

## Gender Pay Gap Reporting 2020

The Press Association Ltd (PA) is required by law to publish an annual gender pay gap report.

This is its report for the snapshot date of 5 April 2020.

The mean gender pay gap is **5.34%**  
The median gender pay gap is **4.79%**  
The mean gender bonus gap is **29.14%**  
The median gender bonus gap is **0.00%**

The proportion of males receiving a bonus is **69.04%** and the proportion of females receiving a bonus is **68.30%**.

Band	Male	Female	Description
A	<b>66.86%</b>	<b>33.14%</b>	Includes all employees whose standard hourly rate places them above the upper quartile
B	<b>66.27%</b>	<b>33.73%</b>	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
C	<b>66.07%</b>	<b>33.93%</b>	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median
D	<b>59.17%</b>	<b>40.83%</b>	Includes all employees whose standard hourly rate places them above the lower quartile

PA's workforce consists of **66.8%** men and **33.2%** females.

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

I, James Goode, Chief Financial Officer, confirm that the information in the statement is accurate.

Signature 

Date 01/10/2021

## Gender Pay Gap Reporting 2019

The Press Association Ltd (PA) is required by law to publish an annual gender pay gap report.

This is its report for the snapshot date of 5 April 2019.

The mean gender pay gap is	<b>0.34%</b>
The median gender pay gap is	<b>6.25%</b>
The mean gender bonus gap is	<b>-16.09%</b>
The median gender bonus gap is	<b>0.0%</b>

The proportion of males receiving a bonus is **74.83%** and the proportion of females receiving a bonus is **72.03%**.

Band	Males	Females	Description
A	<b>66.51%</b>	<b>33.49%</b>	Includes all employees whose standard hourly rate places them above the upper quartile
B	<b>68.69%</b>	<b>31.31%</b>	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile.
C	<b>70.23%</b>	<b>29.77%</b>	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median.
D	<b>61.21%</b>	<b>38.79%</b>	Includes all employees whose standard hourly rate places them at or below the lower quartile

PA's workforce consists of **65.1%** males and **34.9%** females.

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

I, James Goode, Chief Financial Officer, confirm that the information in this statement is accurate.

Signature



Date

13/3/20