

Equality & Diversity Statement

People are our passion!

At the Nottingham Ice Centre Ltd (NIC) we encourage and value diversity across our workforce and customers for all our brands. We are committed to promoting equality of opportunity, access to our services and job opportunities that are free from discrimination, prejudice, harassment, victimisation, stereotyping or any other form of discrimination.

We recognise that treating everyone the same does not necessarily give people equality of opportunity, and that we sometimes need to treat some people in a different way to give them equal access to a service or a job.

We are committed to ensuring that our employment and business practices are fair and that we always treat people with dignity and respect.

We oppose all forms of unlawful and unfair discrimination, and we will never knowingly discriminate against our existing staff, prospective staff, contractors, or our customers.

The NIC will treat staff and customers with respect and dignity. Any form of behaviour that discriminates against individuals or groups of people will not be tolerated.

We recognise that other people can experience discrimination or disadvantage of other factors such as political beliefs, social class, language or medical status and we actively work to minimise discrimination in these areas.

Our venue is suitable for individuals with accessibility needs and mobility problems. Further details of the support available to individuals can be found on the Accessibility page of our website

v.2 – July 2025

Reviewer: karen Terrington, Head of HR