

# Allies and Morrison LLP

## Designer Competency Statement



### Background

Allies and Morrison (AAM) is an architectural and urban design practice that works throughout the UK and around the world, with projects in Canada, the Middle East, Ireland and mainland Europe. In addition to our core disciplines of architecture, masterplanning and urbanism, we have specialist expertise in sustainability, conservation, culture, engagement, interiors, landscape, workplace, life sciences, and housing.

### Experience

In the last 40 years, the practice has completed a total of over 500 projects of varying complexity.

In the last decade, the practice has completed 31 buildings over 18m, and of these, nineteen are now considered Higher Risk Buildings (HRBs). In 2023, there are fourteen AAM projects over 18m working through RIBA Stage 4-5, and six of these are HRBs.

Considering data relating to staff experience levels in 2023;

- 29% of AAM's ARB registered architectural staff have at least 18 months experience of RIBA Stage 3-5 design on buildings over 18m (18% of all technical staff).
- 42% of ARB registered staff have at least 6 months experience of RIBA Stage 3-5 design on buildings over 18m (28% of all technical staff).
- 18% of all architectural staff have worked on at least three projects over 18m for RIBA Stages 3-5.

### Knowledge

AAM is an established practice with deep project memory and strong experience. 68% of those in Partner, Director or Associate Director roles have been with the practice for more than 15 years.

In 2023, we are 352 staff of whom 170 people are fully qualified ARB registered architects and 135 are non-ARB registered architectural staff (partly qualified or with EU or USA qualifications). We are an RIBA chartered practice with 75 RIBA members.

Our team is supported by a team of specialist Technical Design Directors (TDD), each with diverse experience delivering projects for the practice in all sectors, including buildings over 18m. The TDDs advise project teams proactively on technical matters. The TDDs also audit projects at key RIBA Stages and project Gateways.

Our in-house specification specialist provides support and guidance to project teams to ensure up to date and consistent specifications across the practice.

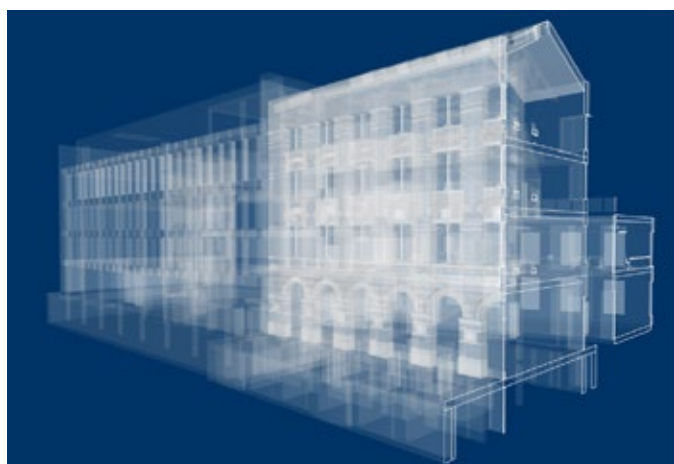
The AAM Design Technology team provides support to projects in a BIM environment and advice on model health and exchange formats. Our Design Technology team can support projects in exploring task automation and the communication of design ideas with technology. The team separately provides BIM

Management Services, with a focus on strategy development and model compliance across all project Stages.

Our in-house specialist CDM team deliver CDM Principal Designer duties while also supporting project teams on design safety.

We offer all our staff weekly CPD sessions with diverse topics which meet the annual RIBA Core Curriculum. CPD sessions are recorded and are available from an online library, accessible by all, to view when convenient or when updates to knowledge are required.

Staff have access to, and are encouraged to use, our intranet service, the Hub, which gives access to office standards, policies, procedures, tutorials and CPDs on a wide variety of subjects. The Hub also provides access to best practice guidance on technical design detailing, specification writing and production information.



**Skills**

From their architectural training and experience, our teams have the problem-solving, interrogative and analytical skills needed to create, shape and successfully deliver our projects. Our staff have very strong interpersonal skills and are good communicators and collaborators.

Teams are adept at working creatively but compliantly with the multiple constraints presented by the Building Regulation Requirements, associated standards, codes of practice and guidance.

We have specialists in façade design, expertise in apartment and core layout design, building coordination, conservation and interiors. The practice is also experienced in design programme development and assessment as well as procurement option assessment. We work in a highly collaborative manner to develop project designs and test the approach and options that we recommend to clients.

Our staff are trained by us in the appropriate skills to develop designs in a variety of 3D software environments and our more experienced architects have the management and leadership skills needed to encourage our teams to successfully drive projects forwards.

We conduct a weekly practice-wide resource review meeting in order to ensure that the appropriately skilled staff members are resourced to new projects and to monitor resourcing requirements on existing projects.



## Behaviours

AAM embraces safety orientated and ethical behaviour. We operate a management system, as an RIBA Chartered Practice, to ensure that architects in our studio adhere to the RIBA Code of Practice and comply with RIBA Continuing Professional Development (CPD) obligations.

We are committed to protecting the environment and believe that we can contribute to a more sustainable world. We continue to actively work to promote and develop a high quality built environment through the adoption of robust, sustainable, long-term strategies. We are signatories of two industry pledges addressing climate change and biodiversity extinction – Architects Declare and the RIBA 2030 Challenge.

We launched our Sustainability Strategy in April 2021, establishing principles that best describe our approach to sustainable design and providing a results-oriented framework to report and deliver on our commitments.

AAM will only accept a commission where it is confident that it has the appropriate skills, knowledge and experience to successfully undertake that commission. If it is considered that a project is beyond the practice's capabilities, the work is declined.

Allies and Morrison recognises the responsibility for stewardship of our people, property and the financial resources of the practice. The practice proactively manages the resourcing of projects through a weekly coordination meeting while project leaders monitor programme, progress and the associated resourcing levels. Fee and resource levels are then periodically monitored by the partnership to ensure that projects can be delivered safely.

Allies and Morrison provides and maintains safe and healthy working conditions, equipment and systems of work for all staff which address all identified health or safety hazards in the workplace, and provides such information, training and supervision as is necessary to achieve this. All Partners and staff have a personal responsibility for their own and their colleagues' health and safety in the workplace. In regard to the management of health and safety, there are key roles identified across the team with specific responsibilities for health and safety matters.

Staff are encouraged to share any concerns with our leaders either through the project structure, via staff mentors or directly with a Partner. A collaborative approach is fostered and teams are encouraged to seek help and advice whenever they need support, and to question designs where there are concerns over compliance.

We always conduct our services honestly and in a responsible and sustainable way and expect our clients and suppliers to do the same. Our advice, strategic assistance and services take account of ethical considerations. We do business with a high degree of integrity and transparency and expect our suppliers to work to our Supplier Code of Conduct, to not enter into unfair practices and to comply with The Bribery Act 2010.

Our actions and advice will always conform to the relevant law and we believe that all businesses and organisations, including this practice, should recognise the United Nations Universal Declaration of Human Rights for all people with whom we deal with as well as their local and wider community.



As a RIBA Chartered member, we support the International Ethics Standard (IES) Coalition and the universal ethics principles for professionals working in land, property and construction.

We are an equal opportunity employer and are committed to a policy of treating all our employees, suppliers and job applicants equally. We expect all our suppliers to apply the same high standards in the delivery of their services with particular reference to the Equality Act 2010, in conjunction with the guidance and codes of practice issued by the Equality and Human Rights Commission.

We are committed to maintaining the highest degree of integrity in all our dealings with potential, current and past clients, both in terms of normal commercial confidentiality and the protection of all personal information and intellectual property received in the course of providing services. We expect the same standards for all our clients, suppliers and collaborators.

We support recognised global human rights and fair working conditions for persons working in our studios, on our projects and in our supply chain.

We respect all individuals and do not tolerate disrespectful behaviour, bullying, discrimination or harassment. We embrace and promote an inclusive culture.

As part of our ethical practice, we ensure that salaries paid to staff are done so on a fair basis. We comply with minimum wage standards and the London Living Wage. We also seek to avoid excessive working hours and recognise overtime with Time Off in Lieu (TOIL) arrangements where appropriate. We expect suppliers to ensure that working conditions, hours, wages and benefits comply with national legal requirements.

We have zero tolerance for any form of human trafficking or child forced or compulsory labour and are committed to ensuring that there is no slavery or human trafficking in any part of our business or in our supply chains. Our Anti-Slavery and Human Trafficking Statement, available on our website, reflects this commitment. All employees must be free to terminate their employment in accordance with established laws, regulations and rules.

All workers must meet the applicable minimum legal age and have issued their government-issued identification, passports or work permits as a condition of employment.

Allies and Morrison follows available government guidance and through consultation with the staff team aims to create a safe, healthy and effective working environment for the wellbeing of all involved.



### Organisational Arrangements

AAM has a series of organisational arrangements and procedures that describe how it undertakes roles and delivers services. The successful development and implementation of these is demonstrated through ISO 9001, ISO 19650 and ISO 45001 accreditation and SSIP certification.

### Continuing Improvement

We continue to strengthen and review records of our staff skills, knowledge and experience and further strengthen our existing CPD programme with additional Building Regulations and fire safety content. In the longer term we will be following the RIBA/ARB competency programme as it develops, with the intention that staff are assessed using the third-party accreditations.

Our intention is to further strengthen our existing CDM Principal Designer services by also offering the Building Safety Act Principal Designer service. This includes the development of a Building Regulations Compliance Statement tracker document which will index compliance and point to the necessary designer evidence.

This document will be reviewed annually and amended to reflect any relevant legislative changes.

Joanna Bacon  
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1 October 2023