

# MULTI-MEDIA JOURNALIST

LAURA MARK

## THE ARCHITECTS' JOURNAL

The success of a brand such as the AJ is no longer, solely, about the quality of its print product. There has been a paradigm shift in the way we report, display and deliver information – from breaking news to in-depth, technical data. Social media, video, print and the web are the new tools of an evolving digitally-led industry. I am leading this change at the AJ. In the past year I have increased the percentage of our subscribers using the digital element of their subscription from less than a quarter to 55 per cent. Online journalism and social media allows us to do more and to engage with our community of readers. My coverage of the General Election exemplifies the AJ's approach to multi-platform coverage. Through the early hours of the morning I discussed the implications of the increasingly likely Conservative victory across social media. As the results came in I updated our coverage to reflect this knee-jerk reaction, subsequently producing more detailed information as the day developed. In the article *'What might the Tories have in store for architecture?'*

I looked at what the election result meant for the profession from the Conservative party's earlier manifesto pledges. I was the first to look at architecture specifically, even while the results were still being announced. I also produced infographics which were used to get the information out to our readers quickly and visually on the day of the election but were also then reused for our print coverage in the following week's magazine. My second submission is the AJ Women in Architecture Campaign. I have championed this since it began four years ago. Coverage begins its life in tandem with an annual online survey before appearing in the print edition where the results were published alongside the shortlists for our awards and 'Jane' the story of a female architect. This was then accompanied by a dedicated webpage which I built and a social media campaign to push our content beyond our print subscribers. Alongside this 'traditional journalism' I also organised a lunch event with speakers including Sheila O'Donnell, Phyllis Lambert and

Grafton Architects. At the event I interviewed attendees and produced a series of videos which I uploaded to our site. And finally, this year the AJ100 became the AJ120 taking in more practices than ever before. What began as just a few pages in an annual print edition has evolved into the largest of the AJ's events attended by the some of the profession's biggest names. It is a mammoth task. Throughout the awards ceremony I was tweeting, writing and putting stories up live on the website as the results of the annual awards were announced while also gathering voxpops from those at the glitzy Tower of London party. The AJ120 is truly multi-platform. I produced additional online and social media content for stories which had appeared in print. This included dedicated Pinterest boards for the awards and for Norman Foster – the winner of our special prize, infographics for all the top ten practices, and additional online news stories around the data which had been revealed by the annual survey.

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### PIECES SUBMITTED

General Election coverage

Women in Architecture campaign

AJ120

### WEBSITE LOG IN

username: [ibpjjudges@aj.co.uk](mailto:ibpjjudges@aj.co.uk)

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# GENERAL ELECTION: WHAT NOW FOR ARCHITECTURE?

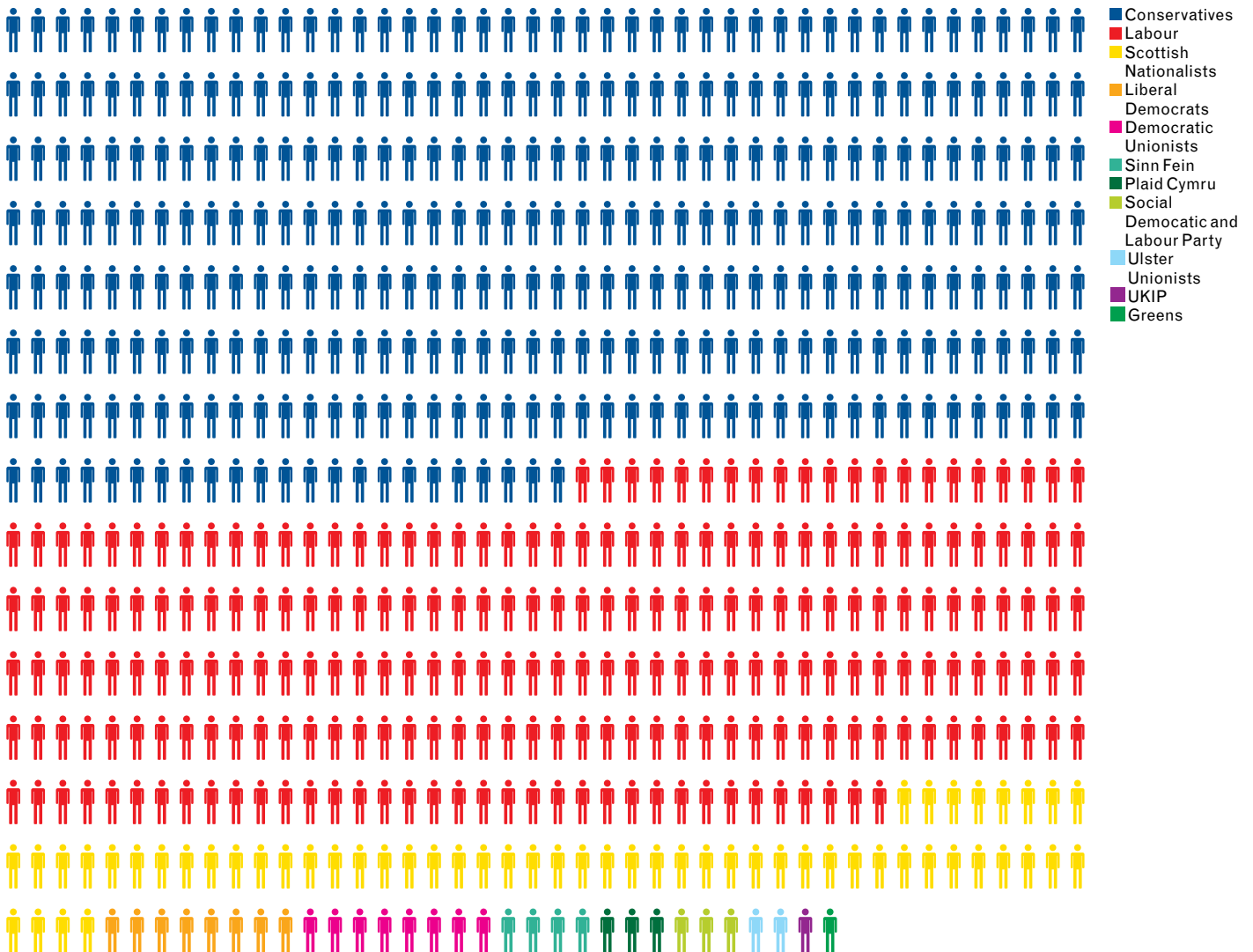
What can the profession expect from the new government, and how do leading figures respond to last week's result? **Laura Mark** reports

## The new Tory administration at a glance?

### Policy

**Schools** The government plans to 'open at least 500 new free schools' over the course of the next parliament, creating an extra 270,000 school places. The expansion of academies, studio schools and university technical colleges will also continue. The Conservatives pledge 'at least £7 billion' to provide good school places by 2020, but give no categorical schools capital commitments. The manifesto adds: 'On current pupil-number forecasts, there will be a real-terms increase in the schools budget in the next parliament.'

## HOW THE PARTIES ARE REPRESENTED IN THE NEW PARLIAMENT



**Housing** The plan is to build 200,000 starter homes for first-time buyers under 40, to be offered at a 20 per cent discount to market rates. Another 275,000 'affordable' homes are expected to be built by 2020. A £1 billion 'Brownfield Fund' is to be created to support development on previously used sites. Designated Housing Zones to provide 95,000 new units by 2020 – a significant increase on the 'up to 45,000 homes' expected to be delivered by the 28 pilot and prospective Housing Zones in the budget. The Conservatives want to double the number of self-build properties with a new 'right to build' offer for local people.

**Right-to-Buy** The option to

buy council properties will be extended to those renting housing association homes. Local authorities will have to sell off their most valuable council homes when they become vacant to help fund the provision of replacement affordable homes.

**Planning** The government will 'ensure' that local authorities have a register of brownfield sites within their bounds, and that 90 per cent of those sites considered 'suitable' will have planning permission for housing by 2020. The Tories want to 'halt the spread' of onshore wind farms by ending subsidies for them and changing the law to give local people a 'final say' on wind farm applications.

**Environment** The government is committed to building 1,400 new flood defence schemes, protecting 300,000 homes, providing stronger protection for natural landscapes, and establishing a 'blue belt' to protect marine habitats. New 'pocket parks' would also be created in towns and cities.

**Transport** A pledge has been made to spend £100 billion on infrastructure during the next parliament. The government plans to invest £38 billion in the railway network in the five years to 2019 and £15 billion in roads by 2020. The commitment remains to HS2 and to an HS3 across the Pennines as part of its 'northern powerhouse' plans.

## People

- **Greg Clark** Communities secretary: the former localism minister and cities minister replaces Eric Pickles
- **Brandon Lewis** Housing and planning minister. Retains post after speculation Marc Francois was taking the role
- **Patrick McLoughlin** Transport secretary. Retains his position. Committed to HS2
- **Amber Rudd** Energy and climate change secretary. A genuine interest in green issues.
- **Nicky Morgan** Education secretary and minister for women and equalities. Retains her position
- **James Wharton** Minister responsible for 'northern powerhouse'

## REACTION TO THE ELECTION RESULT



*Tony Fretton of Tony Fretton Architects*

'Cameron, Osborne and Johnson want to permanently shrink the social state and transfer wealth to those who already have it. How does this affect architecture? At a fundamental level it alters the social attitudes that underlie the profession, and makes life much more difficult for compassionate conservatism, moderate liberalism, green thinking and the Labour project of social security and opportunity for working people.

Worse, under the new government there is a serious possibility of departing the European Union and of Scotland seceding, with considerable economic and social fallout.

Guiding us through these travails will be politicians who combine amateurism and social emptiness with an overweening sense of entitlement – a type that the post-war social settlement aimed to replace with more representative governance, but who seem to have nonchalantly returned and persuaded the population to vote against its own best interests.'



*Sunand Prasad, former RIBA president*

'The election result shows that everywhere, except in Scotland, national politics is

short of compelling visions of a future. Instead of a mutual sense of purpose, voting expresses people's fears, anxieties, instincts for self-preservation and individual advancement. Not fertile soil then, for the flourishing of architecture as a social art or for the creation of a truly animated and open public realm.

But, while engagement with, and lobbying of, central government remains essential, government has become near ineffective for making a better, more sustainable built environment. So we need to seize on the spirit of devolution and localism that also runs through politics today, to build support for better designed buildings, places, homes and neighbourhoods. Local government has to be strengthened as the arena for advancing this cause as well as tackling big issues such as housing and climate change.'



*Mark Benzie, RIBA councillor and former ARB member*

'The biggest problem in the UK right now is the cost and shortage of housing. The massive increase in prices is rooted in the period when we had a Labour government, whose response wasn't to meet demand, but to tax supply through affordable housing contributions, which had a further negative impact on output.

In this election, Labour could only promise more state interference in wages, contracts, rents and fuel bills. Meanwhile the Lib Dems promised that a vote for them could be a vote for either party, a result as easily achieved by not voting. So with no real alternative, and a hard-working constituency Conservative MP, there was only one realistic option for me.

The challenge now is to address issues of population growth and development intelligently and not to pander to stereotypes that paint Conservative voters as selfish, anti-immigration NIMBYs who only voted as a result of misinformation and ignorance.

I want a popular push to a more liberal planning regime as a way of meeting the needs of future generations and a planning system that achieves this intelligently. I don't have much hope that the public debate is ready to address this though.'



*Jack Pringle, former RIBA president*

'Labour got the election all wrong. They lost Scotland to the SNP and lost England by reverting to old Labour policies when the electorate was still looking for aspirational leadership, something Tony Blair delivered three times in a row.

Ed Miliband sees the world the

way he would like it to be, rather than how it is. A fatal mistake. The coalition delivered 2 million new jobs and the strongest economic recovery in Europe. The Tories were rewarded as they were seen to drive the economic policies that worked; the Lib Dems were punished as they were seen to sell out.'



*Jane Duncan, RIBA president elect*

'Business seems to have responded to the election results in two opposing ways: firstly to have been delighted with the continuity and certainty that a majority government can bring; then panicking at the uncertainty about EU membership. For architects there are numerous issues I hope will be picked up, properly funded and addressed by David Cameron's new cabinet.

I am delighted to see such a good gender balance established for the first time, and hope that this will mean continuing and visible support from ministers for equality, fairness and inclusion to be brought to the forefront of business thinking. The construction industry certainly needs to avoid the attrition, brain drain, talent and skills losses that unfair, pervasive working cultures create.'

Read full comments and election coverage online at [TheAJ.co.uk/election2015](http://TheAJ.co.uk/election2015)

## ELECTION DAY COVERAGE


General election 2015: the profession reacts  
<http://bit.ly/1ECONXj>


General election 2015: in numbers  
<http://bit.ly/1UpVxp0>

Hodder urges Tories to devolve power to local councils  
<http://bit.ly/1NPCGzu>

What might the Tories have in store for architecture?  
<http://bit.ly/1fXGEYb>

## TWITTER

 **Laura Mark** @mark\_itecture 8 May  
Andrew Marr: 'who would want to go into a coalition after what has happened to Lib Dems' #Election2015

 **David Rushe** @davidrushe [Follow](#)

@mark\_itecture shame that the voting public do nothing to dispel the myth of a two party system, they only reaffirm their narrow view.

5:43 AM - 8 May 2015

↩ ↻ ★

 **Laura Mark** @mark\_itecture 8 May  
@casinclair @ArchitectsJrnal yes. We'll be trying to uncover what it means. Watch this space... What are your thoughts?

 **Cameron Sinclair** @casinclair [Follow](#)

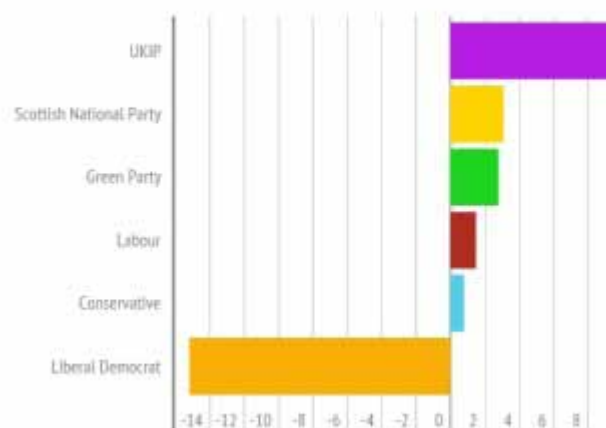
@mark\_itecture @ArchitectsJrnal More interesting to see what SNP do for scottish architects. seems like more of the same south of the border

6:51 AM - 8 May 2015

↩ ↻ 1 ★

## INFOGRAPHICS

### UK vote share change since 2010





Home > News

# General election 2015: the profession reacts

8 May, 2015 | By [Laura Mark](#)



The profession reacts to the Conservatives' shock election win and a devastating night for Labour and the Liberal Democrats

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## Angela Brady, RIBA past-president

'[The Tory majority] means we will all have to work very hard to get social housing provision back on the agenda and address the imbalance we now have.

'We will have our work cut out to bring the policies we need for a healthier built environment and towards a low carbon economy onto the agenda in a real and meaningful way - for all of our sakes.'

## Satwinder Samra, director of future practice at Sheffield School of Architecture

'Labour offered a socially aware, socially inclusive agenda. Others felt differently. I'm concerned about housing, a rebranded Right to Buy will only lead to limited supply and greater exclusion

### Also in: General election 2015: the profession reacts

- > Democratic space
- > Next government urged to shake-up planning to boost private rental sector
- > Stevenson: 'We will always need publicly funded housing'

### Related Articles

- > Architects react: 'Scotland is a much changed political landscape'  
8 May 2015
- > Budget 2015 reaction: 'We still lack a coherent vision for solving

# WOMEN IN ARCHITECTURE 2015

Now in its fourth year, the AJ's Women in Architecture programme continues to promote equality in the profession and to host the annual WIA Awards. Over the next 80 pages we present the results of the 2015 WIA survey, name the Architect of the Year and Emerging Architect of the Year finalists, check in with the practices signed up to our partner programme and introduce 'Jane', our comic book architect heroine

## Number of responses to AJ Women in Architecture surveys





## The 2015 Women in Architecture survey

reveals the definitive picture of women in the profession today, says *Laura Mark*

The AJ's Women in Architecture Survey has become a major annual event and this year, more people than ever have taken part – 1,104.

It hasn't just been women responding: 20 per cent of responses came from men, allowing us to compare what male and female practitioners think. As well as architects – who made up 56 per cent of respondents – clients, consultants, academics, engineers, PRs and developers also filled out the survey.

Now in its fourth year, the survey forms a vital part of The AJ's on-going programme aimed at raising the status of women in the profession and celebrating their work. The annual data, collected anonymously and focused this year on the UK profession alone, allows us to track progress in perception, pay equality, and gender balance over time.

Previous results have been published widely in the national media, used by the RIBA, and referred to by government.

The evidence published over the following pages reveals the definitive picture of the life of a working, female architect today.

 **ONLINE**

Read previous Women in Architecture surveys from 2012-2014 at [TheAJ.co.uk/WIA](http://TheAJ.co.uk/WIA)

# Discrimination

It is scandalous that three quarters of female architects say they have suffered discrimination at some point during their career. More disturbingly, the figure has continued to increase – up four points from last year and up by 14 points since the survey first began in 2011. The rise could, of course, reflect a greater awareness of the issues and of our annual campaign, as well as a growing willingness to speak out.

Surprisingly, 62 per cent of female architects said they had been discriminated against while in practice, and 56 per cent said they had suffered discrimination at meetings with contractors. Contrary to expectations, this was worse than on site, where 50 per cent said they had suffered discrimination. 'Discrimination is rife in the architectural workplace,' remarked

one respondent, while another added: 'I've experienced less discrimination from builders on site than from any other section of the industry. The worst experiences have been from clients and colleagues.'

But one architect believed the situation was improving: 'The norm is not generally accepting of young female architects but this is changing and is as much a generation issue as anything. The more traditionally male professions have a way to go in terms of eradicating gender issues, but in no way have I found any of these comments threatening or demeaning. They are often tied in with youth and inexperience, and things are definitely getting better.'

In the survey, discrimination is defined as anything from inappropriate comments to being treated differently because of gender.

**'After a woman left the office, one man phoned a colleague to report what she was wearing'**

And it is occurring frequently, with almost 30 per cent of female architects witnessing sexual discrimination on a monthly or quarterly basis, and 9 per cent weekly or daily.

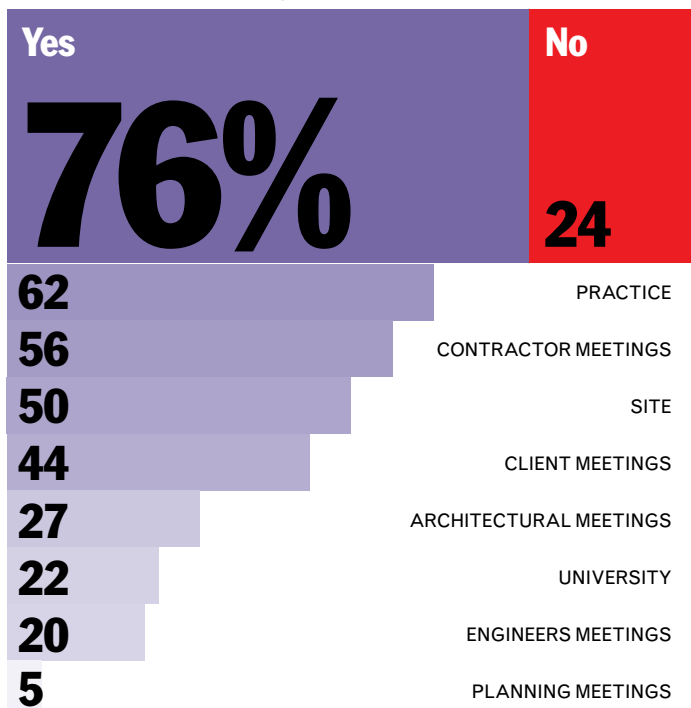
After a dip to 27 per cent in 2014's survey, this year the number of female architects who say they have experienced bullying has risen to 41 per cent. Bullying is largely happening in the office – with almost 70 per cent of those who have been bullied saying it occurred while in practice. Respondents cited being bullied to stay long hours and take on additional workloads, while many said it was coming from more senior members of staff.

Bullying is not just a problem for women. The survey revealed almost a third (32 per cent) of male architects had experienced bullying, and of these nearly 60 per cent said it had occurred in the office.

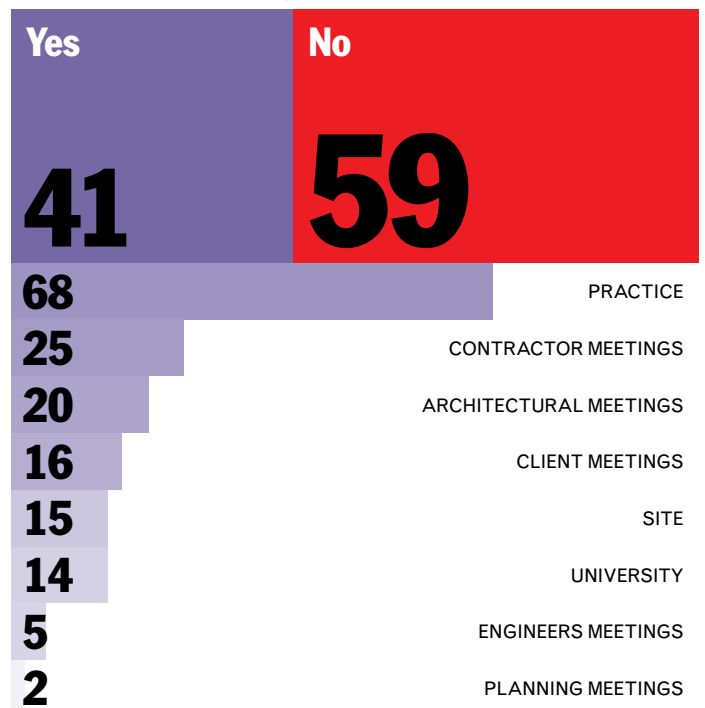
Again unexpectedly, of architects who had experienced bullying, more men reported it happening in meetings with contractors or on site – 57 per cent, compared with 40 per cent of women. This is despite less than a quarter (24 per cent) of female architects feeling the industry has yet to accept the authority of the female architect, and many citing issues with contractors in their reasons why.

# Survey

Have you ever suffered sexual discrimination during your career in architecture? ... and where has this discrimination occurred?  
*Female architects say*



Have you ever been bullied while working in architecture? ... and where has this bullying occurred?  
*Female architects say*





# Pay

Increased optimism in the industry during the past year has been reflected in salaries. According to the survey data, salaries for both male and female architects are on the rise. The number of UK architects working full time who are earning £33-60,000 a year has increased from 49 per cent last year to 60 per cent, while, encouragingly, the proportion earning less than £33,000 has dropped by nine points to 30 per cent.

For the average architect, the pay gap appears to be slowly decreasing. For the first time there are now just two percentage points between the number of women (22 per cent) earning £33-36,000 a year – the most common pay band – and the number of men (24 per cent).

But some responses from female architects suggested a different trend. One resigned from her job after finding out her male colleagues were being paid more.

'I was appointed at the same time as a man with no more experience,' she recalled. 'The appointment letter got muddled up and I learnt his offer was £21,000 while mine

was £19,000.' Another said: 'I now am in a position where I am earning the same as my male peers, but some time ago discovered I was earning significantly less (at least 15 per cent). I had the difficult talk and the situation was rectified. If I had not discovered the situation – by accident – I would still be in exactly the same position.'

These accounts are not just anecdotal – evidence within the survey suggests there are still large disparities at the extremes of the pay scale.

A 13-point difference lies between the full-time salaries of men and women at the lower end: 34 per cent of female architects earn less than £33,000 a year, compared with 21 per cent of male architects. This inconsistency is also reflected at the top end of the salary scale: 17 per cent of full-time male architects earn more than £61,000 compared with just 5 per cent of female equivalents – a 12-point gap.

At director level, women's pay is wide-ranging: most earn £33-36,000. However, 6 per cent of female directors are paid

£16-20,000 and 12 per cent earn more than £100,000. This is significantly different from the earnings of male directors, where salaries are clustered around the top end of the pay scale. One third earn more than £75,000, compared with just 7 per cent of female directors – a disparity of 26 points.

The problems begin on entry to the profession, with pay inequality for Part 1 and Part 2 year-out students. Fifty per cent of full-time male year-out students earn £21-26,000, yet just 41 per cent of their female counterparts earn the same. Almost 30 per cent of female year-out students earn below £21,000, compared with just 8 per cent of males in this category.

Men are also less inclined to favour pay transparency, with 62 per cent answering 'no' to the question 'Do you think that everyone should know their colleagues' earnings?' compared to 48 per cent of women.

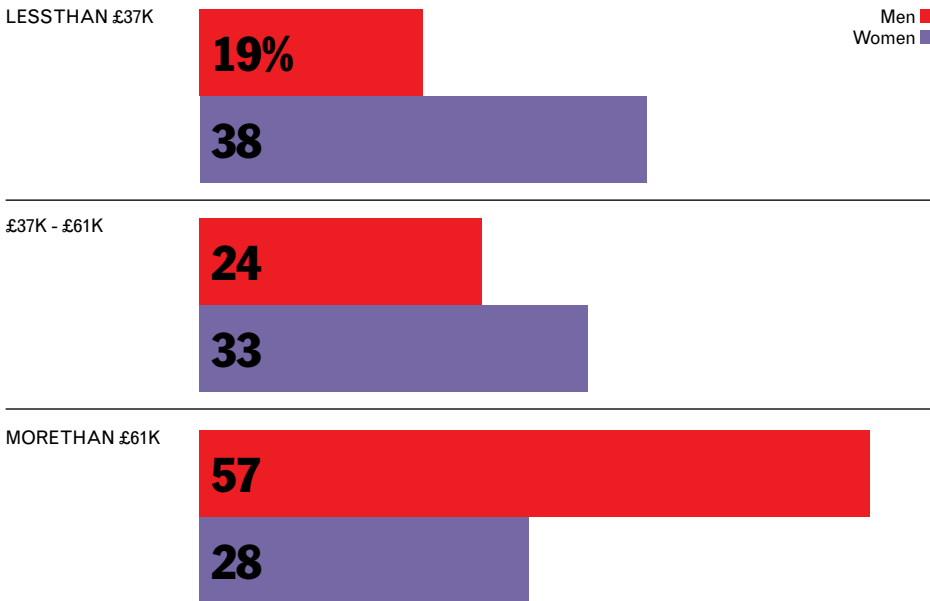
Female respondents said transparency would 'foster parity in earnings for both men and women' while 'incentivising practices to ensure they are not engaging in unconscious gender bias' and giving staff 'something to aspire to'.

Female architects' perceptions of their salary in relation to male colleagues at a similar level have changed little. Almost a third (29 per cent) believe their male counterparts earn more, while 45 per cent of female architects think they would be paid more if they were male. In stark comparison just 5 per cent of male architects think they are paid more than women in the same jobs as them.

**'Strength in numbers and combined negotiations are needed'**

# Survey

How much do you earn a year on average?  
Male and Female directors say



# Practice

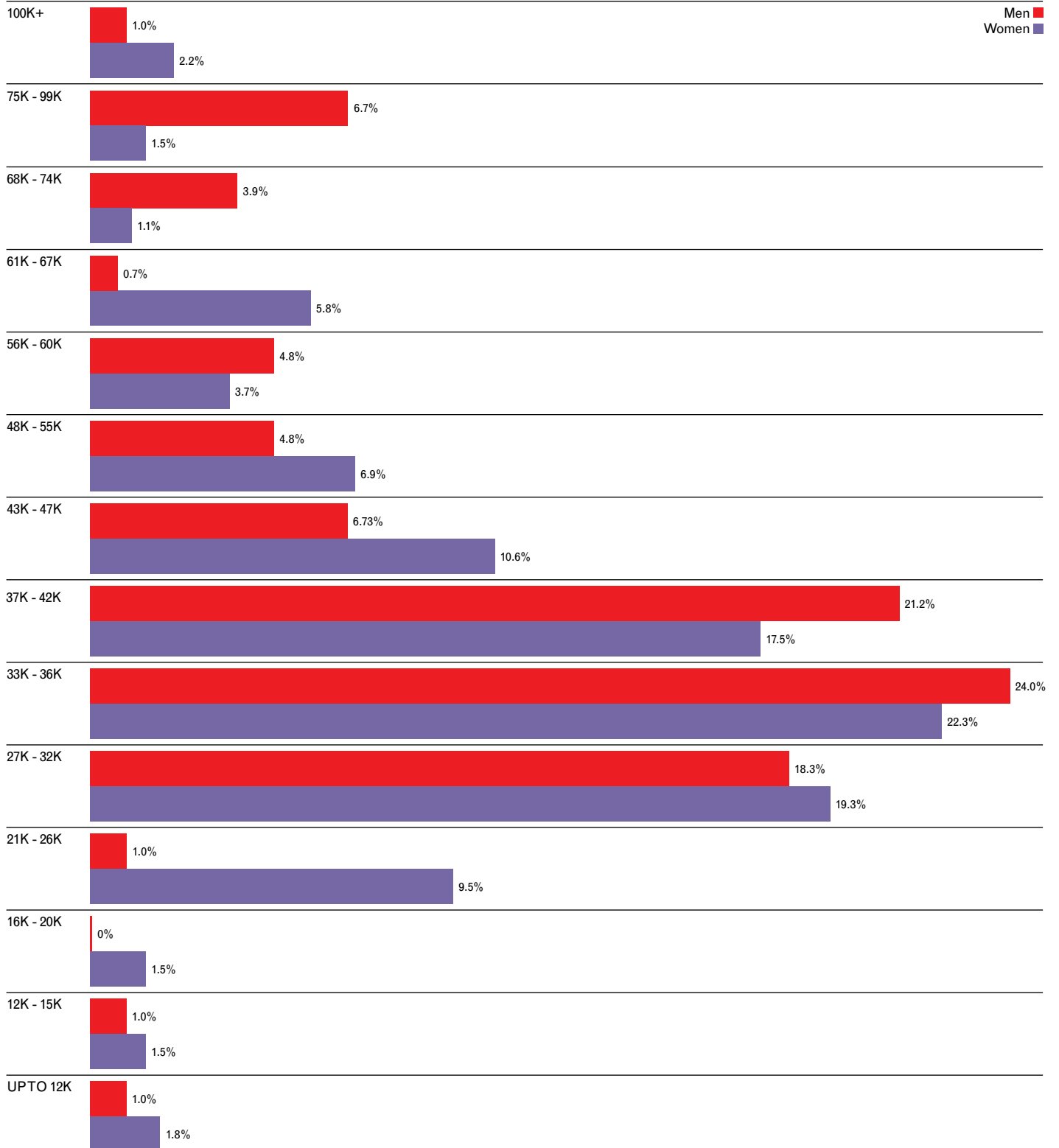
Women are more likely to work in smaller practices than men. A significant portion of female architects work for themselves – 11 per cent are self-employed, compared with 7 per cent of men – while almost a quarter (24 per cent) work in practices that employ fewer than 10 people, compared with 20 per cent of male architects.

However, the majority of female architects (51 per cent) work in practices that qualify for the AJ100 listings – companies with more than 26 staff.

Female architects who have set up on their own have sacrificed pay for flexibility. More than half (52 per cent) of full-time female sole practitioners earn less than £27,000 – though 95 per cent say it allows

# Survey

How much a year do you earn on average  
(Full-time UK architects' annual salaries)



**'Female bosses are needed to change the office culture'**

them to work outside normal nine-to-five office hours. Almost two thirds (63 per cent) said they work evenings and weekends on a regular basis.

Describing why she made the leap to go self-employed, one architect said: 'I stepped out of the typical hierarchy. This has given me a higher level of responsibility and autonomy than I was experiencing as an employed architect five years ago when male architects of the same age were much higher up the office hierarchy.'

Of those working in large practices with more than 100 employees, 80 per cent work full time. Just half (56 per cent) said they are able to work flexible hours.

Those in medium-sized practices of 26-50 employees are happiest about work/life balance. More than two thirds (68 per cent) of female architects working in medium-sized firms thought it was possible for

women to have a healthy work/life balance in architecture compared to 48 per cent of those working in large practices.

Women working in large practices think more about their careers – most likely a result of more visible opportunities for career progression. Almost all (96 per cent) female architects in large firms think about their career paths compared with 88 per cent of sole practitioners. More than 60 per cent of female architects in large firms said they could talk to someone about their future, while 80 per cent of sole practitioners said they had no one to talk to about their career path.

But moving up to a senior role is still a sticking point for many women in practice.

'I can't see opportunities ahead of me due to the rigid structure,' commented one woman architect working in a firm with more than 100 employees.

'I work in a company of more than 100 employees with more than 10 partners,' said another. 'Only one of them is female. This is maddening.'

Another woman architect added: 'Our practice is very political. Many young members are suffering from being pushed down their career progression, stuck with particular tasks, and constantly meet glass

ceilings of one sort or another.'

Indeed all evidence in the survey continues to point to a glass ceiling for women in the profession. Just 1 per cent of those working in large firms said that their office's management team was split equally between men and women. And a fifth of all female architects surveyed said none of the senior staff in their practices were female.

Many said that without having women in senior roles and positions of leadership, it would be difficult for the industry to change, and some even called for 'quotas for women in management' in order to redress the balance.

'We need more women in senior roles within architecture practices who support women in more junior positions,' commented one woman architect. 'We have now got to a point where there are significantly more women in practice, but many women remain in junior roles with management in most cases being exclusively male.'

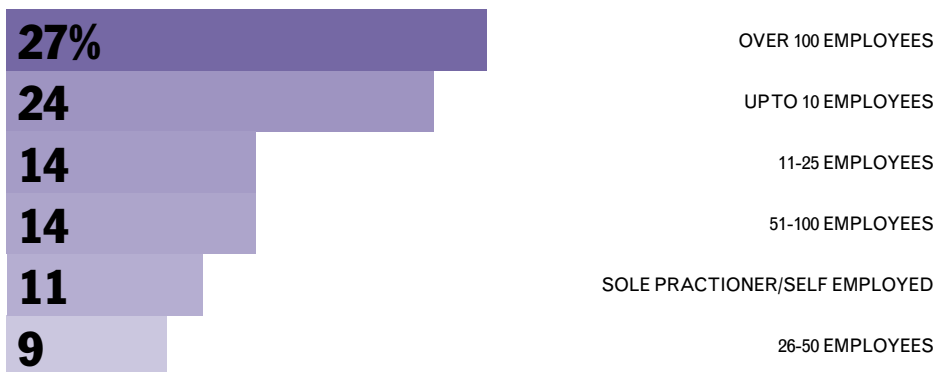
**Childcare**

**Survey**

Do you have to work weekends or nights?  
*Female architects say*



What size is the practice you work at?  
*Female architects say*



Having children remains a key issue for women in architecture. Inflexible hours, childcare costs, maternity leave, and being ready to have a family at a key time in an architect's career were all cited as problems by respondents to the survey.

A shocking 87 per cent of female architects said having children would put them at a disadvantage. This has changed very little since the survey first launched – down just 1 per cent from last year's results. There is no shift in the result when just mothers give their opinion. When female architects with children were asked, 87 per cent again said it would put them at a disadvantage. 'I was told by a director that I wouldn't be able to manage being a project architect because I had to work part time due to having kids,' recounted one woman architect. Another claimed the ARB did not help the situation. 'The ARB does not provide an intermediate registration option designed for mothers with small children who may decide to have a short career break,' she said.

Over two thirds of male architects (68 per cent) felt that having children would affect a female architect's career. And, while 45 per cent of male architects with children thought it put them at a disadvantage, just 11 per cent of mothers agreed with this perception.

Women with children make up 41 per cent of those surveyed and, despite fears that having children would adversely affect a female architect's career, they are making it to the top of firms. More than two-thirds (67 per cent) of female directors have children but of these, just 23 per cent work part time.

The number of female architects who have children and work part time has increased to 40 per cent from 32 per cent in 2014, although many still remarked that practices struggle to accept part-time working among staff.

'Architecture as a profession has been completely resistant to, and unable to embrace, part-time working as a concept and a practical reality', said one respondent.

Another added: 'It is a matter of trust.

I feel no matter how well I prove that I can meet deadlines and get work done, working part-time, flexible hours and sometimes remotely, I am still not trusted by the partners.'

Salaries for part-time mothers are low – 51 per cent earn £27,000 or less. This is almost unchanged from last year's results when 52 per cent had a salary in this bracket.

Female architects are also finding that wages do not cover the costs of childcare, adding another barrier to returning to work full time.

One mother commented: 'Salaries struggle to keep up with childcare costs to make it worthwhile for many women to go back to work. Plus the time constraints and

## 'Offices are not set up to deal with part-time or flexible working'

inflexibility of architectural practice make it so difficult.'

Most female architects with children are between the ages of 41 and 45, with just two per cent having children before the age of 30 – a sign that many women are waiting until they have established their careers before raising a family.

Almost half (48 per cent) of women said they had difficulties returning to their jobs after maternity leave, with some – concerned about the effect it might have on their careers – taking as little as two weeks off.

Just over half (51 per cent) of mothers reduced their hours in practice after having children, while 8 per cent left their jobs to look for work with more flexible hours.

The number of mothers setting up on their own after having children is on the rise – up to 19 per cent from 13 per cent last year. Many cite the advantages of flexibility, with one respondent saying: 'I set up my own practice when I was pregnant with my second child because although my office were supportive, I knew I would never be able to work in the way that I would find interesting and fulfilling whilst also having the time to be with my kids.

'It was a hard decision to choose a less secure career path when job security is arguably more important with children, but I felt I had reached a ceiling in my old office, and that being a mother became my label.'

In comparison, 21 per cent of male architects reduced their hours after having children. This has risen markedly from 2014, when it was just 13 per cent. With changes to maternity and paternity leave set to come into force in April 2015, including shared parental leave rights, we must wait to see the effect the new rules could have.

## Survey

Did you have difficulties resuming your career after having children?  
*Architect mothers say*



Do you think having children puts men at a disadvantage in architecture?  
*Female architects say*



Do you think having children puts women at a disadvantage in architecture?  
*Female architects say*



## Students

Making up nearly one third (30 per cent) of respondents to the survey, students and year-out students give an idea of how the profession is perceived by those setting out on their career.

Female students were particularly concerned about the time it takes to train as architects, and that qualification could coincide with when they would want to start a family.

More than a third (34 per cent) of female students think the current education system disadvantages them. In contrast just 7 per cent of male students believe women architects are disadvantaged by the training.

'The mostly male-dominated teaching staff, and then the male-dominated offices you end up in, are not giving women enough role models to aspire to,' said one female architecture student.

Another added: 'We are indoctrinated into the culture of all-nighters and the idea that architecture should define your very being.'

Less than 10 per cent of female students believe the authority of female architects has been accepted by the industry, and 80 per cent feel the industry is too heavily male.

Worryingly, the number of students who have experienced bullying continues to rise. More than a quarter of female students (26 per cent) said they had been bullied, and 30 per cent said this occurred while at architecture school – up six points from last year's survey. Almost three quarters of those who felt intimidated said they experienced it in practice.

But despite these experiences, the

overwhelming majority of women students (91 per cent) intended to complete their studies and qualify as architects.

They are also still optimistic for the future of the profession, with 64 per cent of female students saying they would recommend a career in architecture, compared with 53 per cent of qualified women.

## Regions

More than half (55 per cent) of this year's respondents were based in London – up from a third in 2014. This rise could be a result of the boom in construction in the capital, which has lured architects from the regions.

The rest of the UK made up 32 per cent of respondents to the survey, with 5 per cent in Scotland, less than 1 per cent in Northern Ireland, 9 per cent in northern England, 12 per cent in the south of England, 4 per cent in the Midlands, and 1 per cent in Wales.

There are clear differences between the

north and south. Fewer women in the north work part-time, with 84 per cent of female architects in the north of England employed full time, compared to 63 per cent in the south.

Women architects in the north are also paid less: more than half (52 per cent) of full-time women architects earn less than £33,000 compared to 42 per cent in the south. Yet perception of pay differs little between north, south, and London, with slightly more than 40 per cent of female architects in all three regions believing they would be paid more if they were male.

The north has more young architects – with 79 per cent of qualified women working in practice being under the age of 40. This is similar to London where 73 per cent of female architects are under 40, whereas in the south there is a 50:50 split.

In Scotland, 70 per cent of women architects who responded to the survey work full time – a decrease in last year's huge 87 per cent.

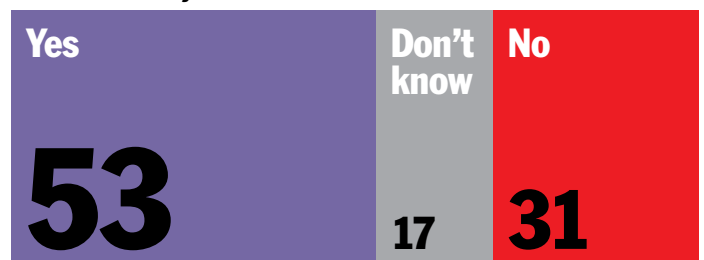
More than half (56 per cent) of Scottish female architects working full time earn less than £33,000, and a mere 4 per cent take home more than £48,000, although just 22 per cent believe they would be paid more if they were male.

## Survey

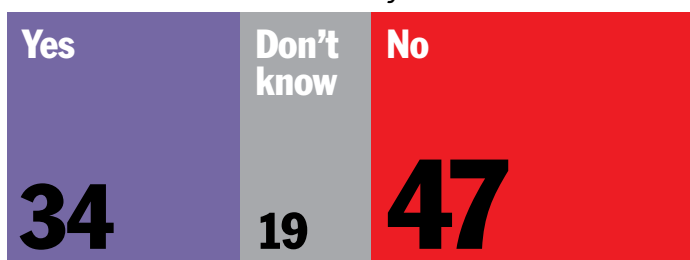
Do you think there are as many opportunities for women as there are for men in architecture? *Male students say*



Would you encourage a woman to start a career in architecture now? *Female architects say*



Does the current system of architecture training disadvantage women? *Female students say*



Has the building industry full accepted the authority of the female architect? *Female architects say*



## WOMEN IN ARCHITECTURE 2015

More than 250 people were at this year's event to see Teresa Borsuk named Woman Architect of the Year, and vPPR's three co-founders win Emerging Woman Architect of the Year. **Laura Mark** reports on the occasion and interviews the winners

**'The Women in Architecture awards have impact because everyone sees the work of these standard-bearers'**  
**Phyllis Lambert**

**'It was an inspiring event that was both so professionally orchestrated and at the same time cordial, fun and full of warmth'**  
**Martha Thorne**

**'The awards were great and you have never seen networking before you have been to a Women in Architecture lunch'**  
**Peter Rees**

More than 250 architects, engineers, developers and clients gathered at Claridge's on Friday (27 February) to celebrate the winners of this year's Women in Architecture Awards.

The sold-out event, which celebrates the ROCA-sponsored AJ Women in Architecture campaign, included keynote speeches by Phyllis Lambert and RIBA Gold Medal winner Sheila O'Donnell.



EVENT PHOTOGRAPHY BY THEODORE WOOD

O'Donnell's speech covered working with her partner John Tuomey, children, feminism and teaching.

She recalled her early feminist views and said she thought of herself as 'an architect who is a woman'. She also emphasised the importance of female tutors in architecture schools in changing the perceptions of the male-dominated profession.

'When I began teaching in

the first-year studio of UCD [University College Dublin], I realised that many young men arrived thinking they were coming into a man's world and were surprised to find themselves being taught by women,' she said.

'Those are the ones whose preconceptions we can change. And we can give strength to the women who already knew, when they chose to study architecture,

that it is a profession in which women can thrive.'

The event also saw Pollard Thomas Edwards partner Teresa Borsuk named Woman Architect of the Year (*see page 12*) and vPPR co-founders Tatiana von Preussen, Catherine Pease, and Jessica Reynolds recognised with the Emerging Woman Architect of the Year Award (*see page 14*). Grafton Architects picked up the 2015

Jane Drew Prize (*see page 16*) while Jane Priestman collected the inaugural Ada Louise Huxtable Prize.

Editor-on-leave Christine Murray hosted the awards and guests included dRMM's Sadie Morgan, RIBA president-elect Jane Duncan, 2013 Woman Architect of the Year Alison Brooks and AHMM partners Paul Monaghan, Peter Morris and Simon Allford.



## WOMEN IN ARCHITECTURE 2015

# TERESA BORSUK NAMED WOMAN ARCHITECT OF THE YEAR



PollardThomas Edwards partner Teresa Borsuk was named Woman Architect of the Year at Friday's lunch.

Borsuk was recognised for her 'remarkable' contribution to improving equality within her practice. Through her leadership, the number of women on the AJ100 firm's staff has grown to more than 50 per cent.

Judges felt the support she gave to women in her firm made her a role model for future generations.

Collecting the award, Borsuk said she was 'honoured' to pick up the accolade, but added: 'Gender should not be an issue of category. We shouldn't have to have these awards but we do.'

She added: 'Architecture is a collaborative effort. I accept this on behalf of my firm. We aim to have a balanced workforce, and this award is a big encouragement for all of us.'

Borsuk was chosen ahead of Allies & Morrison's Joanna Bacon, Simpson Haugh and Partners co-founder Rachel Haugh, Emre Arolat Architects partner Gonca Pasolar, Carme Pinos of Estudio Carme Pinos, Foster + Partners' Cristina Segni, and Wright & Wright partner Clare Wright.

Borsuk joined Pollard Thomas Edwards in 1984 and was made a partner last year. She has more than 30 years' experience in housing, mixed-use and regeneration sectors, and has designed and delivered projects ranging from major developments to infill sites and refurbishments.

In 2014 Borsuk completed a £14 million, 76-home residential project in Saffron Walden, Essex, and a scheme of four apartment blocks in Cambridge.

The prize has previously been won by Francine Houben in 2014, Alison Brooks in 2013, and joint winners Michál Cohen and Cindy Walters in 2012.





## WHAT THEY SAID



'Teresa Borsuk has always been a role model, supporter and friend. From my first meeting with her in the early 90s I was struck by her professionalism, her generosity towards others, and her ability to do things differently. Her large practice, with its weekly communal meals, and very open canal-side office, has always been inspirational; so much careful thought has obviously gone into creating an environment where people are happy to work and to collaborate. Teresa's acceptance speech reflected very much her self-effacing nature, her belief in teamwork, and her great leadership skills. Many generations of women architects can count themselves lucky for having been trained by her.'

**Barbara Weiss, founder, Barbara Weiss Architects**

'It is quite easy to see the success and the ethos of a practice like ours that has been set up and led by women. But starting a business is not, nor should be everyone's ambition. It is much more difficult to gauge the impact of women in established practices. I think this year the awards managed to highlight the wonderful work and influence women have in larger practices and this should be and has been celebrated.'

**Michal Cohen, director, Walters & Cohen**

👏 Congrats to Teresa Borsuk of @PTEArchitects, winning @ArchitectsJrnl #WIA2015 awesome that females in established practice are recognised @lucy\_homer

👏 Teresa Borsuk – well deserved winner for architect of the year! @DollardTom

👏 Teresa Borsuk PTE 5050 male female office. Congratulations, Woman Architect of the Year!!! 'Gender should not be an issue' Fabulous @PhilCoffey

## Q&A 'The emotional intelligence women can bring is key'

### How does it feel to win the Woman Architect of the Year Award?

It is a complete shock but a great honour. It feels like quite a responsibility.

### Is it more difficult for women to get their voices heard and move up to management level in larger practices?

It is, but the most difficult time is when you are younger and making your way. It is the horrible clash in architectural careers – your childbearing years are just when you are climbing the rungs of that ladder. The trickiest thing is coming back and feeling you still have an important voice and that you still have a position. That is where we need to focus our encouragement.

### What has your approach to leadership been?

Being clear and direct. It is like bringing up children. You have to know what is good, what is bad and your boundaries. You can't be a moody leader. You have to be encouraging. Even in difficult times you have to pull people through – things don't always go right. Tenacity, energy, fairness, and just being straightforward are essential.

### You've raised the levels of women in your practice to 50:50. How did you do this?

We don't have a quota. We recruit on the basis of ability but women beget more women. People know of our practice as a place where women are comfortable. The men are very comfortable as well.

### What effect do you think being a female architect has had on your work?

The emotional intelligence that women can bring to a project is key. A lot of what we do is about relationships with people. Women are incredibly observant

and responsive to people's needs – right from the client to the people building it on site.

### Have you ever experienced discrimination in your career?

Yes, within an office. It was from an architect on one of my first jobs. I was the first woman this practice had ever employed and I think he just found it particularly difficult. I don't think he knew how to handle me. When I was studying, we did a six-month placement on a building site and I worked on the NatWest Tower. There were 500 men and me, and not once on that building site did I experience any discrimination. It doesn't happen where you expect it, and this can be flabbergasting.

### What role models are there for young women architects?

The AJ has done a great job at highlighting them. We'll have soon had three women presidents at the RIBA. Zaha is evidently out there. What is coming out now is that these role models existed years ago, they were just never acknowledged, like Eileen Gray.

### There is a lot of debate about housing. What needs to be done to get more homes built?

We need to loosen up on the green belt and some regulation. Planning laws and procurement have become negative for the creation of housing.

### Are housing developers concerned about good design?

They are varied. We work with a lot of developers who are very interested and concerned about good design because they have to sell and the properties have to be attractive to people.

**READ THE FULL INTERVIEW AT THEAJ.CO.UK**

## WOMEN IN ARCHITECTURE CAMPAIGN COVERAGE

Women in Architecture digital issue  
<http://bit.ly/1XINtVe>

Results of the AJ Women in Architecture survey revealed  
<http://bit.ly/1QbtgMY>

AJ Women in Architecture Lunch 2015 video  
<http://bit.ly/1F0uNQj>

AJ Women in Architecture webpage  
<http://bit.ly/1ECQhac>

## INSTAGRAM



## TWITTER



# AJ120 COVERAGE

AJ120 webpage  
<http://bit.ly/1JnvI2H>

AJ120 data  
<http://bit.ly/1N5Vybh>



### TOP TEN PRACTICES

 <p><b>AJ120 #01: Foster + Partners</b> 312 employed architects, 33% female architects, first position in 2014</p>	 <p><b>AJ120 #02: BDP</b> 240 employed architects, 25% female architects, second position in 2014</p>	 <p><b>AJ120 #03: Allford Hall Monaghan Morris</b> 185 employed architects, 35% female architects, third position in 2014</p>	 <p><b>AJ120 #04: Sheppard Robson</b> 156 employed architects, 31% female architects, fourth position in 2014</p>	 <p><b>AJ120 #05: Capita   ESA</b> 147 employed architects, 24% female architects, ninth position in 2014</p>	 <p><b>AJ120 #06: Allies and Morrison</b> 131 employed architects, 45% female architects, eighth position in 2014</p>
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### AJ120 PRACTICES

 <p><b>AJ120 #12: Broadway Malyan</b> 95 employed architects, 28% female architects, 15th position in 2014</p>	 <p><b>AJ120 #13: AHR</b> 94 employed architects, 21% female architects, 5th position in 2014</p>	 <p><b>AJ120 #14: Stride Treglown</b> 93 employed architects, 23% female architects, 10th position in 2014</p>	 <p><b>AJ120 #15: PRP</b> 88 employed architects, 33% female architects, 6th position in 2014</p>	 <p><b>AJ120 #16: PLP Architecture</b> 85 employed architects, 36% female architects, =48th position in 2014</p>	 <p><b>AJ120 #18: Wilkinson Eyre Architects</b> 80 employed architects, 29% female architects, 32nd position in 2014</p>
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### AWARD WINNERS

Norman Foster's acceptance speech at the AJ120 Awards



### AJ120: Foster on the AJ and his practice over the last two decades

Norman Foster has praised the AJ in his acceptance speech at this week's AJ120 award ceremony.



Our aim is to be our customers' preferred choice for sustainable construction solutions

Not just a reliable supplier but a visionary partner.

### CONTRIBUTION TO THE PROFESSION



### Heatherwick recognised with AJ120 Contribution to the Profession Award

Olympic Cauldron designer Thomas Heatherwick has been handed the AJ120 Contribution to the Profession Award



## AJ120 COVERAGE

AJ120 webpage  
<http://bit.ly/1Jnvl2H>

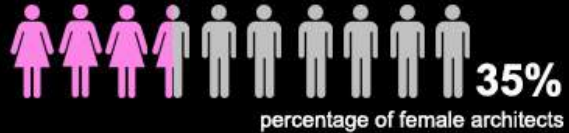
AJ120 data  
<http://bit.ly/1N5VybH>

## INFOGRAPHICS

### In numbers: AHMM

**185**  
architects employed in UK offices

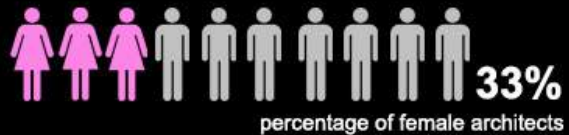
**£27m**  
total architectural fee income



### In numbers: Foster + Partners

**312**  
architects employed in UK offices

**£185m**  
total architectural fee income



### Projects in the AJBL



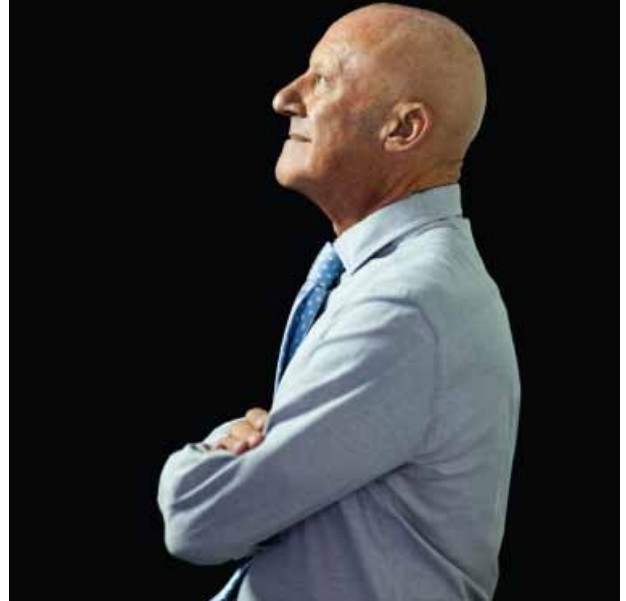


Architects' Journal  
Foster + Partners



See On *Pinterest*

AJ 120



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## PRINT

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Architects' Journal  
@ArchitectsJmal



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#AJ120: Which #AJ120 earned £185m from architecture fees last year?  
[architectsjournal.co.uk/home/events/aj...](http://architectsjournal.co.uk/home/events/aj...)



RETWEETS 2 FAVORITES 2

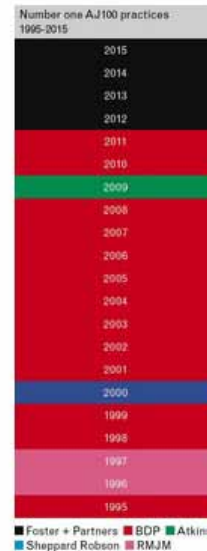


Architects' Journal  
@ArchitectsJmal



Following

#AJ120: Which is the only practice to have topped the #AJ120 more times than @FosterPartners?  
[architectsjournal.co.uk/home/events/fo...](http://architectsjournal.co.uk/home/events/fo...)



RETWEETS 2 FAVORITES 3

