

Allies and Morrison

2023 Gender Pay Report

In line with the requirement to report gender pay gap data, our calculations for the 2023 reporting year show that we have a median gender pay gap of 13.3% and a mean gender pay gap of 16.6%. This gap is largely due to historic reasons with there being a larger number of senior males in leadership positions. We recognise that this will take time to change.

Our bonus figures this year were impacted by the decision to provide a cost of living adjustment payment to all members of the practice.

One of Allies and Morrison's goals is to do our part to expand access to architecture. We believe in this responsibility given our position in the industry, and know that it enriches our own work as architects and urbanists.

Achieving a more diverse practice has been given more focus in our

recruitment efforts since adopting our Diversity and Inclusion Statement. We continue our commitment to work toward hiring no less than 50% of new recruits from under-represented backgrounds. This reporting year, we are happy that 58% of new recruits were women, and 30% were from an ethnic minority background.

While our main area of recruitment focus is typically at the graduate level and newly qualified architects, we are aware that without supporting individuals throughout their career journey, we will not be able to close the gender pay gap over time.

So, we are focussed on retention and development of our team so women can grow into leadership positions. We aim to support all in the practice so they can thrive.



Women at Allies and Morrison

One of our three diversity groups is WAAM (Women at Allies and Morrison). Key to WAAM's mission is to create opportunities for women of all experience levels to present and share their design work with the wider practice. We are committed to ensuring visibility and support of the strong female designers we are proud to call our colleagues and friends. Pictured above, a particular favourite from 2023, the International Creatives pecha kucha evening. Six female architects, each from a different country, shared a short presentation on a creative they admired from their home nation, from a Greek politician to an Italian artist to a French urban designer and a German composer. A truly wonderful evening.

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.

13.3% | **16.6%**
median pay gap | mean pay gap

Figures are based on hourly pay rate as of 5 April 2023.

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

Over the course of the year, we reached near gender parity in our overall workforce. The practice welcomed 60 new members. Of them, 58% are women and 30% are from an ethnic minority background.

49% F | **51% M**

Current percentage of total workforce

43%

Average percentage of female workforce of the UK's large practices (measured as those with more than 100 employees).¹

58% | **30%**

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

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

1. RIBA Business Benchmarking Survey 2023: <https://www.architecture.com/knowledge-and-resources/resources-landing-page/business-benchmarking#available-resources>