

# Gender pay gap



REPORT 2017

Prospect is committed to monitoring its progress in respect of the gender pay gap and taking all proportionate steps to achieve a narrowing of the gap in the future.”

**Prospect is required by law to publish an annual gender pay gap report. Whilst we have complied with our legal obligations, what is more important is the process of review and the learning from it.**

We regard this an ongoing process that fits with our underlying values and the aspirations we have on behalf of both staff and members.

This is our report for the snapshot date of 5 April 2017.

- The mean hourly gender pay gap for Prospect is 22%.
- The median hourly gender pay gap for Prospect is 29%.
- Prospect does not pay bonuses to staff so we do not have to report on this metric.

Our hourly Pay quartiles by gender are shown in the chart (right). The figures described have been calculated using the standard methodologies in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

## What are the underlying causes of Prospect's gender pay gap?

Whilst Prospect has a gender pay gap, we do not have an equal pay disparity. Under the law, men and women must receive equal pay for:

- the same or broadly similar work;
- work rated as equivalent under a job evaluation scheme; or
- work of equal value.

Prospect is committed to the principle of equal opportunities and equal treatment for all staff, regardless of sex, race, religion or belief, age, marriage or civil partnership,

pregnancy/maternity, sexual orientation, gender reassignment or disability. We pay staff equally for the same or equivalent work, regardless of their sex (or any other characteristic set out above).

We have a job evaluation system that determines job size and allocation to our pay spine. We recognise the GMB trade union for collective bargaining and representation. The pay spine is segmented by grades, which involves progression to the maxima via defined steps which are achieved annually.

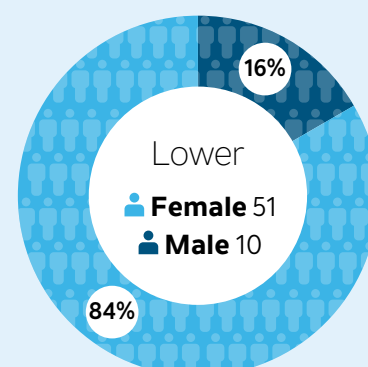
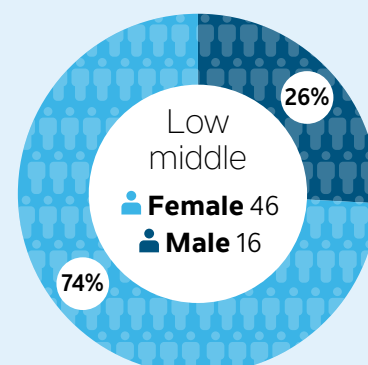
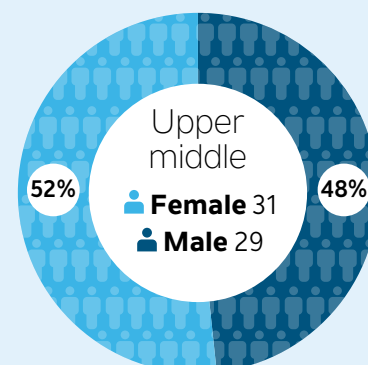
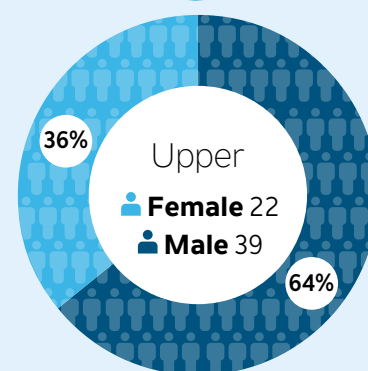
Prospect in consultation with the GMB union also:

- carries out pay and benefits reviews at regular intervals;
- evaluates job roles and pay grades as necessary to ensure a fair structure through our job evaluation scheme.

Prospect is therefore certain that its gender pay gap does not arise from paying men and women differently for the same, or equivalent work. Rather, our gender pay gap is the result of the roles in which men and women work within the organisation and the salaries that these roles attract.

Prospect campaigns vigorously about the impact of gender on pay, promotion and opportunity at work in general. We understand very well the challenges facing women in the workplace. In recent years we have had an increasing number of women achieving senior and managerial Prospect staff positions, and in middle

## Prospect's hourly pay quartiles by gender





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REPORT 2018

Grade	No of males in post	No of females in post	Pay gap between female to male
General Secretary	1	0	0%
A	3	1	+5%
B	11	4	-3%
C	8	7	+3%
D	34	23	+1%
E	9	12	-6%
F	14	23	-6%
G	3	23	-3%
H	5	45	-2%
I	5	11	-2%

ranking specialist and negotiating roles, we have a reasonable balance. But, as shown in the table above, there is more we can do in this regard and it is a continuous journey.

We conclude that our gender pay gap arises from the greater proportion of female staff in our administrative grades and the ratio of these grades to the overall staff population. These administrative grades are well paid when marked against comparable roles in both local and national job markets, but they are lower paid in the context of our overall grading structure.

We have highly developed provisions in respect of maternity, parental and special leave which support all staff but particularly women to balance their caring and other responsibilities. This contributes to low staff attrition rates across Prospect generally, but in administrative grades in particular. So, whilst we need to take steps to address our gender pay gap, it arises in a context where we have a positive story to tell about our commitments to equality.

## What is Prospect doing to address its gender pay gap?

As described above, whilst not complacent, we believe we start from a strong base. Our focus is on continuing to ensure the conditions are such that women can

achieve senior and specialist roles in the organisation.

In respect of administrative grades, the challenge is to widen diversity in these roles and we will ensure the three year people strategy we have recently adopted considers our gender pay gap as a key factor. In particular as we overhaul our recruitment processes we will develop our evidence base and identify any barriers to gender equality and inform priorities for action.

We will also explore gender monitoring to understand:

- the proportions of men and women applying for jobs and being recruited;
- the proportions of men and women applying for and obtaining promotions;
- the proportions of men and women leaving the organisation and their reasons for leaving;
- the numbers of men and women in each role and pay band;
- take-up of flexible working arrangements by gender and level within the organisation;
- the proportion of men and women who return to their original job after a period of maternity or other parental leave; and

- the proportion of men and women still in post a year on from a return to work after a period of maternity or other parental leave.

In terms of recruitment practice we will review job adverts and placement to encourage more diverse applications and will introduce a system where sifting for interview is undertaken on a name blind basis. Staff will also be provided with training in unconscious bias to ensure we have an open, fair and inclusive workplace culture for all.

We will review the gender pay gap information and proposed response with the GMB union and take account of any proposals that arise.

Prospect is committed to monitoring its progress in respect of the gender pay gap and taking all proportionate steps to achieve a narrowing of the gap in the future.

I, Mike Clancy, General Secretary, confirm that the information in this statement is accurate.

Signed

*Mike Clancy*

22 March, 2018



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