HUGHES TV AND AUDIO LIMITED

Gender pay gap report

Snapshot date
5 April 2019

Employer size
500 to 999 employees

Person responsible
Nick Heffer
(HR Director)

Potential causes of the gender pay gap

How can employers close the gap

This employer has not provided extra information on their gender pay gap

Hourly wages pay gap

In this organisation, women earn 99p for every £1 that men earn when comparing median hourly wages. Their median hourly wage is 1.3% lower than men’s.
When comparing mean hourly wages, women’s mean hourly wage is 2.4% lower than men’s.

Proportion of women in each pay quarter
In this organisation, women occupy 18.4% of the highest paid jobs and 16.3% of the lowest paid jobs.

<table>
<thead>
<tr>
<th>Pay Quarter</th>
<th>Women</th>
<th>Men</th>
</tr>
</thead>
<tbody>
<tr>
<td>Top quarter (highest paid)</td>
<td>18.4%</td>
<td>81.6%</td>
</tr>
<tr>
<td>Upper middle quarter</td>
<td>19%</td>
<td>81%</td>
</tr>
<tr>
<td>Lower middle quarter</td>
<td>21.1%</td>
<td>78.9%</td>
</tr>
<tr>
<td>Lower quarter (lowest paid)</td>
<td>16.3%</td>
<td>83.7%</td>
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</tbody>
</table>

Bonus pay gap
In this organisation, women earn 82p for every £1 that men earn when comparing median bonus pay. Their median bonus pay is 18.4% lower than men’s.

About mean and median

About pay quarters

When comparing mean bonus pay, women’s mean bonus pay is **27.2% lower** than men’s.

**Who received bonus pay**

89.1% of women.

89% of men.

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[Gender pay gap service survey](https://gender-pay-gap.service.gov.uk/Employer/dDdAzPDC/2019)