



GENDER PAY REPORT

2019

6 July 2020

Allies and Morrison



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The publication of this, Allies and Morrison's third Gender Pay Report, comes at an unprecedented time. Like organisations of all sizes and types, we have had to experience the last two and a half months of Lockdown in the wake of the global coronavirus pandemic. As we were preparing the practice for this, news came from the Government of the suspension of gender pay reporting for this year. Yet we have calculated our data, reported it and have now compiled this document as an addendum in order to put these figures into context.

This year, we have reported a median gender pay gap of 6.1% and mean of 13.5%. By comparison, our figures for the 2018 Report were a median of 7.0% and a mean 12.9%; and for the 2017 Report, a median of 10.5% and mean of 15.8%. Since the introduction of gender pay reporting for employers of more than 250, our figures have out-performed industry averages, and they continue to do so. While there has been a slight increase in the mean this year, the median continues to decline and the overall trend line for the median since the 2017 Report is of a gradual decline.

A highlight of this year's report is that women have made considerable gains in our upper middle quartile, now representing 56% women, an increase from 49% from last year.

I suspect, like with many employers, our experience over the last few weeks and months with remote working will leave a lasting legacy that will impact the working lives of both women and men in our practice. In mid-March, we very quickly implemented a full Working From Home arrangement for the entire practice. Now, writing in July, I can say assuredly that it has been successful. In a very short time, everyone engaged in a major cultural shift, supported the practice, and managed the transition positively.

The Lockdown offered us the chance to experiment with new ways of connectivity with the adoption of video conferencing for all meetings and in a certain way it has made us

more inclusive as a practice, allowing new opportunities such as more junior members of a team joining in on a video meeting and participating.

While we yearn for studio life to return, and we hope it will soon, the future of working at Allies and Morrison will be flexible by default. Many of our people will likely have a blend of working in studio and remotely, which will allow for more flexibility in the end. Flexible working will be about location as well as when you work - this should, for example, help those with caring responsibilities.

We will also remain proactive. Our practice-wide community network for women remains, and we have started one this past year for those in our practice who are LGBTQ+. These forums for support, discussion and sharing can provide support and help identify gaps for traditionally under-represented groups. We appointed two new Diversity Champions this year – two directors in the practice who are advocates for a more inclusive workplace. Our interview process is structured, whereby all interview panels consist each of a man and woman and our promotions have been gender balanced over the past two years. Our focus in the community remains expanding access to architecture and planning in their career; and this year, we will launch a practice-wide BAME network.

We are part of a wider industry, architecture and planning, that has a long way to go in closing the pay gap between women and men. I am pleased that our numbers perform significantly better than the industry average and we only hope they will improve. At Allies and Morrison, we have always promoted equal opportunities for all, and all our men and women are paid equally for doing equivalent jobs.

Jo Bacon
Managing Partner

The numbers 2019

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.

¹ As defined by the 100 largest practices in the UK: Buxton, Pamela and Waite, Richard. AJ100: Women Now Make Up a Third of Architects at UK's Largest Practices, 13 June 2018. <https://www.architectsjournal.co.uk/news/aj100-women-now-make-up-a-third-of-architects-at-uks-largest-practices/10032067.article>

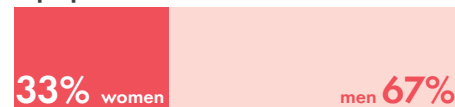
² As reflected in AJ100 data, 2018. Allies and Morrison's entry can be seen here: <http://aj100.architectsjournal.co.uk/firm/Allies-and-Morrison/firm.aspx>

Figures are based on hourly pay rate as of 5 April 2019 and bonuses paid in the year 2018/19.

6.1% median pay gap | **13.5%** mean pay gap

Proportion of men and women in each pay quartile, ordered from lowest to highest pay:

top quartile



upper middle quartile



lower middle quartile



lower quartile



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.

34% of men receive bonus pay

25% of women receive bonus pay

There is a median bonus pay gap of **34%**

There is a mean bonus pay gap of **29%**

Qualified Architects We employ more female Architects than the industry standard,¹ and of the largest ten practices in the country, we have the highest proportion.²

our practice



industry mean



Equality, Diversity and Inclusion in our practice

We continue to welcome the opportunity to report our gender pay gap, and the process has helped us to form a more coherent approach to equality, diversity and inclusion. This embraces the following principles:

- Leadership commitment to a more inclusive workplace for our current and future female, BAME and LGBTQ+ colleagues;
- A tailored approach unique to our practice and profession;
- Gender pay reporting as a means to enable and gauge progress;
- Employee involvement in the shaping of solutions and the assessment of their impact.

In our own profession, we are helping to promote best practice in pay equity. We were one of several practices to participate in the RIBA Gender Pay Gap Core Group in 2018, chaired by our Jo Bacon. The guidance – Close the Gap – is strong and relevant industry-wide guidance.

This year, we also appointed two individuals within the practice to be our Diversity Champions – Vicky Thornton and Daniel Elsea. They have undergone EDI training and their role is to be a confidential point of contact for anyone who may wish to raise issues, ideas or initiatives with regards to the protected characteristics of the Equality Act. They are advocates, mediators and a sounding board for all.



Vicky Thornton presenting on the work of the architect Hilda Mason at a studio Diversity Drinks event, November 2019.

Expanding access to architecture and planning

Our report last year shared our concern with expanding access to design. This remains the essential focus of our community programmes. There is a need to make the choice of a career in architecture or planning more attractive to women and traditionally under-represented groups including those from all ethnic, economic and diverse backgrounds - and in particular those from BAME communities. These have brought together a number of activities:

Supporting local schools

This includes sponsoring programmes that support drawing skills in schools, which are key for a career in architecture, as well as introductory courses in architecture.

Initiatives include the Dulwich Picture Gallery's Drawing in Schools Programme, which introduces students from schools in Southwark to the work of the collection and develops their design skills. Our participation last year was specifically with two female cohorts. We sponsor the programme, exhibit the students' work and our own people mentor. We also participate in the Open City and RIBA schools' initiatives in which architects from the practice help lead learning sessions in primary and secondary schools.

Project-related apprenticeships

These invite young people from the communities where we are designing to learn from and work on projects in

our studio. These have been run in London Boroughs in relation to projects such as Stratford, Southwark and Harrow.

An open studio

While we currently cannot host events due to the Covid Lockdown, we continued to do so earlier in the year and hope to one day soon continue to be able to. We have invited groups such as New Architecture Writers, Better Bankside Skills Academy and the London School of Architecture to host courses and events in our studios.

We also donate to charities that support the promotion of architecture, access to architecture schools and the art of drawing – with a focus in our Southwark community. These have included the Advocacy Academy, the Architects Benevolent Society, the London School of Architecture and The Architecture Foundation.

Our ambition is that all the activities described in this report will ensure that Allies and Morrison is not just a rewarding place to grow and nurture one's career, irrespective of gender or background, but that as a practice, we continue to make meaningful contributions towards creating a more inclusive society.



Opening of 2019 Drawing in Schools exhibition, co-organised with Dulwich Picture Gallery, at Allies and Morrison, June 2019.

