

Allies and Morrison

2020 Gender Pay Report

This is the fourth year that Allies and Morrison has disclosed its gender pay gap in line with Government requirements. While in this period there has been a slight overall decline in the mean pay gap, there has yet to be a sustained reduction in our gender pay gap. Our pay gap has consistently remained below our industry average.¹ We are committed to equal opportunities for progression and publicly sharing our figures.

In this reporting year, which coincided with the Covid pandemic, we had a smaller total cohort of employees with fewer women in senior and higher paid positions, and this is highlighted in the gap. There has been a shift in the upper middle quartile pay range, which is now majority female - a good indicator of future progression of women within the practice. In our first report (2017), this quartile was 47% female; now it is 53%.

The numbers

Explainer

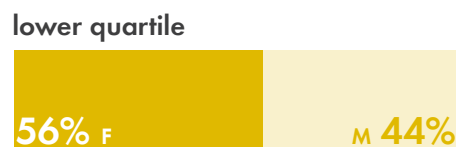
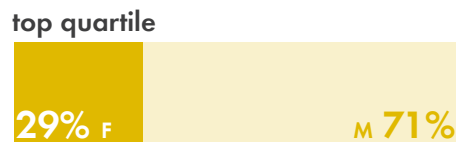
Gender pay reporting is different to equal pay. Equal pay deals with differences between men and women who carry the same or similar job or work of equal value. The gender pay gap illustrates differences in average hourly rates of pay between all men and women over a period of time in the workforce.

The median pay gap is the difference between the hourly rate of pay at the middle point of the pay range. The mean pay gap is the difference in the averages taken of all women and men employed by the practice divided by the numbers of women and men respectively.

Figures are based on hourly pay rate as of 5 April 2020 and bonuses paid in the year 2019/20.

11.8% | **14.7%**
median pay gap | **mean pay gap**

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



Bonuses At Allies and Morrison, all titled staff have access to discretionary bonuses. Directors of the practice are entitled to a share of net profit.

42.0%
of men receive bonus pay
29.5%
of women receive bonus pay

There is a median bonus pay gap of 25.0%

There is a mean bonus pay gap of 29.5%

Qualified Architects We employ more female Architects than the industry standard - and of the largest ten AJ100 UK practices we have the highest proportion of women.²



¹ Waite, Richard. Gender pay gap: Allies and Morrison's figures reveal smallest disparity yet, *The Architects' Journal*, 15 March 2018.

² AJ100 figure: 35%. Teiher, Bruce, et al. AJ100: Survey Analysis, *The Architects' Journal*, 23 September 2021, 'Diversity'.