionals with access to the industry's leading minds.

Emmanuel Gandaa

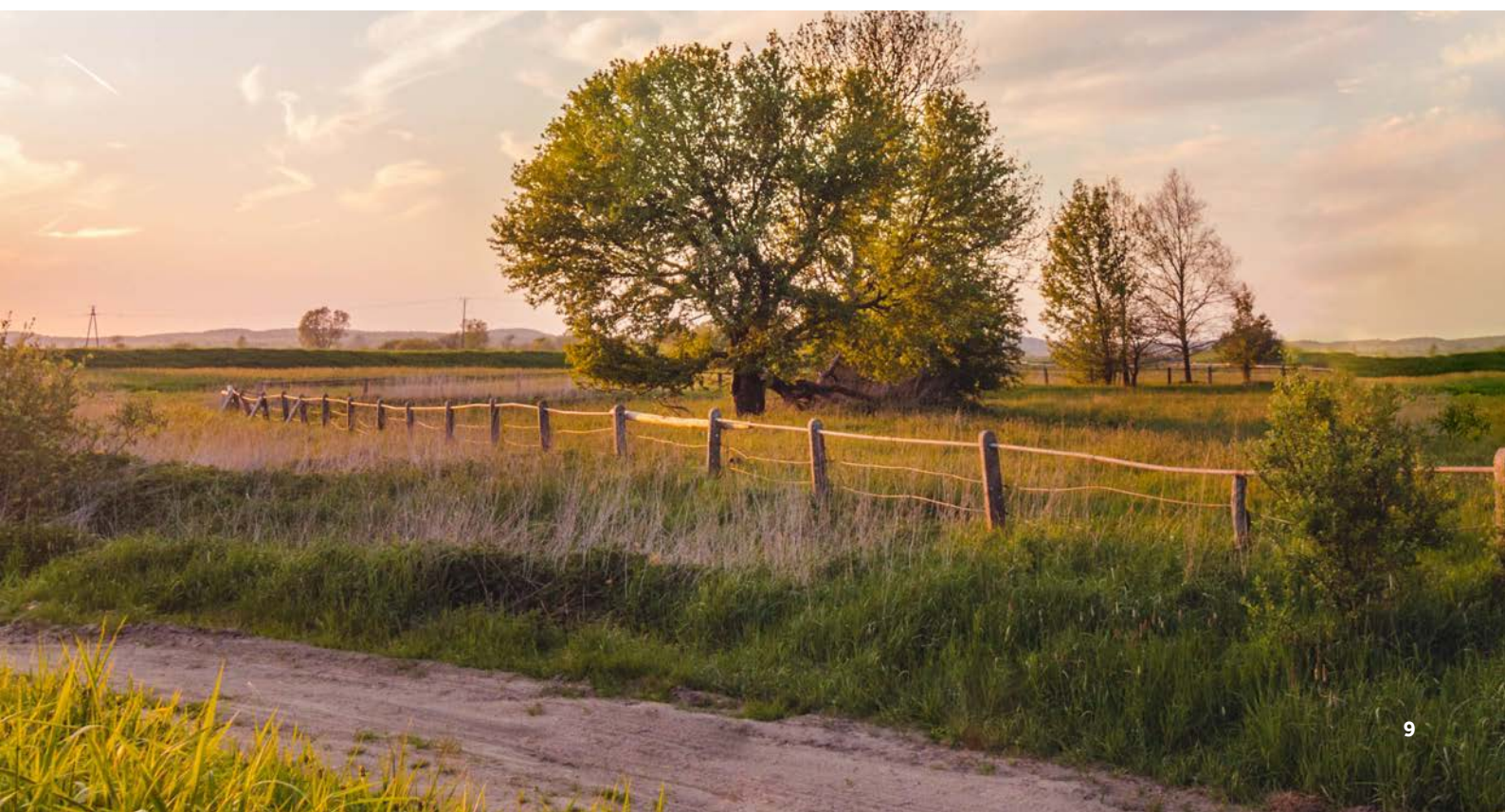
MSc in Real Estate and Planning,
Mentee of the Year 2022–23

The mentor's view

“It has been a delight to mentor the students in their studies over the past year. Mentoring is invaluable to support students to transition from an academic perspective to the property industry and prepare them for work experience, internships and securing a graduate role. It has been immensely rewarding to be able to give something back and support the early careers pathway. This programme is invaluable to the industry supporting the new generation in their real estate careers.

Ali Mew

Director Property Management,
St Modwen Logistics,
Mentor of the Year 2022–23



Widening access

Our work to widen access focuses on improving awareness and understanding of the sector, as well as showcasing the wide variety of career opportunities available. We are committed to championing real estate and planning as a subject of study among capable students of all backgrounds, with particular regard to those who would otherwise not have opportunities to access this sector through personal connections.

RREF Access Internships

To get ahead in the early stages of their career, work experience and internships are vital in the furthering of students' professional development. However, for those without links to the industry (personal or otherwise), often the greatest challenge is gaining access to these opportunities.

With the aim of ensuring fair access to the profession, the RREF Access Internship scheme continues to help students overcome social or experiential obstacles to their involvement in the industry. The internships were all delivered in person this year, and we are grateful to the host companies for accommodating the students.

// The Access Internship Scheme helped me enter the sector as a professional. The knowledge I gained about myself and the profession, in addition to experiencing the real life application of my studies, means so much.

Access Internship Scheme student, 2022–23



RREF Access Internships at 16 companies

- Apache Capital
- Cadogan Estates
- CAPCO
- Carter Jonas
- Cluttons
- Crest Nicholson Plc
- GCW
- Gerald Eve
- Grosvenor Property UK
- Federated Hermes Ltd
- John Lewis Partnership
- Lambert Smith Hampton
- The Crown Estate
- Tritax Management LLP
- Vail Williams LLP
- WP Carey

RREF bursaries

Often the biggest barrier for potential students to clear before accessing higher education is financial pressure. RREF bursaries allow students to access Real Estate & Planning degrees regardless of their circumstances. We asked one of our RREF bursary recipients, Paige, to reflect on the impact that the funding has had on her this year. Below are her comments.

Hi, my name is Paige, I am eighteen years old and have just completed my first year studying Real Estate at Henley Business School, University of Reading. I would like to take this opportunity to thank everybody who has contributed towards RREF in recent years and explain how your support has made a difference.

Q: How has receiving a RREF Bursary impacted you this year?

A: I do not receive any financial help from home, which means this bursary is incredibly important. Coming from a working class and single parent household, my finances have always been a major source of stress for me. In addition to relieving my money-related anxiety, this bursary has also helped me to feel more included with my peers.

One of the main things this funding has enabled me to do is secure a house for my second year. Without this bursary, I would not have been able to pay for the deposit outright and I would have struggled to keep up with the rent. I have also been able to buy myself an iPad to replace my very outdated laptop. This has been incredibly useful for my course, especially for my maths heavy modules like Economics and Investment Appraisal. In terms of day-to-day living, this bursary has supported my weekly shops, meaning I have been able to eat healthily.

Q: What inspired you to study Real Estate?

A: As a child, I moved between houses and apartments constantly. My family and I have never been fortunate enough to live in a home that we own. As such, one of my biggest aspirations in life – one that I share with the rest of my family – is to get on the property ladder. This is what motivated me to pursue a career in real estate, specifically residential real estate.

Q: Your favourite thing about University life?

A: My favourite thing about university life has got to be the independence. I really enjoy the freedom found in living on my own, taking care of myself and being responsible for my education. Whilst the transition from further education to higher education was extremely tough, being able to make friends with people from all different backgrounds has helped me to appreciate university life.

Q: What would you like to focus on/achieve in your next year of study?

A: I would really like to focus on the preparation I can do for my future career. Next year I would like to devote as much time as possible to attending networking events, researching companies and opportunities, as well as developing my CV.

Again, I am so thankful to be awarded a RREF bursary and I cannot express my gratitude enough.

Paige Bellinger

RREF Bursary Recipient 2022–23





The AreYou? Bursary

Richard Upton is the creative and successful entrepreneur who has established, built, and sold four property investment and professional companies in the past two decades as well as being an eminent alumnus of the University of Reading's Real Estate & Planning programme.

Drawing upon his personal experience, Richard has shared how he emerged from a non-traditional state-educated background, becoming the first in his family to attend university. Unlike many of his peers, he had to support himself through hard work during his studies, which is why he recognises the exceptional financial barriers that students from non-traditional backgrounds now face, from the burden of loans towards fees, to the rising cost of living.

To address these challenges and to allow the industry to tap into a broader pool of talent, Richard has established through RREF the AreYou? Bursary, awarding £20,000 annually to each recipient for the three years of their undergraduate degree. Beginning September 2023, the bursary is awarded each year to an incoming undergraduate student from a non-traditional background

joining the Real Estate & Planning course at Reading. The AreYou? Bursary marks a significant milestone for RREF, as it is the first at this level, covering university fees as well as a substantial part of living and accommodation expenses. It will have a profound impact on the successful recipients, removing any financial barriers to their university education and allowing them to complete their studies with little to no debt. RREF will also benefit from a substantial five-figure gift from Richard Upton, supporting the charity's core activities.

We are extremely grateful to Richard for his forward-thinking philanthropy, and we look forward to like-minded industry leaders joining him in this ground-breaking approach. If you would like to discuss how you could do so, please contact Paola Tinti: paola.tinti@henley.ac.uk

John Miles Memorial Scholarship

The John Miles Memorial Scholarship Fund was launched in memory of Reading Alumnus John Miles by his former business partners Ben Simpson and Jim Remfry, founders of Clifton Agency, in conjunction with RREF. The scholarship celebrates excellence and rewards outstanding students enrolling on an undergraduate degree with the Department of Real Estate & Planning at Henley Business School, University of Reading.



The funding not only provides support towards the students' studies for the duration of the three-year course but in addition successful applicants are offered mentoring and internship opportunities at Clifton.

This year the scholarship was awarded to Harriette Hudson, who showed academic excellence and ambition towards her future. RREF and Clifton are looking forward to supporting Harriette in her studies with REP and to seeing where her degree takes her in the future.

If you wish to donate to the John Miles Memorial Scholarship Fund, please find further information here: live.henley.ac.uk/page/john-miles

Hi, my name is Harriette and I am in my first year studying towards my BSc in Real Estate at Henley Business School, University of Reading.

I am the first beneficiary of the John Miles Memorial Scholarship, which is something I am incredibly honoured and grateful to receive. I would like to thank everybody who has donated towards the Fund and John's supportive and kind legacy. In addition to gifting me the financial security and freedom to enhance my learning, the Scholarship has opened a plethora of opportunities within the industry. For instance, I have had the chance to meet members of Clifton Agency, which has been invaluable. These interactions have allowed me to gain a greater understanding of what a career in Real Estate looks like on a day-to-day basis, making me feel excited for my future and inspiring me to learn more. Moreover, it has hugely improved my self-confidence as a first year who has never studied this subject before, ensuring I feel less daunted to apply for competitive schemes and insight weeks.

Ultimately, this scholarship means a lot to me, as it has impacted my life in monetary and non-monetary ways. It has taught me that although real estate is a competitive industry, it is also a rewarding and supportive one. This fuels my ambition to succeed in it further.



Harriette Hudson

John Miles Memorial Scholarship recipient 2022/23

RREF Student Wellbeing Programme

Since 2019 RREF has provided funding to deliver tailored and targeted support for current REP students. The programme provides strategies for managing academic pressure and maintaining personal wellbeing.

Delivered by Dr Alicia Peña Bizama, a Chartered Counselling Psychologist, the various sessions and tutorials on offer all combine to help current students achieve their full potential at university. The programme was funded after a successful pilot scheme, and underwent several iterations.

In Summer 2019 a pre-exam preparation session was delivered to undergraduate students, as well as a training session on 'managing procrastination and perfectionism' for masters students. Beginning in the following academic year a full spectrum of 'readiness sessions' was organised and delivered, initially taking place face to face these moved online with the onset of the Covid-19 pandemic. In 2020/21 the programme was embedded within one of the first year core modules and in collaboration with Dr Mark Dobson (Lecturer in Planning and Development) and Jane Batchelor (Careers Consultant), students were given guidance on how to work effectively in groups.

Students and faculty at the Department found the programme consistently to be a very useful resource, and it has been extended out into the 2023/24 academic year with a focus on individual tutorials with Alicia, whether online or in person.

“ In my view this programme has been a crucial resource and been of great support to our students. I have directed students to these services many times and have received positive feedback. It would be a very great shame to lose this expertise, particularly under current conditions and the additional pressures this has created for our students.

Dr Edward Shepherd
Former Associate Professor of
Planning and Development

“ I really enjoyed the 1:1 tutorial. I found it helpful to speak to someone face to face and enjoyed speaking to someone in a personal way. I enjoyed having a conversation and the tutorial allows advice to be very specific to you with regards to your mental/emotional wellbeing, plans for the future and study advice.

Student Participant

The 1:1 tutorials are the cornerstone of the programme, and students can take the opportunity to discuss any number of issues they face with their studies, as well as share any concerns about their wellbeing. Topics raised include: increasing productivity, dealing with feedback, understanding perfectionism, working well with others, communicating ideas, building confidence and managing stress.



Corporate support

RREF's Corporate Patrons are a fundamental part of our support network, enabling us to deliver our core activities through their generous annual sponsorship, providing current REP students a powerful connection to the industry. We continue to maintain and develop a strong community of Corporate Patrons, without whom we would be unable to deliver such meaningful results.

The Department of Real Estate & Planning has also benefitted immensely from this engagement with industry, with many companies choosing to support innovation and excellence in numerous ways, from speaking at evening lectures, to attending careers fairs, offering prizes to high-achieving students and much more.

Previous evening lectures

- **Berkeley Group:**
The Green Belt: Does it need protecting?
- **Cushman & Wakefield:**
Reworking The Workplace: Connecting People, Purpose & Place
- **Eastdil Secured:**
Introduction to Logistics

One student commented:

The evening lectures provide invaluable knowledge, especially to all the first year students who attend, as they give us a brilliant starting point for our degree.

Find out more about the Corporate Patron programme on our website (rref.henley.ac.uk). Current Corporate Patrons can be found on page 27.

Prizes

Several industry sponsored prizes are co-ordinated by RREF to encourage students to work to the best of their ability, taking advantage of Henley Business School's facilities, faculty and services. Promoting innovative teaching and excellent learning practices, there are prizes available for specific coursework pieces, as well as graduation prizes that celebrate overall excellence. Prizes include the Hines UK Graduation Prize, the Derwent Graduation Prize and the SEGRO Graduation Prize.



6 students awarded a prize



3 industry-sponsored prizes



5 Graduation prizes

£2,000

total prize value





The Whiteknights campus

13

years in a row

One of Britain's top green spaces, 13 years in a row (Green Flag Award Scheme)

134

hectares

134 hectares including a lake, woodlands and the Harris Garden

The University of Reading is working hard to ensure that it makes the best use of its resources to ensure its sustainability, from reviewing how it operates to ensure financial sustainability to playing its part in tackling climate change. This comes under six key areas:

- Cut carbon emissions to net zero by 2030
- Its award-winning campus
- Menus of Change
- Global Development research
- Partnering for the Planet
- Education for Sustainable Development

Find out more: reading.ac.uk/about/strategy/sustainability

Pathways to Property

Launched in 2012, the Pathways to Property project aims to widen access to the real estate profession by raising awareness of and aspirations about the vast range of careers available within the sector.

Led by RREF, the project was established as a response to the recognised lack of diversity in the industry. Through a successful outreach programme, the project exposes students from less advantaged and non-traditional backgrounds to opportunities within the property industry.

Summer School

The eleventh Pathways to Property Summer School took place 25–28 July 2023, on the University of Reading campus. 109 students from Year 12 of school/college joined us over the course of four days to take part in taster lectures, a site visit, sessions offering careers advice, a group project and the opportunity to meet a selection of recent graduates, apprentices and professionals during a vibrant careers fair. In addition to learning about the property industry, the participants were able to learn some key networking skills as well as develop confidence, improve their teamwork, presentation and time management skills and meet other like-minded young people.

We will continue to work closely with the participants. Many have now completed work placements, and all have been invited to join our e-mentoring programme. In addition, they can receive financial support if they study a property related degree at university up to £30,000 over three years of study, as well as additional support as required from the team to progress their journey into the industry.

We would like to thank all the industry volunteers who joined us during the event to share their experiences with the participants and provide feedback on their final presentations. Many thanks also to MGT and Lincoln for hosting the outstanding site visit this year.

Summer School

Since 2012

1,003
Students

have completed our
Summer School

Of those who have also
finished A-levels or equivalent,
at least

21%

have gone on to
study or work in the
property industry

54%

have gone on to
study at University

494

Summer School
applications

109

Summer School
attendees

61%

Summer School
attendees
were female

92%

Living in area
of deprivation
(IMD Quintile 1 or 2)

New activities

The first Pathways to Property Insight Day took place at the RICS office in Birmingham, in March 2023. 23 young people (all year 12 students) from the local area attended, gaining an insight into the industry, undertaking a site visit and presenting back project work to a panel of industry experts. Further Insight Days are planned to take place across the country in 2023/24.

Spring into Property gave nine young people the opportunity to take part in an event, similar to an Insight

Open Online Course (OOC)

The OOC has been designed by leading academics at Henley Business School to encourage more students to consider pursuing a career in property. Lasting three weeks and requiring around 6 hours of study, the online course is a great resource for younger students beginning to think about their career options or students that are unable to join the Pathways to Property Summer School. Since the course was launched in 2018, over 21,000 people have signed up to complete the OOC.

“Excellent course. I was pleasantly surprised because it covers innovation trends in the real estate development sector globally.”

OOC Participant

School outreach

Pathways to Property attended multiple online and face-to-face careers events throughout 2022/23 to get young people thinking about careers in property and answer their questions. These events were a mixture of school talks, webinars and careers events. In addition, we provided schools with a selection of pre-recorded content that could be shared with students, providing them with more information about careers in property, routes into the industry and how to get support through the Pathways to Property programme.

59%

Summer School attendees were eligible to receive free school meals

74%

Attendees who are likely or very likely to consider a career in property

44

Participants undertook work experience placements

Day, but held online. They were able to work directly with industry professionals and present back their projects as well as undertaking a virtual site visit.

Participants in both the Insight Days and Spring into Property will be able to join the Summer School participants in being able to undertake work experience placements, e-mentoring and apply for bursaries as a part of their journey on the Pathways to Property programme.

In 2022/23 we...

Attended
51
events

Engaged with at least:

3390
Students

109
Teachers

111
Parents

For more information about the Pathways to Property project, visit our website.



Engaging with industry

RREF aims to be the bridge between higher education and industry, to ensure the real estate sector has a diverse range of graduate talent joining each year, as well as quality research to help inform decision making. We engage with industry in many different ways – all of which have an impact on the individuals and companies involved.

Real Estate Summit

In November 2022, a group of leading and enquiring minds from both the real estate sector and planning were brought together by RREF for our inaugural Real Estate Summit. The subject was **Sustainable Real Estate: A Force For Societal Change in the UK**.

Panellists and speakers came from many fields, bringing together public, private and third sector professionals and academics. Our aim was to approach the subject of sustainable real estate from all angles – financial, social, environmental – and to discuss what the concept really means.

The paper can be downloaded here:

Two important questions emerged after the event and subsequent publishing of our paper. If you have a contribution to make to either of these, we would love to hear from you.

1. How can the real estate industry better demonstrate its role to the government?
2. How can it act as a conduit for delivering, not just enhanced productivity for the economy, but also positive societal and environmental change?



RG10 community

The RG10 Committee delivers a programme of activities to support graduates of the last ten years, to give them the best possible start in their careers. These activities help open doors, broaden horizons and grow professional networks.

This year the Committee designed an excellent series of activities:

Site visit – the team took graduates and current students to see behind the scenes of the British Land Norton Folgate site in Spitalfields.

Webinar – Working overseas can be a daunting prospect. Three panellists who have worked in different parts of Europe shared their experiences with attendees in a truly enlightening and inspiring session.

Networking opportunities – the team have delivered a number of networking events, including collaboration with Oxford Brookes Real Estate Management Society (OBREMS) to help graduates grow their networks.

The year ahead sees a special session for new graduates, further exploration of working overseas, and more opportunities for networking.

The Committee is seeking more volunteers who graduated within the last ten years to join and help design this impactful programme of activity. If you would be interested in joining, please email **Vicky Phillips** on alumni@henley.ac.uk

RG10 
Reading Real Estate
Foundation

Volunteering

Our volunteers underpin so much of what we do and we are grateful for our mentors, speakers, placement and internship providers, committee members and all others who give their time to provide such exceptional value to current students and to the industry.

All of this combines to give those we support the very best opportunity at both joining the industry, and to excel within it. We are very grateful to the hundreds of professionals who are helping the sector flourish by volunteering their time and expertise with us.

If you would like to join this dedicated group as a volunteer, whether as a mentor, speaker, placement provider or something else, please get in touch with us by emailing RREF-info@henley.ac.uk



Legacy giving

The people your gift will impact may not be born yet, and you might not recognise the challenges they will face, but you will share their desire to improve tomorrow for others as much as themselves.

If you are considering leaving a legacy to RREF and would like to discuss it with a member of the team, please get in touch.

RREF-development@henley.ac.uk
+44 (0)118 378 4096

How to leave a legacy gift

We recommend that you contact your legal advisor or accountant for professional advice before making a new Will or making any changes to your existing one.

There are types of legacies that allow you to put your family first while still making provision for the Reading Real Estate Foundation. You may decide to leave a fixed sum to RREF, a percentage of your estate, or the residue once you have provided for your loved ones. Your solicitor can advise you on the best way to record your intentions.

If you decide to leave something to RREF, please let us know. Any information that you give us will be treated in confidence and does not involve you in a binding agreement. We will only use this information to thank you promptly and appropriately.





By leaving a legacy to
RREF today you will
secure the educational
futures of hundreds of
tomorrow's students

Securing the future of RREF

We can only continue to deliver such a consistent level of high-quality results through the generosity of our donors and supporters. The collective support of REP alumni and friends allows RREF to achieve and support a number of activities to benefit and enhance the industry. Your support enables us to deliver an outstanding education experience to the next generation of industry professionals, and also to fund research pipelines that can deliver ideas for real-world solutions. Importantly your contributions open up the sector to those who may never have previously considered this career path.



How can I get involved?

As you will have seen by now, RREF is reliant on the generosity of individual and corporate supporters to ensure we can continue to operate and grow as an educational charity. From those who give financially to our work to individuals who sacrifice their time to mentor current students, all support is gratefully received.

We also welcome feedback, insights into current best industry practice, updates on current sector challenges and opportunities, as well as general updates from our community.

Please get in touch

Email RREF-development@henley.ac.uk
or call us on **+44 (0)118 378 4096**



Individual Gift



Corporate Donation



Volunteer

What is Henley Live?

Key features include:

- ## What next?

Simply visit the webpage and click **'request to join'**. Once you are accepted, you can start networking, learning and much more.

#IgniteYourNetwork

Donor recognition

1 August 2022 to 31 July 2023

Pathways to Property Supporters

We would like to thank the following organisations for their financial and in-kind support of Pathways to Property.

Gold Level

BentallGreenOak

British Land

Savills plc

SEGRO plc

The Worshipful Company of
Chartered Surveyors

Silver Level

Addleshaw Goddard

Aubrey Orchard-Lisle
Charitable Trust

Cadogan Estates

The Crown Estate

Gerald Eve

Hines UK/ aparto

John Lewis Partnership

Montagu Evans

Oxford Properties

Bronze Level

Allsop

Carter Jonas

Colliers International (UK)

Eastdil Secured

Frogmore Real Estate Investment
Managers Ltd

Gooch Cunliffe Whale LLP

Grosvenor Estate Management Ltd

Hermes Real Estate Investment
Management Ltd

Hollis

Kajima Properties (Europe) Limited

Knight Frank LLP

MGT Investment Management

Muse Developments

Roebuck Asset Management

Shaftesbury Capital

Stiles Harold Williams Partnership
LLP

W.P. Carey Inc

Other Supporters

Christopher Rowbotham
Charitable Trust

Eastdil Secured Team Fundraising *

Moda living

Oxford Properties Team
Fundraising *

The Ellis Campbell Charitable
Foundation

The Sutton Trust

UPP Foundation

* = individual donors listed on Page 29



In 2022/23, individual supporters and firms volunteered over 1,400 hours to support the Pathways to Property project by:

- Engaging students and teachers through our school outreach programme
- Hosting a work experience placement
- Supporting our Open Online Course
- Supporting the 2023 Summer School, from hosting site visits to engaging with the students throughout the week



Major Donors

Organisations, Trusts and Individuals who have made a significant contribution to RREF of £5,000 or above.

Name	Graduation year	Fund supported
Nigel Bennett	1989	Greatest Need
Richard Cundall	1973	George Fiennes Memorial Bursary
Tony Dean	2000	Greatest Need
Keith Elliott	2008	Keith Elliott Student Bursary
Michael Goldhill	1970	George Fiennes Memorial Bursary
Stafford Lancaster	1989	Greatest Need
Mark Ridley	1984	Greatest Need
Anne Robins	–	David Robins Town & Country Planning Research Fund
Richard Upton	1988	AreYou? Bursary
Barton Willmore Foundation		Barton Wilmore Bursary
Clifton Agency		John Miles Memorial Scholarship
Derwent London		Derwent London plc Bursary
Helical plc		Helical Bursary
Landsec plc		Landsec Bursary
Langbourn Properties		George Fiennes Memorial Bursary
Redevco Foundation		Greatest Need
The Pears Family Charitable Foundation		Michael Keidan Memorial Bursary

Corporate Patrons

Organisations who commit to supporting RREF with an annual gift of at least £5,000.

Avison Young	GIC Real Estate
Berkeley Group	Knight Frank LLP
BNP Paribas Real Estate	Savills plc
Cushman & Wakefield	SEGRO plc
Eastdil Secured	
Gerald Eve	

Donor recognition

Ambassadors

Organisations, Trusts and Individuals who have made a contribution to RREF Annual Funds between £3,000 and £4,999.

Name	Graduation year	Fund supported
David Atkins	1988	Greatest Need Fund

Pioneers

Organisations, Trusts and Individuals who have made a contribution to RREF Annual Funds between £1,000 and £2,999.

Name	Graduation year	Fund supported
Nick Barker	2004	Greatest Need Fund
Mike Brown	1983	Greatest Need Fund
Colley Associates	–	Drivers Jonas Bursary
Paul Disley-Tindell	1991	Greatest Need Fund
Robert Fowlds	1983	Greatest Need Fund
Nigel Fox	1989	Greatest Need Fund
Ginny Gibson	1981	Greatest Need Fund
Gary Hale	1981	Greatest Need Fund
Grant Imlah	1988	Teaching & Learning Fund
Gerald Kaye	1979	Greatest Need Fund
Andrew Reynolds	1979	Greatest Need Fund
Dominic Rowe	1988	Student Support Fund
David Sleath	–	Greatest Need Fund
Paul Smith	1982	Student Support Fund

Student Prize Sponsors

Organisations who sponsor graduation prizes for Real Estate & Planning students.

Company	Fund supported
Derwent London	Derwent London Prize for Best Performing Student, Investment & Finance Pathway
Hines UK	Hines Graduation Prize Prize for highest mean mark overall in Real Estate & Planning
Savills plc	Savills Teamwork Activity
Segro plc	Segro Student Prize for Best Performance for Development & Planning Pathway

Access Internship Bursary Sponsors

Organisations that support the RREF Access Internship Bursary.

Apache Capital	Grosvenor Estate Management Ltd
Berkeley Group – St James	Hermes Real Estate & Investment Management Ltd
Cadogan Estates	John Lewis Partnership
CAPCO	Lambert Smith Hampton
Carter Jonas	The Crown Estate
Cluttons	Tritax
Colliers International (UK)	Vail Williams
CoStar	Octopus Investments
Gerald Eve	Savills plc
Gooch Cunliffe Whale LLP (GCW)	Shaftesbury plc

John Miles Memorial Scholarship Supporters

We thank all who gave generously to this scholarship set up in collaboration with Clifton Agency, raising a total of £12,287.

Name	Name
Clare Andrews	Mark Morgan
Tim Bevan-Thomas	Joseph Mullee
Ashley Blake	William Murdoch
James Bryer	Alex Murray
Olivia Collier	Michel Nangia
Harry Cox	Juilan Norbury
Charles Curtis	Philip O'Callaghan
Shirin Elghanayan	Justin Oxenham
Michael Elghanayan	Jonathan Peasgood
Sam Elliott	Gordon Robson
Will Goddard	George Shaw
Ryan Gordon	Mary Simoson
Matthew Gore	Sara Simpson
Gavin Hendry	James Skidmore
David Lewis	Katie Skidmore
Jacqueline Lowe	Jeff Smith
Marjorie & Arnold Ziff Charitable Foundation	SN1983 Ltd
Andrew Marshall	Ben Tyack
Cormac McNabb	Stephen Widnall
Gregory John Moore	Colin Whitelaw



Oxford Properties Team donations to Pathways to Property

We appreciate the following who gave as a result of the Oxford Properties Staff Dodgeball Competition, raising a total of £2,227 towards the Pathways to Property programme.

Name	Name
Pierre-Etienne Accarier	Antje Lang
William Benjamin	Rafael Latorre Pereira
Stuart Churchward	Ed Lovell
Miles Chuter	Anna Mayhead
Deborah Conley	Briony Meyers
Anne Connon	Robert Mitchell
Richard Croft	Alexis Muller
Ryan Davidson	Estelle Murer
Jeff Davies	Nicholas Murrell
Jeffrey Davies	Fiona Newman
Tom Dimsdale	Nima Nouri
Alex Doble	Dean Obada
Emma Downey	Andrew O'Connor
Teresa Dyer	Siobhan O'Connor
Corey East	Maria Papadopoulou
David Ebbrell	Andrew Pacey
Hala El Akl	Emma Parker
Robin Everall	Hamal Patel
Janet Ferreira	Katherine Raleigh
Rebecca Forrester	Rebecca Rawlinson
James Fox	Edward Rosenberg
Luca Garoli	Rachael Roxburgh
Deborah Green	Gurpreet Saran
Daniel Greenslade	Abigail Shapiro
Sergey Gritsenko	David Simmonds
Konstantin Guzmanov	Landon Schultz
Jack Havard	Nick Sissling
Paul Holdsworth	Natalie Turner
Glen Keough	Maria Visaya
George Keyes	Genevieve Wong
Gavin Karney	Mark Woollard
Mohammed Khan	Hugh Yates
Harry Knibb	Izabela Zbrog

Eastdil Secured Team donations to Pathways to Property

We thank all those who contributed to the Eastdil Secured Christmas auction in favour of the Pathways to Property Programme, raising a total of £4,602.

Name	Name
Hilary Baker	Bav Mattoo
Jonathan Betts	Andrew McClements
Sean Blaney	Ronak Mohanlal
Alina Cheeseman	Max Morris
Ed Cook	Hayden Pegley
Alexandar Damjanovic	Toby Peregrine-Jones
Shyamal Dawada	Edward Raynor
Orla Gilmore	Antoine Roblin
Leah Gordon	Patrick Sadler
Vilgot Hasse	Jared Sey
Joseph Klein	Zaved Uddin
Felix Lebrun	James Webb
Justin Lee	Robert Weinberg
David Mackasey	Oliver Woodside
Tomas Marino	

We are extremely grateful to all those who took part in community fundraising for the charity. If you or your company has an idea to do something similar, we would love to hear from you.

+44 (0)118 378 4096
RREF-development@henley.ac.uk

Donor recognition

Donors to community led fundraising activities

George Fiennes Memorial Bursary – Felix Fiennes Arctic Marathon Supporters

We thank all those who gave generously in support of Felix Fiennes' Arctic Marathon efforts, raising a total of £22,900.

Name	Graduation year	Name	Graduation year	Name	Graduation year
Simon Albert		Ian Fairweather		Juliet Rood	
Jon Allgood		Margaret Fearn		Tom Rose	
Thomas Anderson		Eleanor Fiennes		Robbie Rowan	
Natasha Ascott		Steph Gates		Nicholas Rumsey	
Astrea Asset Management		Cathy Griffiths		David Russel	
James Aumonier		Thomas Harding		Alexander Schimmel	
Paul Bakker		Jessica Hardman		Klaus Schupp	
Simon Banks		Gates Hawn		Rob Senior	
Jonathan Barber		Albert Hay		James Shaw	
Frances Beatty		Katherine Hinds		Gary Sherwin	
Kate Beatty		Georgia Hogg		Patrick Smiley	
Ed Betts		N H Howard		James Stacey	
Helen Blake		Howard de Walden Estates Limited		Alex Stevens	
Charles Blake		Andrew Hynard		Marika Stewart	
James Bowes-Lyon		John & Anita Kent		Thomas Stoddart-Scott	
Whitney Bowrin		Andrew R Kerr	1973	Richard Tonkinson	
Anna Bradford		Laurie Low		RP Townsend	
Guy Brogden	1979	Daniel Margolin		Rachel Ulph	
Harry Buchanan		Robert McCourt		Charlie Van der Gucht	
William Buchanan		Peter McNamara		Henry Verey	
Henry Byam-Cook		Natascha Metherell-Templeton		Richard Waldron	
Blakely CAS		Andrew Moore		William Waples	2014
Daniel Cashen		Louise Morshead		Chris Watkin	
Harry R Chichester	2000	The Nichola and Dinah Verey Charitable Trust		Hugo Watts	
Stuart Clifton		Mark Nicolson		Rob West	
Sam Corble		A Norcliffe Roberts		Tim Weston	
Hanna Corney		Sarah O'Connell	2004	Oliver Wharmby	
Charles Cowley		Richard Oliver	2011	Tom Williams	2004
Hamish Cuming		John Olney		Colette Williamson	
Ciara Daffy		Nicholas Powell		Laura Wilson-Brown	
Ed Dale-Jones		Pure Real Estate		John Wood	
Damon de Laszlo		Mark Radford		Robert Wormal	
William Densham		Robert Raffety	1972		
David Goldstein Help a Charity Fund (DGHAC)		Charlie Ramsay			
Stephen Donson		Isobel Redhead			
Giles Easter		Nicholas Rhodes			
Jonathan Edmunds		John D Rigg			
Patrick Elliot		James Rogerson			
Isobel Ewart	2003				
Jill Eyles					



Friends

Individuals who support RREF Annual Funds with a single or regular donation of up to £1,000 each year.

Name	Graduation year	Fund supported
Alastair Adair	1982	Greatest Need Fund
Andrew Aherne	1987	Widening Participation
David Ainsworth	1979	Greatest Need Fund
Jeremy Aitchison	1979	Greatest Need Fund
Paddy Allen	2005	Greatest Need Fund
Iain Allsop	1996	Student Support Fund
Simon Baker	1989	Greatest Need Fund
David Bass	1975	Widening Participation
Peter Best	1981	Greatest Need Fund
John Birtwistle	1978	Greatest Need Fund
James Bowdidge	1981	Greatest Need Fund
Carol Byrne	–	Peter Byrne Research Excellence Fund
Jean-Pierre Choulet	–	Greatest Need Fund
Paul D Cable	1979	Greatest Need Fund
Andrew Clark	1976	Greatest Need Fund
Julian Clarke	1981	Greatest Need Fund
Mark Collins	–	Greatest Need Fund
S Cove	–	Greatest Need Fund
Richard Cutler	1989	Student Support Fund
Michael Dean	2004	Greatest Need Fund
James Dipple	1977	Greatest Need Fund
Mark Disney	1988	Widening Participation
Crinan Dunbar	1998	Greatest Need Fund
Matthew Edgar	1984	Greatest Need Fund
Keith Elliott	2008	Greatest Need Fund
Nina Epstein	–	Greatest Need Fund
Julian Evans	2007	Greatest Need Fund
Tamzin Eyre	1996	Greatest Need Fund
Iain Franklin	2012	Greatest Need Fund
C K Galbraith	–	Greatest Need Fund
James George	1973	Greatest Need Fund
David Green	1990	Greatest Need Fund
Toby Hall	2005	Greatest Need Fund
Andrew Hill	1979	Greatest Need Fund
Alex Housego	2011	Greatest Need Fund
Hazel John	2008	Greatest Need Fund

Name	Graduation year	Fund supported
Michael Jones	2009	Drivers Jonas Bursary
Nick King	1989	Student Support Fund
Alexander Kington	1999	Greatest Need Fund
Samuel Lawson Johnston	2009	Greatest Need Fund
Rod Lockhart	2003	Greatest Need Fund
Steve Magorrian	1981	Greatest Need Fund
Ben Marsh	2005	Greatest Need Fund
Andrew Marshall	2006	Greatest Need Fund
Alister McCutcheon	1995	Greatest Need Fund
Martin G Miller	1995	Greatest Need Fund
Gregory Moore	1983	Greatest Need Fund
Keith Norman	1988	Greatest Need Fund
Kat Norton	2004	Greatest Need Fund
Will Noy	2009	Greatest Need Fund
Bunmi Olafare	2008	Greatest Need Fund
Nick Pemberton	1995	Greatest Need Fund
David Proctor	2001	Greatest Need Fund
Lewis Prosser	2011	Greatest Need Fund
Bill Redfern	1981	Greatest Need Fund
Michael Regan	1989	Student Support Fund
Robert Richardson	1998	Greatest Need Fund
Oliver E Rippier	2004	Greatest Need Fund
Martin Shaw	2006	Greatest Need Fund
Francesca Spiller	2010	Widening Participation
Douglas Stevens	1977	Greatest Need Fund
Sarah Thorley	2018	Greatest Need Fund
Rob Timmins	2011	Greatest Need Fund
Mark Titcomb	1984	Greatest Need Fund
Crispin Topping	1982	Greatest Need Fund
Ursula Waterfield	1996	Widening Participation
Joanne Wilkes	1984	Student Support Fund
John Wythe	1978	Widening Participation

We also would like to thank those who have chosen to give to us anonymously across all levels of support.



For more information, please contact:

Reading Real Estate Foundation

Henley Business School
University of Reading
Whiteknights
Reading
Berkshire
RG6 6UD

+44 (0)118 378 4096

RREF-development@henley.ac.uk

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