



The Collective Goal

Newsletter for National Football Museum Prospect members

No. 2, August 2026

Prospect plus offers

We will support you when you have a problem at work, as well as secure good pay deals and terms and conditions across the board, but that is not all we are about. Being a Prospect member also gives you access to a whole host of other benefits.

Such as:

- A free wills service
- Holiday packages
- Family days out
- Cheaper cinema tickets
- Airport Extras
- Discounts on gym membership
- Discounts on Apple products

Subject to T's and C's
Members should access [Member benefits](#) to find out more.

Welcome message from the branch committee



Welcome to the second edition of the Prospect NFM Branch Newsletter. This newsletter provides an update on the key issues your branch committee has been working on over recent months.

Our focus has been progressing discussions with the company on pay and progression and establishing regular meetings to drive this work

forward. We have also started work on addressing workload concerns raised through the staff survey and will be engaging with colleagues to better understand the impact of excessive hours on wellbeing. Alongside this, we continue to maintain regular dialogue with the company to ensure members' views are heard and acted upon.

As always, thank you for your continued support. If you have any questions, concerns, or feedback, please don't hesitate to get in touch with a branch representative. You can email us on

James Rocks - james.rocks@nationalfootballmuseum.com

Kirsty Hill - Kirsty.Hill@nationalfootballmuseum.com

KT Cooper - kt.cooper@nationalfootballmuseum.com

If you would like to stand to be a rep, please get in touch. We are particularly keen to hear from back of house staff to get involved with our branch committee.

NFM's 2026 Annual General Meeting

As we look ahead to December, members are reminded that our Branch Annual General Meeting (AGM) will be taking place and will provide an important opportunity to review the past year, discuss our priorities for the future, and elect branch officers.

Details of the meeting, including the date, time, venue, and information on nominations and any motions, will be circulated closer to the event. Members

You said!

We did!

This section can be used for any of the work you have done that members have requested.

Members asked for:

Regular updates from committee

Reps have been working on better comms systems for members and will ensure a branch newsletter every three months as well as regular updates and our AGM in December.

Better feedback mechanisms between NFM and Prospect

NFM and Prospect have now reestablished the HR drop in every two weeks. So, if you have an issue or query, you'd like to raise via a trade union rep, please get in touch.

The committee to push for better pay and progression.

Reps have been meeting with the company about pay and progression and have committed with NFM to hold meetings every 8 weeks to push for progress.

The committee to look at workloads across the museum.

The committee have designed a campaign to run over the coming months to meet with members and non-members to discuss workloads to feedback to the company to improve working conditions.

should keep an eye on their email inboxes over the coming weeks, as the formal notice of the AGM and all relevant documentation will be sent electronically.

If you do not normally receive branch emails, please ensure that your contact details are up to date and check your junk or spam folder regularly. Receiving these communications will help you stay informed and ensure you do not miss any important deadlines relating to nominations or attendance.

We hope to see a strong turnout at this year's AGM and encourage all members to take part in this important democratic process. Your voice, ideas, and involvement are vital to the continued success of our branch.

Update on pay and progression

Prospect have met with the company in relation to pay and progression. The meeting was positive and constructive, and we have secured a commitment from the company to undertake future actions on pay and progression arrangements.

We have also agreed to hold 6-weekly meetings with the company to maintain momentum and ensure this work remains a priority. One of our key objectives is to establish a clear timeline for the review process, with defined milestones and deliverables, so that members can see tangible progress being made.

Throughout these discussions, we have continued to emphasise the importance of creating a pay and progression framework that is transparent, equitable, and consistently applied. We know this is an issue that matters greatly to members, and we remain committed to representing your views as negotiations progress.

We would still welcome members' feedback on what you would like to see from a future pay progression scheme. Your experiences and ideas are invaluable in helping to shape our discussions with the company. Please continue to get in touch and share your thoughts so that we can ensure member priorities remain at the heart of this important work.

We will provide further updates as discussions progress and a clearer timetable for the review becomes available.

Staff workload & Welfare

Following the results of the recent staff survey, one of the key concerns raised by members was workload and the impact of excessive working hours.

In response, Prospect will be carrying out further engagement with both members and non-members over the coming weeks to build a clearer picture of the challenges colleagues are facing. Representatives will be on site speaking directly with employees and gathering information about the number of hours people are regularly working, as well as the impact this may be having on their wellbeing.

We are particularly keen to understand whether long working hours are leading to any physical or mental health effects, including stress, fatigue, burnout, or difficulties maintaining a healthy work-life balance. This information will help us

Member recruit member

One of the most effective ways to strengthen our union is by encouraging colleagues to join Prospect. Every new member helps increase our collective voice, giving the union greater influence when negotiating with employers and campaigning for positive change in the workplace.

Prospect's Member Recruit Member (MRM) scheme recognises the important role members play in growing our union. If you successfully recruit a colleague to join Prospect, you can choose from a range of rewards. These include a £15 Lifestyle voucher, a £15 donation to a nominated charity, including the Trussell Trust, War Child or Help for Heroes, or a £15 donation to Prospect's Benevolent Fund, which supports members experiencing financial hardship.

Taking part is simple. When a colleague joins Prospect, they just need to include your name or membership number in the "recruited by" section of their application form. Once their membership is active and their first subscription payment has been received, your reward can be processed.

Recruiting new members benefits everyone. A larger membership means a stronger union, better representation, and a greater ability to secure improvements on issues that matter to staff. If you know colleagues who could benefit from Prospect's support, advice and representation, now is the perfect time to start a conversation and help grow our collective strength.

identify any recurring issues and ensure that we can raise members' concerns with the company in a constructive and evidence-based way.

The feedback we receive will play an important role in shaping future discussions around workload, resourcing, and employee wellbeing. We encourage everyone to participate and share their experiences openly so that we can build the strongest possible case for positive change.

Further details on how you can get involved and contribute to this work will be shared in due course.

Meet your Branch reps: KT Cooper

What motivated you to step into the role: I wanted to learn more about how unions and workplaces could work together to improve and safeguard staff wellbeing, and I wanted to step into a role where I could help people and push for change.

What do you enjoy most about being a rep: Meeting other reps at conferences, sharing experiences and knowing I have a community of reps and members behind me to support me and vice versa.

What advice would you give to someone thinking about becoming a rep: Please do! There seems to be a misconception that as a rep, you would have to attend every meeting, every committee, every disciplinary, fight every battle, but this isn't the case.

Reps can do as much or as little as they'd like to do, they can specialise in a specific area (e.g. health and safety, diversity, case work, environmental etc) and the more reps we have, the more we can share the workload and the more members we can engage!

What's been your proudest moment in the role so far: It's probably a toss-up between being on the team that got the recognition agreement between NFM & Prospect signed and sorted, and the pay awards we have received over the last two pay negotiation periods. I feel we have negotiated for a fair wage/percentage increase and in terms of the heritage sector, our wages are very healthy.

Has being on the committee helped you develop any skills or knowledge: It has definitely given me the confidence to speak on behalf of members and have their opinions heard. I've also learned a LOT about working laws and guidance's and how to encourage adherence to them. I've also learned (a very hard lesson for an ADHD mind like myself) when to bite my lip, and which battles are worth fighting.

What's one change or improvement you'd like to see for

members: Transparency on pay bandings, progression and financial matters. This was one of the main points raised in the survey, I completely agree and would like to see more conversations about pay between staff and management.

One thing people might not know about you (work or non-work!): Most of you know this anyway, but I am a classical/choral singer and have been for the past 20 years! No one ever expects it, what with my tattoos and broad Yorkshire accent!