

Allies and Morrison

2021 Gender Pay Report

This is the fifth year that Allies and Morrison has reported its gender pay gap in line with legislation.

Our calculations show that we have a median gender pay gap of 7.3% and a mean gender pay gap of 12.3%. Over the last five years, our gender pay gap has remained consistently smaller than the industry average.¹ While this year's results are a positive improvement on last year's figures, it is clear that we still have work to do in line with our aspiration for our practice be more inclusive and equitable.

We have a higher percentage of men than women in senior roles and appreciate that changing the gender balance is a long term process. We are strengthening our controls for meeting proportionality targets when recruiting new talent at all levels. We ensure mentoring and development

and growth opportunities for our women to ensure that we progress and retain our talented women. Our figures show some improvement and 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.

Pay gaps are just one part of the picture. Our intention to gather data on ethnic and socio-economic backgrounds and set targets will further drive our commitment to attract diverse talent in typically underrepresented areas of our profession.

This year also coincides with the launch of our practice's [Diversity and Inclusion Statement](#).



Our practice has always been a welcoming place for all genders, racial and ethnic background, sexualities and nationalities. Our Statement celebrates this, and sets out proactive commitments so that we play our role in dismantling the discriminatory barriers that keep many away from the world of architecture and urbanism - in particular individuals from ethnic minority backgrounds.

The numbers

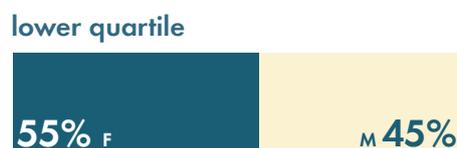
Explainer

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.

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



Figures are based on hourly pay rate as of 5 April 2021 and bonuses paid in the year 2020/21.

7.3% | **12.3%**
median pay gap | **mean pay gap**

Qualified Architects We employ more female Architects than the industry standard - and of the largest ten practices in the country, we have the highest proportion.²



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

² A1100 figure: 35%. Telher, Bruce, et al. A1100 Survey Analysis. *The Architects' Journal*. 23 September 2021, 'Diversity.'