

# A year with Prospect Legal

**Union Week** is a great way to promote and celebrate the value of union membership.

Here are some of the legal successes for Prospect and Bectu members since last year's Union Week.

## 2023

**Nov** Member settles his claim for **race discrimination** and constructive unfair dismissal for five figure sum.

**Dec** Prospect writes to the Equality and Human Rights Commission raising concerns about **sexual harassment** at the Ministry of Defence.

## 2024

**Jan** Member settles his claim of **automatic unfair dismissal** in relation to whistleblowing and raising health and safety concerns.

**Feb** Preliminary hearing held in case brought by member claiming he was dismissed for **trade union activities**. The case is later settled for a five-figure sum.

**Mar** Prospect successfully challenges Sellafield's decision not to give **back pay** owed to staff because they had left their employment during the period of pay negotiations. This action benefitted 240 colleagues.

**Apr** Employment tribunal finds that London Ashford Airport's offer to pay increases directly to nine members was an **unlawful inducement** to avoid collective bargaining and awards over £70,000 in compensation.

**May** Successful judicial mediation held which leads to a five-figure settlement of our member's claim for **whistleblowing, disability discrimination** and **unfair dismissal**.

**Jun** Scottish football referees achieve **worker status** after campaign from Prospect, securing better employment rights, including the right to paid holiday.

**Jul** A preliminary hearing is held to determine case management preparations for the 20-day final hearing, in an **equal pay** claim brought by 38 members.

**Aug** Member's claim that his employer failed to make **reasonable adjustments** for him is settled.

**Sep** Employment Tribunal orders Respondent companies to pay maximum compensation of 13 weeks' pay to 20 Prospect members for failing to consult with them during a **TUPE transfer**.

**Oct** Member receives compensation following his bringing of an employment tribunal claim for **discrimination arising from a disability** and his employer **failing to make reasonable adjustments**.

 prospect bectu

Non-members – check out our special **Union Week** join offers

[prospect.org.uk/join](https://prospect.org.uk/join)  
[bectu.org.uk/join](https://bectu.org.uk/join)

Over  
**£3M**  
recovered in  
damages for  
personal injury  
claims

Over  
**1,000**  
enquiries  
received by our  
legal line

**296**  
new cases for  
personal injury  
considered by  
our lawyers

**51**  
claims submitted  
to the employment  
tribunal on behalf  
of members