

Gender Pay Gap Reporting 2025

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

This is its report for the snapshot date of 5 April 2025.

The mean gender pay gap is 3.66%

The median gender pay gap is 7.11%

The mean gender bonus gap is -22.50%

The median gender bonus gap is 0%

The proportion of males receiving a bonus is 72.7% and the proportion of females receiving a bonus is 67.2%.

Band	Male	Female	Description
A	68.31%	31.69%	Includes all employees whose standard hourly rate places them above the upper quartile
B	66.48%	33.52%	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
C	58.47%	41.53%	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median
D	63.19%	36.81%	Includes all employees whose standard hourly rate places them above the lower quartile

The Press Association Ltd workforce consists of **64.7%** men and **35.3%** females.

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

We recognise that addressing our gender pay gap requires sustained and meaningful action. We are committed to developing and implementing a targeted action plan, with clear priorities and measures of progress.

I, Emily Shelley, Chief Executive Officer, confirm that the information in the statement is accurate.

Signature 

Date 2/4/2026