

RIBA Business Benchmarking 2024

Report prepared for the RIBA
by The Fees Bureau

Sub-report practice size 5-<10

to be read in association with the Full Report



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Data analysis and reporting undertaken by
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Data collection by **Purple Frog**

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Our thanks go to all RIBA Chartered Practices for taking the time to participate in this year's survey.

*Front cover: Raven Tower | Architects: Newton Architects for Hesleyside Huts |
Photograph: Neil Denham*

RIBA Benchmarking

Sub-report practice size 5-<10

This sub-report shows findings from this year’s RIBA Benchmarking Survey for the practice size 5-<10 staff.

This sub-report is designed to be read in conjunction with the Full Report, available from the RIBA Benchmarking website. The Full Report presents, explores and discusses the survey findings for all practice sizes.

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1

Practice

5-<10 practices



808

Number of RIBA
Chartered Practices
5-<10 person practices



89%

Limited companies



92%

Most practices have
a single office

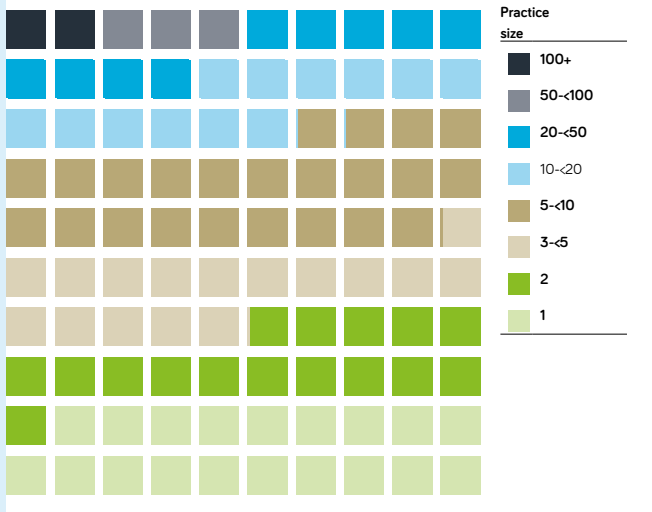


2%

Have offices outside
the UK

All RIBA Chartered Practices

Percentage of practices by size



Size of practices

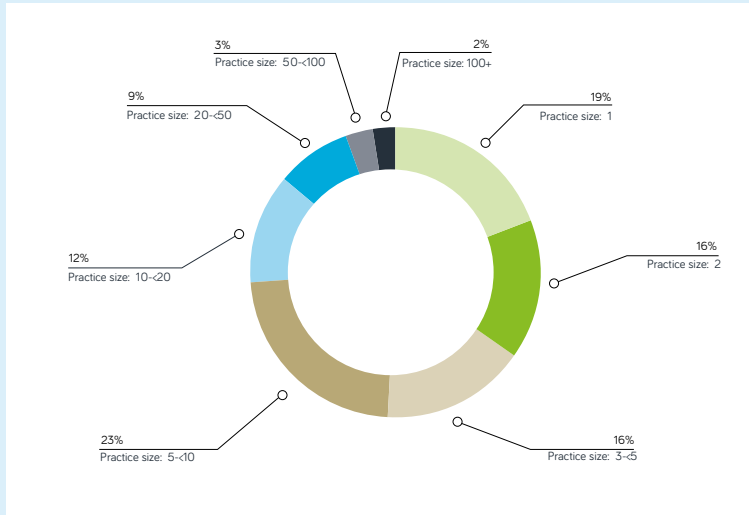


Table 1-1*Total number of RIBA Chartered Practices and total number of staff*

%	Proportion of practices	
	2024	2023
Total number of RIBA Chartered Practices	808	776
Total number of staff (FTE) employed	5,415	5,060
Percentage of practices	23	22
Percentage of total staff employed	13	13

Table 1-2*Legal status of practice, by practice size*

%	Proportion of practices	
	2024	2023
Partnership	2	3
Limited Liability Partnership (LLP)	7	8
Limited Company (Ltd)	89	87
Public Limited Company (PLC)	0	0
Sole Trader	2	3
Local Authority	0	0
Charity	0	0
Registered Society	0	0
Other	0	0
ALL	100	100
Practice owned, in full or in part, by an Employee Benefit Trust, Employee Ownership Trust and/or a charity	1	16

Table 1-3

Number of offices operated by practices (UK only), by practice size and by region

%	Proportion of practices	
	2024	2023
OFFICES WITHIN THE UK:		
1 office	92	93
2 offices	8	7
3 offices	0	1
4 offices	0	0
5+ offices	0	0
ALL	100	100

Table 1-4

Number of offices outside the UK, by practice size and by region

%	Proportion of practices	
	2024	2023
0 offices	98	98
1 office	2	2
2 offices	0	0
3 offices	0	0
4 offices	0	0
5+ offices	0	0
ALL	100	100

2

Team

5-<10 practices



5,400

Total staff employed in
all RIBA Chartered
Practices 5-<10



34%

Female



11%

are Black/African/
Caribbean/Black British,
Asian/Asian British, mixed/
multiple or other ethnic
minority group

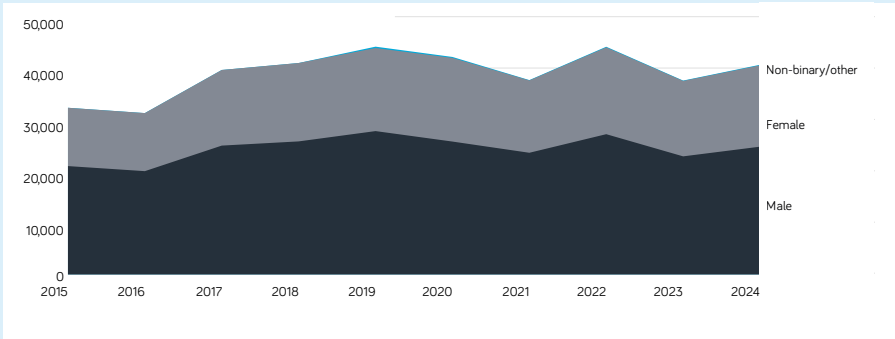


58%

Aged under 45

All RIBA Chartered Practices

All staff employed in RIBA Chartered Practices, by gender



All staff employed in RIBA Chartered Practices, by ethnicity

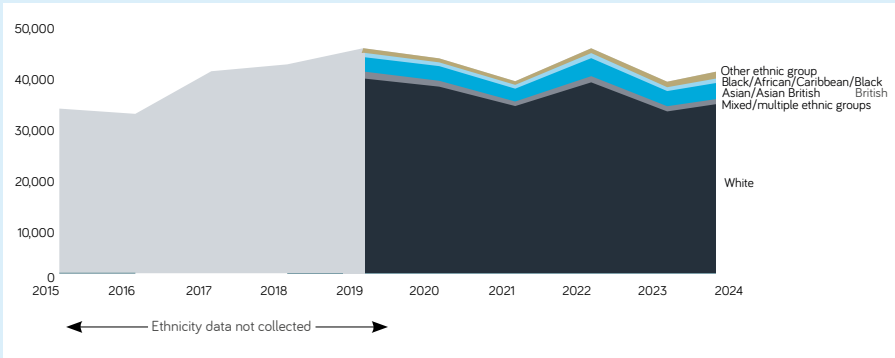


Table 2-1*Average number of staff per practice: permanent and freelance/contract staff, by practice size*

Number (FTE)	Average number of staff	
	2024	2023
Partners/Directors/Sole Principals	1.7	1.7
Salaried Partners & Directors	0.3	0.2
Associates	0.6	0.4
Architects (5+ years ARB registered)	0.6	0.7
Architects (3-4 years ARB registered)	0.2	0.2
Architects (1-2 years ARB registered)	0.2	0.2
Architects (<1 year ARB registered)	0.2	0.1
Technologists	0.5	0.6
Architectural Assistants, Part 2 (2+ years' experience)	0.6	0.5
Architectural Assistants, Part 2 (<2 years' experience)	0.2	0.2
Architectural Assistants, Part 1	0.4	0.5
Apprentices	0.1	0.1
Other Chartered professionals	0.1	0.1
Other fee-earning staff	0.1	0.1
Office management/support & admin	0.5	0.5
ALL	6.3	6.2
Freelance/contract staff - ALL	0.4	0.4
TOTAL number of staff (FTE) employed in ALL Chartered Practices	5,415	5,060

Table 2-2

Gender of staff: permanent and freelance, by size of practice

	Permanent		Freelance	
	2024	2023	2024	2023
Male	65	65	57	57
Female	34	35	43	43
Non binary/other	1	0	0	0
ALL	100	100	100	100

Table 2-3

Ethnicity of staff by practice

%	Proportion of staff	
	2024	2023
White	89	89
Mixed/multiple ethnic groups	3	3
Asian/Asian British	5	5
Black/African/Caribbean/Black British	2	2
Other ethnic group(s)	1	1
ALL	100	100

Table 2-4

Age of staff: permanent and freelance, by size of practice

%	Proportion of staff	
	2024	2023
under 24	8	8
25-34	26	24
35-44	24	24
45-54	21	19
55-64	15	14
65 and over	6	7
Prefer not to say or don't know	0	4
ALL	100	100

Table 2-5*Policies and strategies relating to EDI, by practice size*

%	Proportion of practices that undertake the following relating to EDI	
	2024	2023
Practice has a documented Equality, Diversity and Inclusion (EDI) policy	79	74
Practices' EDI policy includes:		
Data collection on the protected characteristics as defined in the Equality Act 2010	59	59
EDI training for staff members	43	45
Recruitment strategies to address the under-representation of staff with protected characteristics	46	47
Talent management strategies to support staff development and retention (such as post-maternity returnee programmes)	61	63
Work/life balance strategies to support flexible working	81	81

Table 2-6*Policies and strategies relating to staff development, by practice size*

%	Proportion of practices that undertake the following relating to EDI	
	2024	2023
Practice has a staff development plan	61	57
Practices' staff development plan includes:		
Staff developing and acquiring skills	93	94
Staff developing and acquiring skills, following individual assessments	86	87
Practice-wide informal plan to meet future needs	89	84
Practice-wide formal plan to meet future needs	41	37

3

Finances

5-<10 practices



£359 million

Total revenue from all
RIBA Chartered
Practices 5-<10



14%

Increase in total revenue



4%

Increase in total profits

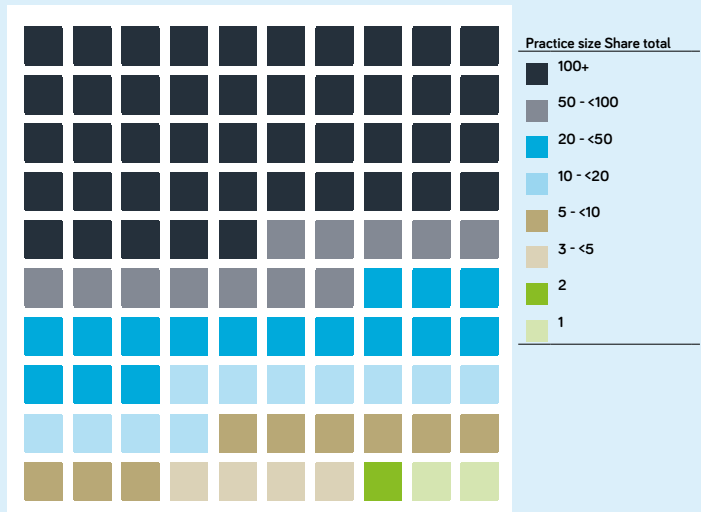


61%

Payroll & staff costs,
largest share of
expenditure

All RIBA Chartered Practices

Share of total revenue generated by different practice sizes



Total revenue from all RIBA Chartered Practices: trends 2015 to 2024

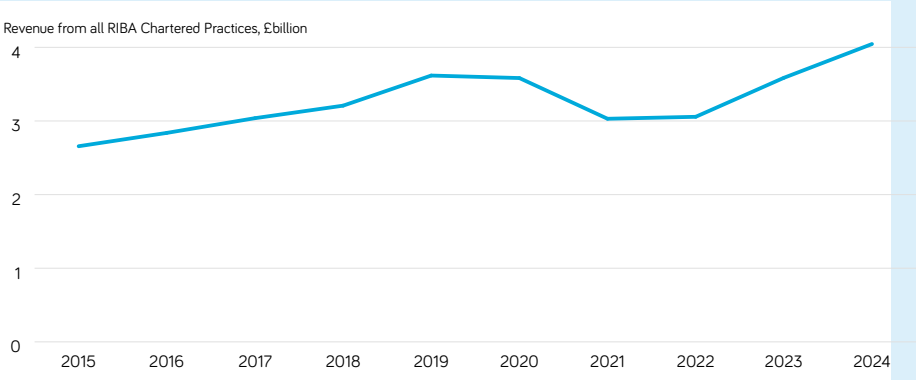


Table 3-1

Average practice revenue

£000	Average practice revenue	
	2024	2023
MEAN average	444,536	404,732
Lower quartile	289,170	264,500
MEDIAN average	411,507	363,142
Upper quartile	529,580	495,121
TOTAL revenue from ALL RIBA Chartered Practices, £m	359	314

Table 3-2

Average (mean) practice revenue per head, by practice size

£ per head	Average (mean) practice revenue per head	
	2024	2023
Per Partner/Director/Sole Principal	253,516	252,773
Per Architect	129,870	124,533
Per architectural staff	81,450	78,948
Per all fee-earning staff	77,853	74,235

Table 3-3

Average practice profits, by practice size

£000	Average practice profits	
	2024	2023
MEAN average	95	98
Lower quartile	26	32
MEDIAN average	71	80
Upper quartile	151	143
Average (MEAN) profits as a percentage of practice revenue	21	23
Percentage of profits from ALL RIBA Chartered Practices	15	14
TOTAL profits from ALL RIBA Chartered Practices, £m	76	73

Note: This table reports two types of average: the mean and the median. The mean average is a simple arithmetical average of all values – all responses are summed and divided by the number of responses. The median average is the middle figure, when all figures are sorted into order with the highest value first and the lowest last.

The upper quartile and lower quartile figures show the practice revenue for a practice at the one-quarter position and a practice at the three-quarters position.

There is some difference between the mean and the median average; the mean average can be strongly affected by extremely high (or low) values. Differences between the mean and the median averages become greater as practice size increases. In the charts and commentary, we report on the mean average in order to be consistent with pre-2015 Benchmarking Survey reports. However, readers may prefer to use the median average as an alternative.

Table 3-4

Average practice profits per head, by practice size

£ per head	Average (mean) practice profits	
	2024	2023
Per Partner/Director/Sole Principal	52,299	59,726
Per Architect	28,977	32,220
Per architectural staff	18,061	19,898
Per all fee-earning staff	17,360	18,773

Table 3-5*Average practice expenditure, by practice size*

£000	Average (mean) practice expenditure	
	2024	2023
Average (mean) expenditure per practice	331	276
Average (mean) expenditure per Partner/Director/Sole Principal	189	177
Average (mean) expenditure per practice EXCLUDING salaries	116	107
%	2024	2023
Expenditure as percentage of practice revenue	75	71
Expenditure per practice EXCLUDING salaries as a percentage of practice revenue	26	27

Note: £ values for individual elements of expenditure, and percentages of revenue calculated from these, may not precisely match with subsequent tables due to variations in the way respondents were asked to source expenditure data. This mismatch is greatest for larger practices.

Table 3-6*Average practice expenditure, by practice size*

£	Average (mean) practice expenditure	
	2024	2023
Payroll – fee-earning staff	186,054	157,370
Other staff costs	16,294	13,113
Premises, including utilities and servicing	25,720	21,025
Travel, including public transport, motor, and hotel costs	6,269	5,518
Insurance, including PII	14,811	11,213
IT infrastructure, telecommunications, software, and support	13,692	11,192
Depreciation	5,061	4,206
Marketing	4,865	3,726
Recoverable costs	15,098	15,046
All other costs	43,574	33,910
ALL	331,437	276,318

Table 3-7

Professional Indemnity Insurance (PII) annual premium, by practice size

%/ $\pounds$	Level of PII cover	
	2024	2023
MEAN average	12,724	10,225
Lower quartile	5,569	4,200
MEDIAN average	8,473	7,000
Upper quartile	14,749	12,472
Whether PII policy includes exclusions for general fire safety %	65	66

Table 3-8

Professional Indemnity Insurance (PII) cover, by practice size

%/ $\pounds$	Level of PII cover	
	2024	2023
up to $\pounds$ 250,000	1	4
$\pounds$ 250,001 to $\pounds$ 500,000	1	2
$\pounds$ 500,001 to $\pounds$ 1m	13	13
> $\pounds$ 1m to $\pounds$ 5m	70	72
> $\pounds$ 5m to $\pounds$ 10m	13	8
over $\pounds$ 10m	1	1
ALL	100	100
Average (mean) cover, $\pounds$ million	4.4	3.8

Table 3- 9*Average hourly charge-out rates, by practice size*

£	Average (mean) rate per hour	
	2024	2023
Partners/Directors/Sole Principals	128	114
Salaried Partners	130	95
Associate Directors or Associates	108	103
Architects (5+ years ARB registered)	94	89
Architects (3-4 years ARB registered)	91	91
Architects (1-2 years ARB registered)	81	72
Architects (<1 year ARB registered)	79	99
Technologists	71	67
Architectural Assistants, Part 2 (2+ years' experience)	76	69
Architectural Assistants, Part 2 (<2 years' experience)	60	68
Architectural Assistants, Part 1	61	60
Apprentices	52	60
Other professionals	72	65
Other fee earning staff	68	66

Note: n/a indicates not enough data for this size.

Table 3-10

Recording staff time spent on billable work, by practice size

%	Proportion recording	
	2024	2023
Practice records the amount of staff time that is spent on billable work	64	60

Table 3- 11

Percentage of time that staff spend on billable work, by practice size

%	Proportion of staff time	
	2024	2023
Partners/Directors/Sole Principals	41	45
Salaried Partners	46	52
Associate Directors or Associates	60	62
Architects (5+ years ARB registered)	65	70
Architects (3-4 years ARB registered)	60	69
Architects (1-2 years ARB registered)	63	61
Architects (<1 year ARB registered)	67	66
Technologists	71	66
Architectural Assistants, Part 2 (2+ years' experience)	58	70
Architectural Assistants, Part 2 (<2 years' experience)	62	66
Architectural Assistants, Part 1	60	64
Apprentices	58	60
Other professionals	59	66
Other fee earning staff	42	62

Note: n/a indicates not enough data for this size.

4

Salaries

5-<10 practices



£54,000

Average salary for
Partners/Directors/
Sole Principals



£42,500

Average salary for
Architects (5+ years
ARB registered)



16%

Practices of all sizes -
Gender pay gap, male
staff earn more than
female staff

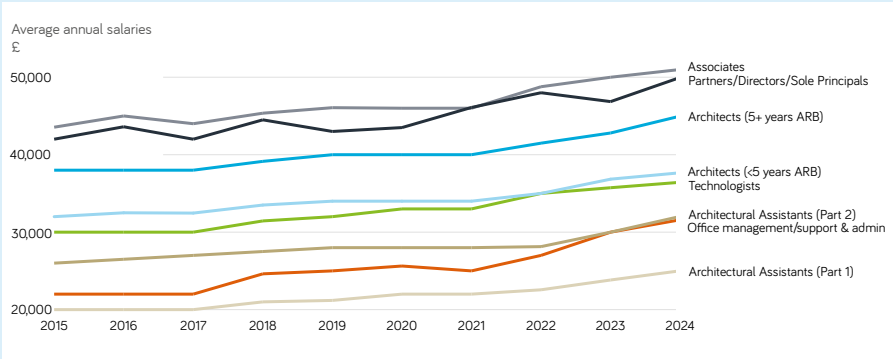


13%

Practices of all sizes -
Ethnicity pay gap, white
staff earn more

All RIBA Chartered Practices

Average (median) salaries for selected staff: trends 2015 to 2024



Survey notes:

1 RIBA Chartered Practices were asked to provide data on the 'average' salary paid to each type of staff. Respondents calculated the 'average' themselves; we asked that this should ideally be the median average.

2 We asked for the basic salary, excluding overtime. This is the salary received by the employee, before tax and National Insurance are deducted but excluding Employer's National Insurance costs.

3 Basic salary was the salary being paid on 1 May 2024. The salary included profit share, where given, and if included it was the average profit share across the year. Bonus payments are not included.

4 Partners/Directors/Sole Principals are treated differently. Their salary is combined with Partners' share of profits and Directors' dividends.

5 All salaries have been converted by respondents to full-time equivalent. Salaries, dividends or profit shares and fringe benefits for Partners/Directors/Sole Principals are an approximation of the totals paid in the 12 months to 1 May 2024.

6 Average earnings are reported here as 'median' averages, as distinct from 'mean' averages. This follows the approach used in the RIBA/The Fees Bureau Architects' Earnings Survey – the median average is virtually unaffected by the presence of any unusually high or low values. See note below Table 3-2 for a fuller explanation.

Table 4-1*Average salaries: 5-<10 person practices*

£	2024 MEDIAN			2023
	Lower quartile	MEDIAN	Upper quartile	MEDIAN
Partners/Directors/Sole Principals	42,000	54,385	75,072	50,250
Salaried Partners & Directors	45,000	55,226	69,486	50,000
Associate Directors or Associates	42,000	46,000	52,000	45,000
Architects (5+ years ARB registered)	38,450	42,500	46,000	41,000
Architects (3-4 years ARB registered)	35,000	38,500	42,000	37,000
Architects (1-2 years ARB registered)	33,000	35,000	38,375	34,100
Architects (<1 year ARB registered)	32,000	34,500	37,000	32,000
Technologists	30,600	35,500	40,000	35,000
Architectural Assistants, Part 2 (2+ years' experience)	n/a	n/a	n/a	30,000
Architectural Assistants, Part 2 (<2 years' experience)	n/a	n/a	n/a	28,000
Architectural Assistants, Part 1	n/a	n/a	n/a	23,798
Apprentices	20,750	22,750	25,100	n/a
Other construction professionals	n/a	n/a	n/a	31,288
Other fee-earning staff	23,750	26,000	31,739	n/a
Office management/support & admin	23,000	27,000	33,580	25,000

Table 4-2*Staff conditions and benefits*

Number/%	2024	2023
Average number of contracted hours	37	37
Average number of paid days leave	24	24
Average percentage contribution made to employee`s pension	4	4
% paying all staff, as a minimum, the national living wage*	99	97

* As set by the Living Wage Foundation

Table 4-3

Average value of fringe benefits, by practice size

£	2024		2023	
	All	Some	All	Some
Partners/Directors/Sole Principals	2,813	2,813	2,876	2,876
Salaried Partners & Directors	1,513	1,513	1,913	1,913
Associate Directors or Associates	918	918	1,077	1,077
Architects (5+ years ARB registered)	492	492	801	801
Architects (3-4 years ARB registered)	366	366	459	459
Architects (1-2 years ARB registered)	420	420	369	369
Architects (<1 year ARB registered)	391	391	482	482
Technologists	473	473	843	843
Architectural Assistants, Part 2 (2+ years' experience)	n/a	n/a	542	542
Architectural Assistants, Part 2 (<2 years' experience)	n/a	n/a	367	367
Architectural Assistants, Part 1	n/a	n/a	295	295
Apprentices	287	287	n/a	n/a
Other construction professionals	n/a	n/a	2,275	2,275
Other fee-earning staff	74	74	n/a	n/a
Office management/support & admin	565	565	209	209

Definition:

Fringe Benefits- Financially quantifiable benefits offered to employees, by the employer, as part of their employment 'package'. This includes, for example, employer pension contributions, private health insurance, life insurance, employee discount schemes, and employee welfare services.

Table 4-4

Extent of provision of staff benefits

%	2024		2023	
	All	Some	All	Some
Offer family leave beyond the statutory minimums	48	11	50	8
Allow employees to buy back or sell leave days	24	5	25	5
Pay (or provide time off in lieu for) staff for working more than their contracted hours	54	11	59	8

5

Markets

5-<10 practices



55%

Revenue from
private housing



84%

Revenue from building
design services



49

Average number of
projects worked on

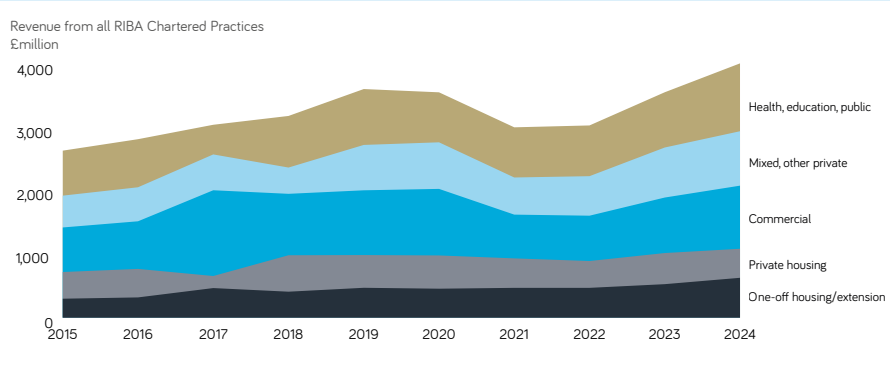


£12m

Revenue generated from
International work

All RIBA Chartered Practices

Total revenue received by all RIBA Chartered Practices, by main work sectors



Total revenue received by all RIBA Chartered Practices from outside UK, by worldwide region

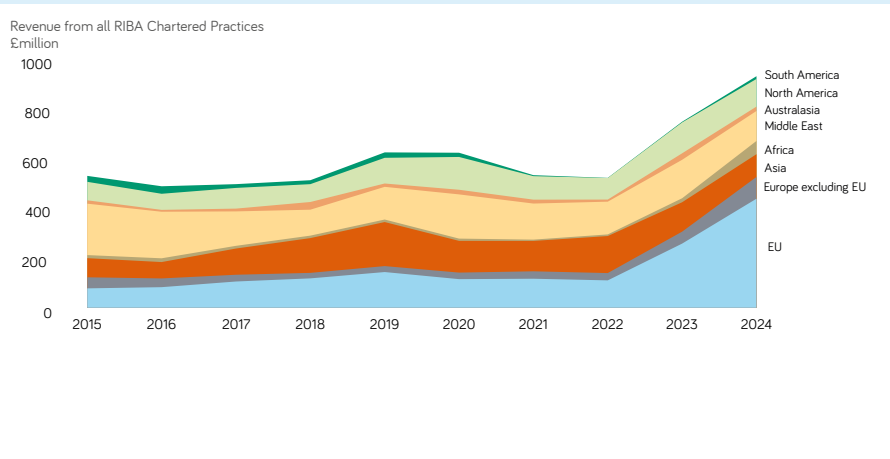


Table 5-1

Average practice revenue: type of work, by practice size

%	Average (mean) percentage of practice revenue	
	2024	2023
New build	36	34
Refurbishment	32	32
Both new build and refurbishment	19	22
Conservation	8	9
Other	5	4
ALL	100	100

Table 5-2

Average practice revenue: work sector, by practice size

£m/%	Average (mean) percentage of practice revenue	
	2024	2023
One-off new house	12	13
House extension, conversion, alteration	30	34
Other private housing	13	11
Public housing including social housing	6	6
Offices	5	4
Retail	3	3
Sport and leisure	4	3
Culture and entertainment	4	4
Industrial	4	4
Health	3	3
Schools and colleges	4	4
Universities	1	1
Transport	1	0
Mixed	3	3
Other private	4	4
Other public	3	3
ALL	100	100

Table 5-3

Average practice revenue: type of service, by practice size

%	Average (mean) percentage of practice revenue	
	2024	2023
BUILDING DESIGN		
Full Service, RIBA Stages 1 to 6 or more	48	47
RIBA Plan of Work Stages 1 to 3 only	25	28
RIBA Plan of Work Stages 4 to 6 only	12	12
ALL Building design	84	86
CONSULTANCY/PARTIAL SERVICES		
Client Adviser services	0	0
Conservation work	2	2
Contract Administrator	1	1
Feasibility studies	4	4
Information Manager/BIM co-ordinator	0	0
Interior design	2	1
Landscape design	0	1
Master planning/urban design	1	1
Planning consultancy	1	1
Post Occupancy services	0	0
Principal Designer, under the CDM Regulations	1	n/a
Principal Designer, under the Building Regulations	0	1
Project management/contract management	1	1
Other or other partial services not included above	2	1
ALL consultancy	16	14
ALL	100	100

Table 5-4

Average number of projects worked on, last 12 months, by practice size

Number	Average (mean) number of projects per practice	
	2024	2023
Number of projects	49	49

Table 5-5*Average value of projects worked on, by practice size and by region*

%	Range of project values	
	2024	2023
Under £250,000	40	41
£250,000 to £499,999	25	27
£500,000 to £999,999	16	16
£1m to £4.9m	13	12
£5m to £9.9m	3	3
£10m to £24.9m	2	1
£25m to £99.9m	1	0
£100m +	0	0
ALL	100	100

Table 5-6*Source of new projects, by practice size*

%	Proportion of new projects	
	2024	2023
Partnerships with other practices	1	1
Partnerships with contractors	5	4
Framework agreements	3	3
Repeat business - returning and ongoing clients	40	37
Word of mouth/client referrals	25	29
RIBAs 'Find an Architect' service	1	2
Other professional relationships and networks	7	8
Marketing, advertising and search engines	12	12
Other/mixed	4	3
ALL	100	100

Table 5-7

Average practice revenue from outside the UK, by practice size and by region

%/ $\pounds$	Practice revenue	
	2024	2023
Average (mean) revenue from outside UK, percentage of all revenue	3	4
Average (mean) revenue from outside UK, $\pounds$ 000	14	15
TOTAL revenue from outside UK, ALL Chartered Practices, $\pounds$ million	12	12

%	Practice revenue	
	2024	2023
Share of TOTAL revenue from outside UK, ALL Chartered Practices, %	1	2
Percentage with >20% of practice revenue from outside the UK	4	4

Table 5-8*Average practice revenue from outside the UK: type of work, by practice size*

%	Average (mean) percentage of practice revenue	
	2024	2023
New build	54	2
Refurbishment	18	1
Both new build and refurbishment	6	61
Conservation	6	25
Other	16	11
ALL – all revenue from outside UK	100	100

Table 5-9*Average practice revenue from outside the UK: sector of work, by practice size*

%	Average (mean) percentage of practice revenue	
	2024	2023
One-off new house	16	21
House extension, conversion, alteration	12	15
Other private housing	7	4
Public housing, including social housing	1	0
Offices	3	1
Retail	7	7
Sport and leisure	9	7
Culture and entertainment	16	2
Industrial	0	0
Health	0	0
Schools and colleges	1	0
Universities	0	0
Transport	5	0
Mixed	21	41
Other private	0	0
Other public	2	0
ALL	100	100

Table 5-10*Average practice revenue from outside the UK: type of service, by practice size*

%	Average (mean) percentage of practice revenue	
	2024	2023
BUILDING DESIGN		
Full Service, RIBA Stages 1 to 6 or more	27	19
RIBA Plan of Work Stages 1–3 only	36	38
RIBA Plan of Work Stages 4–6 only	3	3
ALL Building Design	66	60
CONSULTANCY/PARTIAL SERVICES		
Client Adviser services	6	5
Conservation work	0	0
Contract Administrator	0	0
Feasibility studies	8	1
Information Manager/BIM co-ordinator	0	0
Interior design	0	0
Landscape design	0	6
Master planning/urban design	19	28
Planning consultancy	0	0
Post-occupancy services	0	0
Principal Designer, under the CDM Regulations	0	n/a
Principal Designer, under the Building Regulations	0	0
Project management/contract management	1	0
Other or other partial services not included above	0	0
ALL consultancy	34	40
ALL	100	100

6

Future

5-<10 practices



+5%

Anticipated increase in staff, next 12 months



+6%

Anticipated increase in revenue, next 12 months



Planning delays

The most significant impediment to profitability

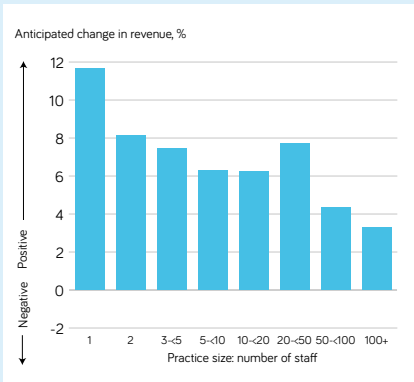


Adopting new working practices

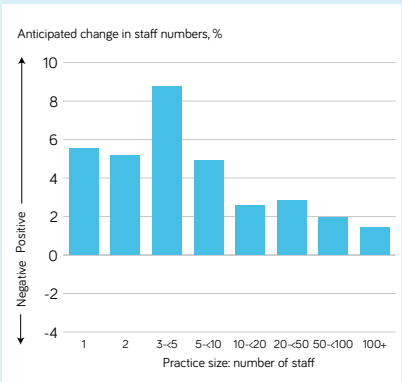
The most significant improvement to profitability

All RIBA Chartered Practices

Average change in practice revenue anticipated by practices, next 12 months



Average change in staff numbers anticipated by practices, next 12 months



Predicted change in total revenue of all RIBA Chartered Practices, next 12 months



Table 6-1

Factors considered to impede practice profitability 'to a large extent', by practice size

%	Proportion responding 'to a large extent'	
	2024	2023
The availability of suitably qualified and experienced professionals	10	12
Rising practice salaries	23	25
Project cost inflation	42	50
Construction product availability	9	15
Downward pressure on fee levels	37	n/a
Planning delays	60	59
Interest rates	28	40
Increased regulatory burden	42	n/a
The wider economic environment	49	50
The cost of PII	20	23
PII exclusions	17	15

Table 6-2

Factors considered to improve practice profitability 'to a large extent', by practice size

%	Proportion responding 'to a large extent'	
	2024	2023
Improved practice productivity	5	7
Adoption of new technology	24	25
Adoption of new working practices	63	56
Our practice moving into new sectors	30	29
The need for more energy efficient buildings	28	24
The wider economic environment	11	7

Table 6-3

Average percentage change anticipated, next 12 months, by practice size

%	Anticipated mean average change, next 12 months	
	2024	2023
Revenue	+6	+5
Expenditure	+6	+8
Number of full-time equivalent staff	+5	+4
Hourly charge-out rates	+5	+5

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