

# Allies and Morrison

## 2024 Gender Pay Report

In line with the requirement to report gender pay gap data, our calculations for the 2024 reporting year show that we have a median gender pay gap of 16.6% and a mean gender pay gap of 16.9%. This reflects the fact that we have more men in senior roles than women - an historic legacy. While we would wish the gap to have narrowed, since we have first reported gender pay gap figures, we have been able to see steady progress in the promotion of women in roles within the practice.

Our aspiration is that, with time and as practice succession evolves, in the long term the gap will narrow - particularly in pay distribution. While we promote wholly based on talent and performance, we do take gender balance into account in our promotions to ensure that women are more represented in our leadership.

Our figures demonstrate that women are at near parity of our upper middle quartile (49%) and it is this group that largely represents our future leadership pool for promotion. Our recruitment of new employees this reporting year was majority female.

Allies and Morrison strives to be a welcoming practice for individuals from all backgrounds. Our social value approach is rooted in expanding access to architecture and ensuring more people from more diverse segments of society can enter into the architecture and urbanism professions.

### Bonus figures

Over the reporting year, 29% of female and 37% of male employees were paid a bonus.



## 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.

**16.6%** | **16.9%**  
median pay gap | mean pay gap

Figures are based on hourly pay rate as of 5 April 2024.

### 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 2024 - March 2025), the majority (62%) were female and 25% were from an ethnic minority background.

**62%**

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

**25%**

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

**47% F**

Current percentage of total workforce

**41% 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](#).