



**Who's Leading Planning?
How Many Women Are
Working in Leadership Roles
in Private Sector Planning
Consultancy?**

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About Women in Planning

Women in Planning is an independent network that has a vision to increase diversity, equality and inclusion in planning. We believe women should feel empowered when working in the planning sector. We have 13 branches in our network across the UK, offering events and a supportive and empowering environment for women working in planning.

Our membership fits our vision - it reflects the diversity of those working across the planning sector. We are women-led but not exclusively for women. We believe equality only comes from being inclusive and therefore welcome all to be involved in our network.

We aim to meet our vision by:

- Increasing the **visibility** and profile of women in the planning sector to make it the norm;
- Identifying and promoting **inspirational** female role models in the planning sector;
- Championing the promotion of women by creating an environment where like-minded professionals can **connect**, talk openly about their ambitions and encourage each other to take on new challenges;
- Supporting the professional development of our members through insightful **events**;
- Presenting different **career** paths within the planning sector;
- Creating **networking** opportunities which allow for the sharing of experience, knowledge and best practice in our sector;
- Providing our members with a **forum** for making meaningful professional and social connections; and
- Fostering an environment that promotes a **culture** of diversity, equality and inclusion.

Foreword

Planning is a profession that uses evidence bases to inform and justify approaches to place shaping and place making. It is surprising that little work has been undertaken in relation to the gender break down of the planning profession and sector.

Women in Planning's research aims to fill these gaps and provide information on women working in planning. Our objective is simple, we want an informed discussion about the diversity, equality and inclusion within the planning sector. We want to start building an evidence base, through research, to identify what areas women working in the planning sector need support in, to ensure that all women feel empowered when working in planning.

Alison Mackay

Charlotte Morphet

Mary Fortune

National Co-Chairs of Women in Planning

Introduction

Women in Planning has found that there is little data on women working in the planning profession and sector. Not much is known about what level women are working at and if there is a gender leadership gap. Understanding this is important to know whether there are barriers preventing women from being in leadership roles, and if so, what support women need to overcome them.

This planning research programme by Women in Planning aims to fill this evidence gap and provide information and data on women working in planning.

Our first research answers the simple question of: *“How Many Women Are Working in Leadership Roles in Private Sector Planning Consultancy?”*

Women in Planning have reviewed planning consultancies across the UK to start to answer this question. The aim of the research is to promote an open conversation in the profession and wider sector. The evidence provided should inform actions to support a more diverse, inclusive and equitable planning sector.

Method

Women in Planning has reviewed structures of 379 planning consultancy firms and teams of planners in multi-disciplinary consultancy firms across the UK. The research only considered those working at Director level or above (Senior Director, Senior Partner, Managing Director or Chief Executive). The research has not considered those working below Director level (i.e. Associate Director or Associate).

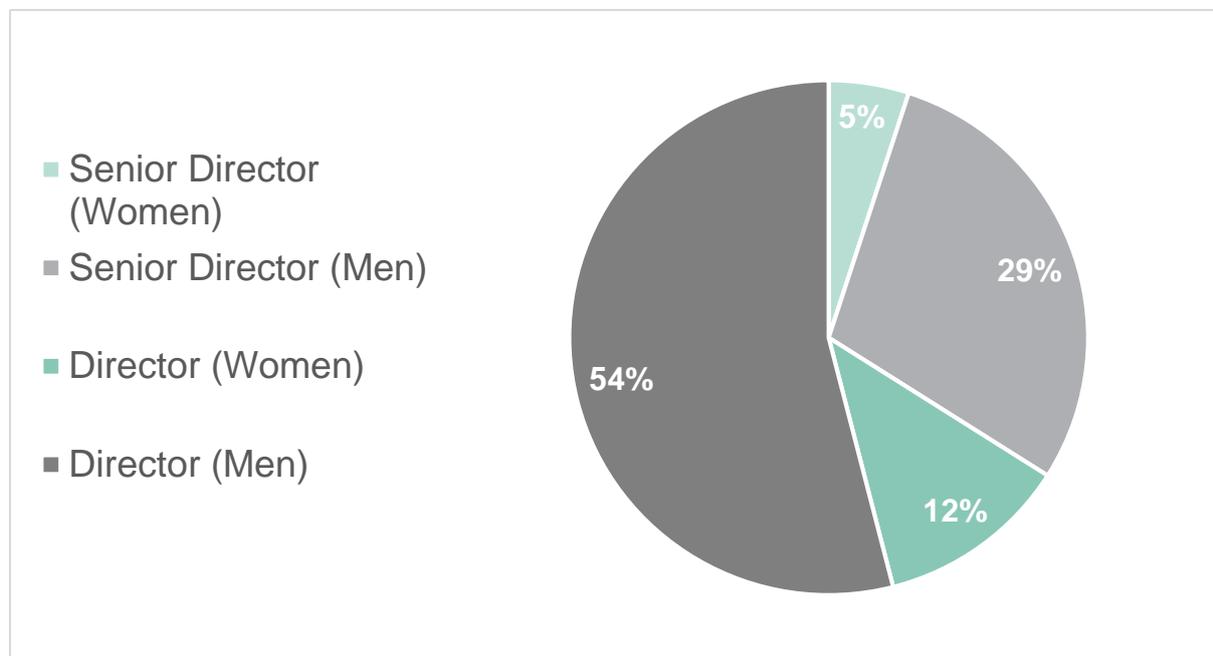
Research was undertaken via a desktop survey of 379 relevant consultancy websites in the UK. Where there were no details of Directors, these have not been counted in the number of Directors and above. In calculating how many women are working in leadership roles across planning consultancy firms in the UK, the research has made an assumption. This assumption is that large planning consultancy firms operate out of multiple offices. In order to reflect the gender representation at Director level, and above, in each area, we have included the gender split at a company level in these results.

The RTPI consultancies list and Planning Resources Consultancy Survey were used as the source desktop survey. The RTPI Consultancies splits England into regions, these splits have been kept when analysing the data.

UK Results

The research surveyed 379 planning consultancies and companies with planning teams in the UK. In the 379 companies, which had details of their teams, there were a total of 1,016 planners working at Director (or partner) and above (Senior Director, Senior Partner, Managing Director or Chief Executive) in the UK.

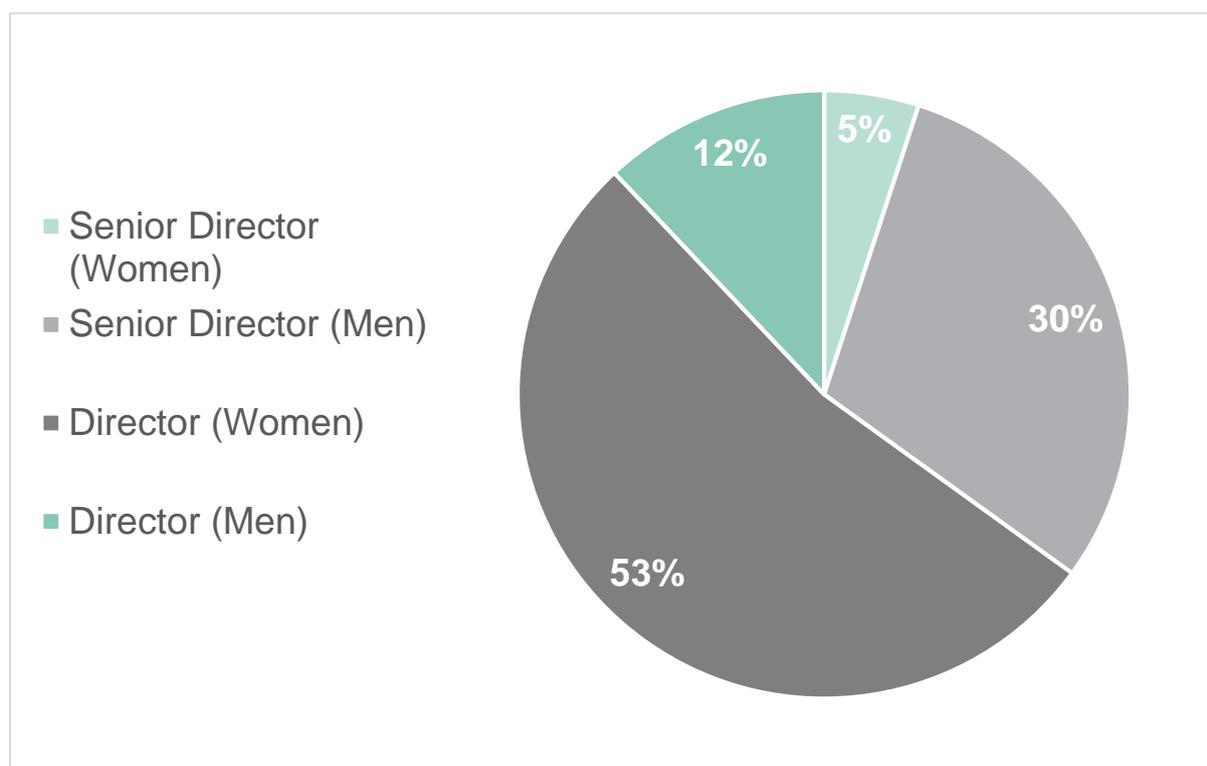
Out of the 1,016 planners working in these 379 consultancy firms, the research found that women filled 17% of leadership positions, with men filling 83%. Above Director level (Senior Director, Senior Partner, Managing Director or Chief Executive) the research found that 29% of these roles were filled by men, with women filling only 5%. At the Director level, men filled 54% of these roles and women 12%.



England Results

Of the 379 consultancies surveyed across the UK, 354 had an office in England. In England, there was a total number of 938 planners working at Director (or partner) and above (Senior Director, Senior Partner, Managing Director or Chief Executive).

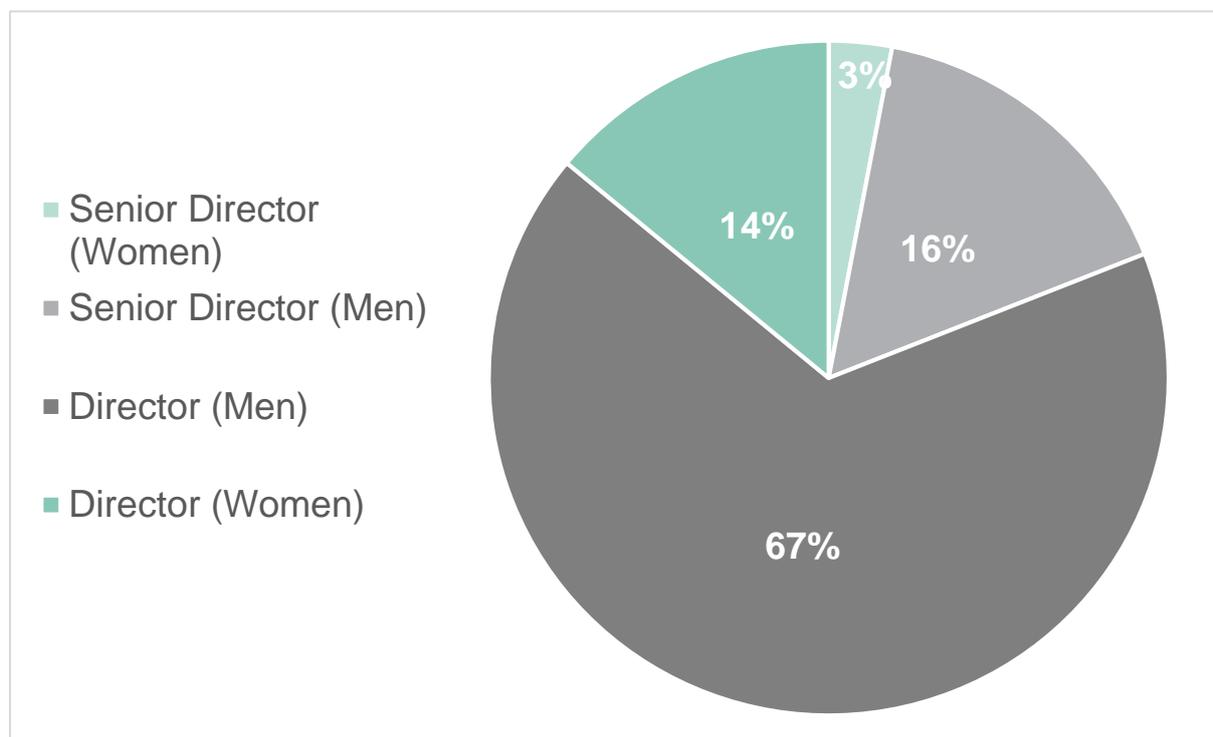
Out of 938 planners, the research found that men filled 83% of the leadership positions and women 17%. Above Director level the research found that 30% of these roles were filled by men, with women filling only 5%. At the Director level, men filled 53% of these roles and women 12%.



Northern Ireland Results

Of the 379 consultancies surveyed across the UK, 18 had an office in Northern Ireland. These 18 offices had a total number of 190 planners working at Director (or partner) and above (Senior Director, Senior Partner, Managing Director or Chief Executive).

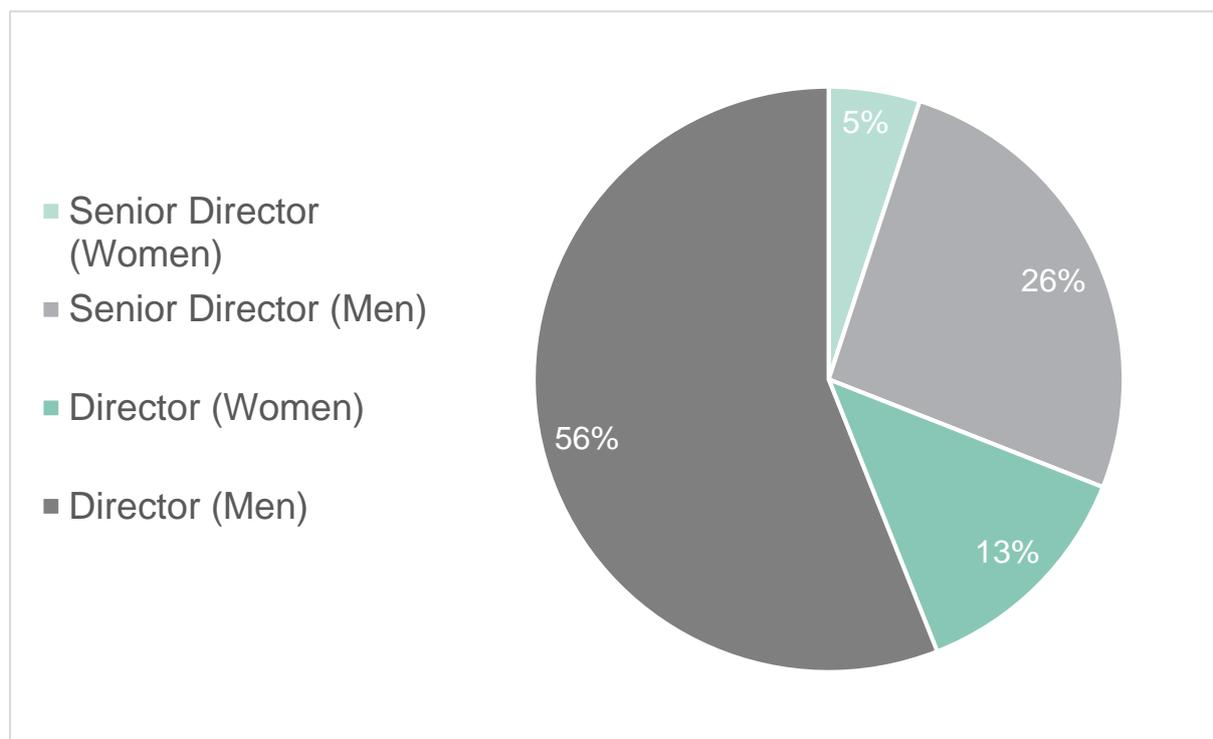
Out of 190 planners operating in Northern Ireland, the research found that men filled 83% of the leadership positions and women 17%. Above Director level the research found that 16% of these roles were filled by men, with women filling only 3%. At the Director level, men filled 67% of these roles and women 14%.



Scotland Results

Of the 379 consultancies surveyed across the UK, 39 had an office in Scotland. In Scotland, there were a total number of 449 planners working at Director (or partner) and above (Senior Director, Senior Partner, Managing Director or Chief Executive).

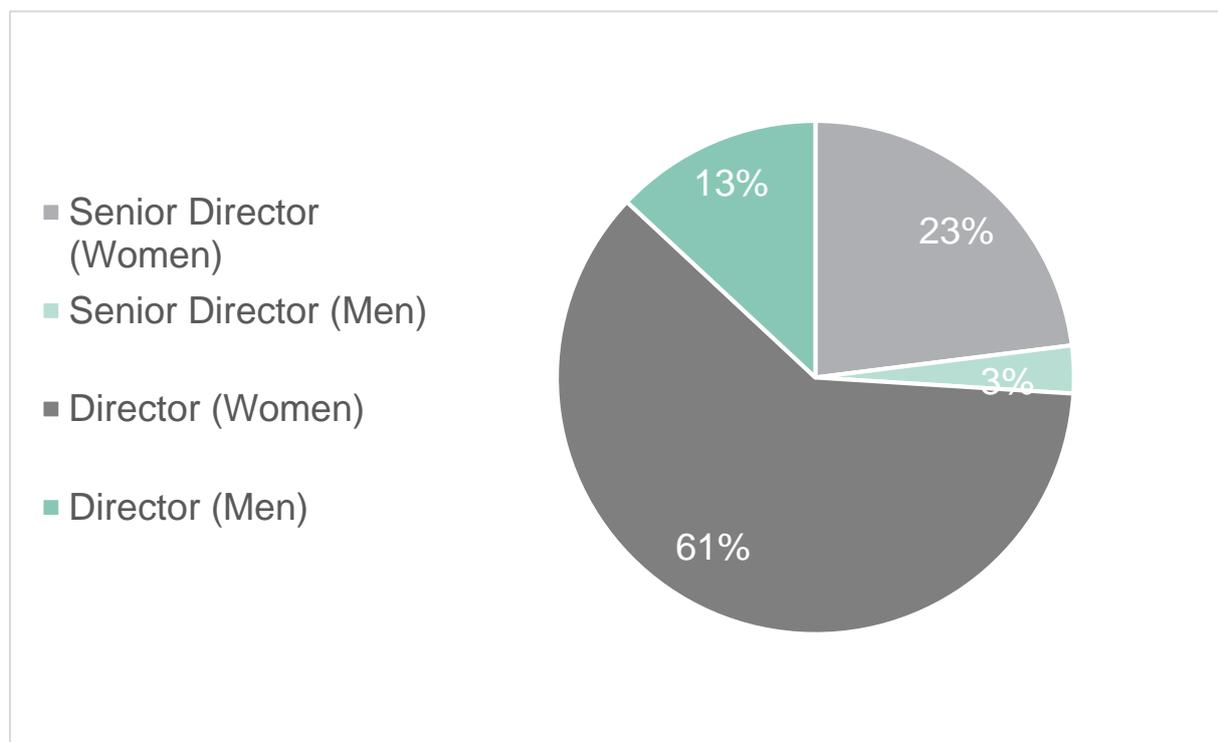
Out of 449 planners in Scotland, the research found that men filled 82% of the leadership positions and women 18%. Above Director level the research found that 26% of these roles were filled by men, with women filling only 5%. At the Director level, men filled 56% of these roles and women 13%.



Wales Results

Of the 379 consultancies surveyed, 24 had an office in Wales. These 24 offices had a total number of 307 planners working at Director (or partner) and above (Senior Director, Senior Partner, Managing Director or Chief Executive).

Out of 307 planners in, Wales the research found that men filled 84% of the leadership positions and women 16%. Above Director level the research found that 23% of these roles were filled by men, with women filling only 3%. At the Director level, men filled 61% of these roles and women 13%.



Conclusion

This research is the first step in building an evidence base and understanding how many women work in leadership positions in the planning sector throughout the UK. Reviewing 379 planning consultancies and consultancy firms with planners has revealed that over 80% of leadership positions are filled by men in this part of the sector.

The data shows that, in planning consultancies and consultancy firms with planners, there is a lack of women working at leadership level. Women in Planning will be researching into what actions the planning profession and wider sector should take to improve the gender balance at the leadership level. These recommendations will be informed by asking Women in Planning members what support they consider could increase women working at leadership level.

Next Steps

Part two of this research will analyse and report on any regional variation in England. Women in Planning will also research how many women are in leadership position across Local Planning Authorities.

