

Equality monitoring



Why Prospect needs to know

It sometimes feels like we get bombarded with requests for information, either for the sake of it, or by organisations who want data for purposes tangential to your association with them.

Please see overleaf to find out why it's important for Prospect to know...



www.prospect.org.uk/equalities-update

We understand why members feel like that, especially when the information you're being asked for is personal.

So, here are four good reasons why:

- **This information helps us to do a better job for you** – without data on personal characteristics such as ethnicity, disability, gender and age we would not be able to discredit discriminatory pay or performance management systems. By showing the unfair impact on some groups, we have been able to change such systems for the benefit of all members in a bargaining unit.
- **Relevant and comprehensive information also helps us to provide better resources and services**, including targeted training and development opportunities, access to relevant networks and information updates. So we may use the data to contact you about specific initiatives that may be of interest. It makes it easier too for us to keep in touch with your needs and your experiences at work.
- **Prospect has no commercial motivation** and would never share data without your permission. We take our Data Protection Act responsibilities very seriously and only use your information in accordance with our Data Protection Notice (www.prospect.org.uk/joinus). We recognise the sensitivities in handling personal data of this nature and will only ever analyse or share it in anonymised format, for example to make a case for improved terms and conditions or to enhance the value of your union membership.
- **We will only ask you for the information we require to do our job.** We do not need the detail of census information to understand the impact of policies and practices in the workplace. In relation to ethnicity for example, members are impacted most by visible differences. Conversely, assumptions made solely on the basis of visible disability can ignore significant needs, such as those of members with neurodiverse characteristics.

It should take you no more than 5 minutes of your time to provide the information we need and it will be of lasting benefit to your union.

To update your information, please go to:

www.prospect.org.uk/equalities-update



passionate
about
equality

