

Architectural Association Inc

Gender Pay Gap Report – 2024/25

Summary

Architectural Association Inc. (AA) is required by law to publish an annual gender pay gap report. This is the report for the snapshot date of 5 April 2024, at which point we had 195 female staff and 238 male staff. At this date:

- i. The mean gender pay gap was 4.1% (2023/24: 1.4%)

This means that on average, for every £100 earned by male employees, female employees earned £95.90

- ii. The median gender pay gap was 0.0% (2023/24: 0.0%)

This means that the median male employee and the median female employee earned the same.

- iii. The mean gender bonus gap was -1.4% (2023/24: 2.0%)

This means that on average, for every £100 awarded to male employees, female employees were awarded £101.4.

- iv. The median gender bonus gap was 0.0% (2023/24: 0.0%)

This means that the median male employee and the median female employee were awarded the same bonus.

The proportion of female employees who were awarded a bonus was 33.5%, compared to 23.4% of male employees (2023/24: female – 36.7%; male – 25.3%).

Pay quartiles by gender

The table below shows the proportion of female and male employees in each quartile when ranked in order of hourly pay.

Upper quartile	Female – 52.8% (2023/24: 57.3%) Male – 47.2% (2023/24: 42.7%)
Upper middle quartile	Female – 34.3% (2023/24: 40.6%) Male – 65.7% (2023/24: 59.4%)
Lower middle quartile	Female – 42.6% (2023/24: 42.7%) Male – 57.4% (2023/24: 57.3%)
Lower quartile	Female – 49.5% (2023/24: 49.0%) Male – 50.5% (2023/24: 51.0%)

The figures set out above have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Causes of the gender pay gap

Under the law, men and women must receive equal pay for:

- the same or broadly similar work;
- work rated as equivalent under a job evaluation scheme; or
- work of equal value.

AA is committed to the principle of equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. It has a clear policy of paying employees equally

for the same or equivalent work, regardless of their sex (or any other characteristic set out above).

AA is therefore confident that its gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather its gender pay gap is the result of the roles in which men and women work within the organisation and the salaries that these roles attract.

AA's gender pay gap comparison with economy

According to data published by the Office for National Statistics¹ the mean gender pay gap in the UK is 7.0%. This is significantly higher than the gender pay gap at the AA.

AA's approach to addressing its gender pay gap

To date, the steps that AA has taken to promote gender diversity in all areas of its workforce include the following:

- an equal balance of genders are represented in the Senior Management Team
- job descriptions and recruitment adverts do not contain any conscious/unconscious gender bias related language
- HR has developed a range of Family Friendly Policies to enable staff to work around their childcare or other family-related commitments

AA's recognition of trans and non-binary status

The Architectural Association (AA) is committed to creating and maintaining an inclusive and welcoming community where equality, diversity and inclusion are valued. The AA aims to ensure that:

- All individuals who come into contact with the AA, whether as staff, students or in other capacities, are treated without discrimination
- The opportunities the AA provides for learning, personal development and employment are made available on a non-discriminatory basis.

We recognise that some of our staff may choose to define in a way other than 'male' or 'female' as included within this report. This report is compiled, as required by law, in a way that only allows for 'male' and 'female' to be selected as options, in some cases this may reflect biological sex, or biological sex at birth, rather than gender.

I, Ingrid Schroder, School Director can confirm that the information in this statement is accurate.



10 March 2025

¹ <https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/bulletins/genderpaygapintheuk/2024>