



The Nottingham Ice Centre Limited Gender Pay Report

The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 (SI 2017/172) require the Company to publish and report on our gender pay gap across a number of criteria.

We must report annually; this report covers the snapshot date of April 2018 so the detail relates to this snapshot date.

We have published a report on our website and report to the government our organisation's:

- mean gender pay gap in hourly pay
- median gender pay gap in hourly pay
- mean bonus gender pay gap
- median bonus gender pay gap
- proportion of males and females receiving a bonus payment
- proportion of males and females in each pay quartile

The results are visible to the public and the figures have been reached using the mechanisms that are set out in the gender pay gap reporting legislation.

These figures are accurate and a true reflection of the gender pay gap in our organisation. As an organisation we are proud of our commitment to equality, with 7 of our top 10 earners being women and a 50/50 split in gender amongst our senior management team.

A handwritten signature in black ink, appearing to read "Martin Ingham".

Martin Ingham

Chief Executive – Nottingham Ice Centre Limited

Difference in mean hourly rate of pay	2.5%
Difference in median hourly rate of pay	5.7%
Difference in mean bonus pay	-440.0%
Difference in median bonus pay	0.0%

	Male	Female
Percentage of employees who received bonus pay	4.3%	6.2%

Employees by pay quartile	Male	Female
Upper quartile	52.2%	47.8%
Upper middle quartile	51.9%	48.1%
Lower middle quartile	37.5%	62.5%
Lower quartile	38.8%	61.2%

