

# Allies and Morrison

## 2025 Gender Pay Report

In line with the requirement to report gender pay gap data, our calculations show that we have a median gender pay gap of 11.2% and a mean gender pay gap of 14.6%. While this is a positive improvement on last year's figures, we still have work to do in line with our aspiration to further reduce our gender pay gap and maintain an inclusive culture for all our staff team.

We have a higher percentage of men than women in senior roles and appreciate that changing the gender balance is a longer-term process. We have made steady progress in strengthening our controls for meeting proportionality targets when recruiting new talent at all levels. Our mentoring programme ensures development and growth opportunities for our women to ensure that we progress and retain our talented women colleagues.

Our promotion strategy is wholly based on talent and performance, but we do take gender balance into account in our

promotions to ensure that women are better represented in our leadership. We know we still have more to do to increase the representation of colleagues from ethnic minority backgrounds, in our senior positions.

We are pleased to be making good progress in female representation year on year. Our figures show that we are near parity in our middle quartiles and it is these groups that largely represent our future leadership pool.

Furthermore, our figures demonstrate that we have a balanced pipeline of talent for the future. We continue to monitor our progress to understand what's working and challenge ourselves where we can go further to focus our efforts and increase representation and diversity. We continue to harness hybrid working and the increased flexibility supporting greater gender parity in caring responsibilities and working patterns.

We remain as committed as ever to diverse representation at every level of our practice, a workplace free from bias and where all are empowered to do their best work.



### The numbers

#### Explainer

Gender pay reporting is different to equal pay. Equal pay deals with differences between men and women who carry the same or similar job or work of equal value. The gender pay gap illustrates differences in average hourly rates of pay between all men and women over a period of time in the workforce.

The median pay gap is the difference in pay between women and men at the mid point of the pay range within the practice, from the lowest hourly rate of pay to the highest.

The mean pay gap shows the difference in the average hourly rate of pay between all women and men in the practice.

**11.2%** | **14.6%**  
**median pay gap** | **mean pay gap**

Figures are based on hourly pay rate as of 5 April 2025.

#### Pay distribution

Proportion of males (M) and females (F) in each pay quartile, ordered from highest to lowest pay:

##### top quartile



##### upper middle quartile



##### lower middle quartile



##### lower quartile



#### Recruitment

During the 12 month reporting period (April 2025 - March 2026), the majority (67%) of our recruits were female and 38% were from an ethnic minority background.

**67%**

Percentage of new recruits who are women over last 12 months.

**38%**

Percentage of new recruits in the same period who are from an ethnic minority background.

**50% F**

Current percentage of total workforce.

**46% F**

Current percentage of registered Architects.

**38-49%**

Percentage range of female architects of the UK's large practices (measured as those from the top ten of the AJ100).<sup>1</sup>

1. 2024 AJ100 Index. Link available here.