



MORRISONDESIGN
CHARTERED ARCHITECTS

Diversity & Inclusion Report 2025





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Diversity and Inclusion Statement



Morrison Design are committed to creating a diverse and inclusive culture.

Once again, we've done a huge amount of work on our people strategy in 2025. Some of our main achievements are:

- Participating in key awareness events through the year, including International Women's Day, Pride, Black History Month and our first International Day for Persons with Disabilities.
- Continued our commitments to the RIBA Inclusion Charter

"Our Diversity and Inclusion team have worked hard over the last 12 months to ensure our practice continues to be an inclusive environment. The events the team put on are integral to the engagement and education of our team and support a culture which is truly diverse."

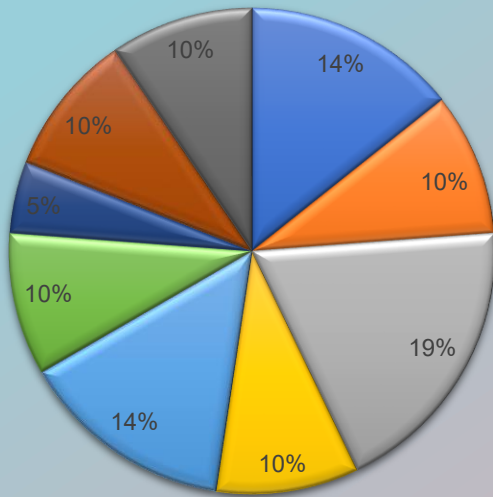
Peter Newman-Earp, Director at Morrison Design



Our Team

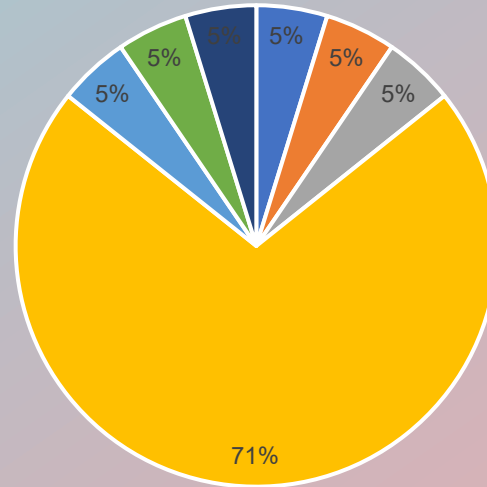


Age



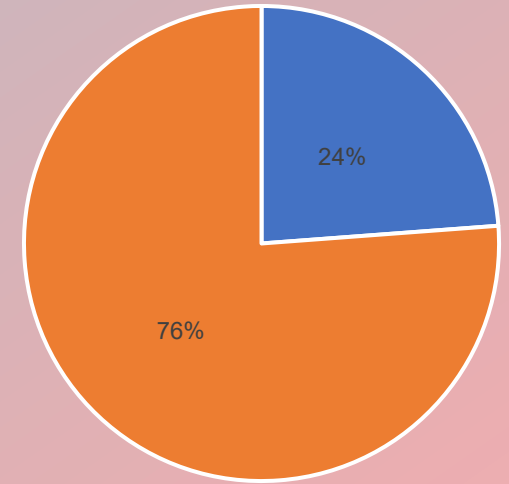
■ 20-24 ■ 25-29 ■ 30-34 ■ 35-39 ■ 40-44 ■ 45-49 ■ 50-54 ■ 55-59 ■ 60-64

Ethnicity



- Any other Black, Black British or Caribbean background
- Any other White background
- Cypriot
- English, Welsh, Scottish, Northern Irish or British
- Indian
- White and Asian
- White and Black Caribbean

Gender



■ Female ■ Male





Our Team

Sexuality



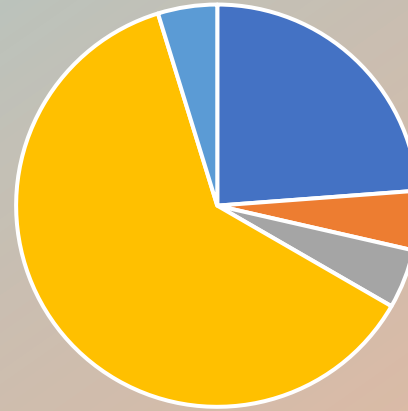
■ Gay or Lesbian ■ Straight or Heterosexual

Do you have any long-standing illness, disability or infirmity



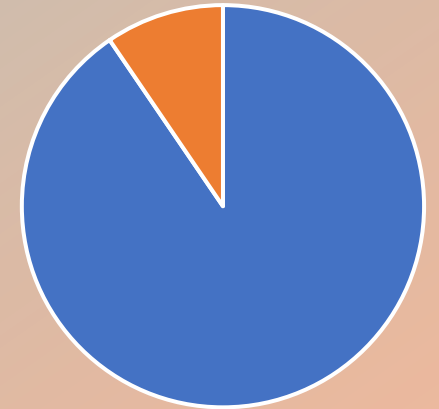
■ No ■ Yes

Religion



■ Christian ■ Hindu ■ Jewish ■ No religion ■ Atheist

Are you a carer?



■ No ■ Yes



Our Actions so far



A summary of the actions we've taken so far in our D&I journey.

- We set up our **Diversity and Inclusion workstream** in 2022 with team members passionate about making positive changes volunteering to join the team.
- We reviewed our **policies** and introduced new ones to support team members when they most need it. The new policies we introduced are: Menopause, Andropause, Menstruation, Fertility Journey and Emergency Parental Leave.
- **Education and awareness** - we create educational displays featuring inspiring architects and take part in full team webinars/talks/lunch & learn sessions.
- We continued **collecting data** from our team and updating our records to ensure we can create the best environment for each member of our team.
- We signed up to the **RIBA Inclusion Charter** in 2024, demonstrating our commitment to Diversity and Inclusion.



Our 2025 Actions



A summary of our 2025 actions:

- **Education and awareness** - we celebrated International Women's Day, Pride, Black History Month and International Day of Persons with Disabilities. We also celebrated Diwali for the first time.
- We improved our internal **communications**, ensuring sessions were more accessible to all. We also made improvements to our external communications through the addition of alt text to images.
- We took part in a panel discussion with **East Midlands RIBA**, sharing our experience of D&I in a small architecture practice.



What's Next?

We know there's a lot of work left to do.

- **Education and awareness** - we will continue to take part in awareness events to improve our understanding, sharing our activities externally to inspire others.
- **Governance** - we'll continue to collect data to help us support each individual and inform our strategies. We'll also investigate the Disability Confident Employer scheme.
- **Policies** - we'll continue to review our policies to encourage diversity in our team, especially in the areas of religion and beliefs and students and training.
- **Communications** - we'll continue to review the inclusivity of our internal and external communications, including our website.

