

The Nottingham Ice Centre Limited Gender Pay Report 2022

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 4th, 2023, 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 5 of our top 10 earners being women, a 50/50 split in gender amongst our Senior Leadership Team and a 43/57 (female/male) split in gender amongst our Leadership Team.



Martin Ingham
Chief Executive Officer – Nottingham Ice Centre Limited

Results for the Period 2023/2024

Difference in mean hourly rate of pay	-9.95%
Difference in median hourly rate of pay	-9.52%
Difference in mean bonus pay	24.60%
Difference in median bonus pay	50.00%
Percentage of employees who received bonus pay (Male)	47.5%
Percentage of employees who received bonus pay (Female)	52.5%

Employees by pay quartile	Male 2023	Male 2022	Male 2021	Male 2020	Male 2019
Upper quartile	49.4%	54.1%	57.1%	51.72%	52%
Upper middle quartile	54.0%	45.7%	57.1%	40.11%	38.10%
Lower middle quartile	33.7%	36.1%	47.6%	32.66%	31.70%
Lower quartile	28.4%	28.7%	47.6%	35.55%	39.50%

Employees by pay quartile	Female 2023	Female 2022	Female 2021	Female 2020	Female 2019
Upper quartile	50.6%	45.9%	42.90%	48.28%	48%
Upper middle quartile	46.0%	54.3%	42.9%	59.89%	61.90%
Lower middle quartile	66.3%	63.9%	52.4%	67.34%	68.30%
Lower quartile	71.6%	71.3%	52.4%	64.45%	60.50%