

Allies and Morrison

2022 Gender Pay Report

This is the sixth 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 12.6% and a mean gender pay gap of 14.6%.

We have a higher percentage of men than women in senior roles and appreciate that changing the gender balance is a long term process. When legislated gender reporting began, in 2018, our median gender pay gap was 10.5% and mean gender pay gap was 15.8%. In the time since, our median and mean figures have fluctuated within a band of 6.1% (2020 median) and 12.6% (2022). These shifts often fall to external circumstances due to individual choices, which in a practice of our size can impact figures in a given year.

We are optimistic about our pipeline of diverse talent. This is reflected in our recruitment and promotions strategy. This is the second year since we adopted our commitment to hire not less than 50% of new recruits from under-represented backgrounds. Over the last 12 months, 58% of new hires into the practice have been women. Our overall workforce is 48% female.

While we always promote on merit, we actively seek gender parity where possible in our promotions. The impacts of this will be felt in the years to come as a practice. This year, we promoted our first two new partners in seven years. Reflecting the diversity of our practice, they are of international origins, one a woman and the other, a member of the LGBTQ+ community. Allies and Morrison welcomes all - and strives to be a workplace in which all are given equal opportunities to thrive.



A letter to my earlier self

In 2021, Allies and Morrison marked International Women's Day by asking six women in our practice to write, and then read aloud to the studio, a letter to their earlier selves. These reflections on their careers proved to be a memorable event for the practice. Some recollections were poignant, others more light-hearted, but all were honest and heartfelt.

In 2022, we repeated the exercise, but invited women from outside the practice whom we admire to write and read their own letters - these were leaders of peer practices and clients leading important projects shaping London - each with an inspiring career story to share.

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.

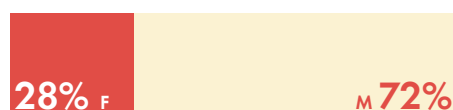
12.6% | **14.6%**
median pay gap | mean pay gap

Figures are based on hourly pay rate as of 5 April 2022 and bonuses paid in the year 2021/22.

Pay distribution

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

top quartile



upper middle quartile



lower middle quartile



lower quartile



Practice composition

Our workforce is at near gender parity; and the majority of our current recruits are women.

48%

Current percentage of total workforce

58%

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

Bonuses

Over the course of the time since gender pay reporting began, we have increased the proportion of women receiving bonuses.

2018: women receiving bonus

23%

2018: men receiving bonus

33%

2022: women receiving bonus

38%

2022: men receiving bonus

40%