



Gender and ethnicity pay gap 2022 report

Prospect is committed to achieving a positive gender balance across the union. Though we still have some way to go, we have made positive progress since reporting our first gender pay gap in 2017. Prospect is also committed to making progress in relation to the ethnic diversity of our staff, so reported our ethnicity pay gap for the first time in 2020

What is the pay gap?

The gender pay gap (GPG) shows the percentage difference between average hourly earnings for men and women in Prospect and the ethnicity pay gap (EPG) shows the percentage difference between hourly earnings on the basis of declared ethnicity. The mean and median pay gap percentage will either be a positive or negative number. If positive, the gender pay gap is in favour of men and if it's negative, it's in favour of women. A zero-result means that there is no gap.

Gender pay gap versus equal pay

GPG is different to equal pay which is the legal requirement to pay men and women the same pay for the same or like work or work of equivalent value. Prospect is

committed to equal pay and in consultation with the GMB (our recognised trade union) evaluates job roles and reviews pay grades as necessary to ensure a fair structure.

Relevant employees

The gender and ethnicity pay gaps are calculated based on all Prospect employees, including those on leave and receiving full maternity/parental/sick pay but excluding employees that were paid less than their full usual pay due to maternity/parental/sick leave.

As at the 2022 snapshot date there were a total of 235 relevant employees (2021: 238).

Mean pay gap

The mean pay gap is the difference in Prospect's average hourly pay. It is calculated by dividing the overall pay

for the group being measured by the number of employees in that group

Median pay gap

The median is the difference in the hourly rate between, for example the median man and median woman, expressed as a percentage of the median man's figure. Similarly, the median ethnicity pay gap is the difference in the hourly rate between the median white employee and median BAME employee. The median represents the middle point of a population – in this context from highest to lowest paid.

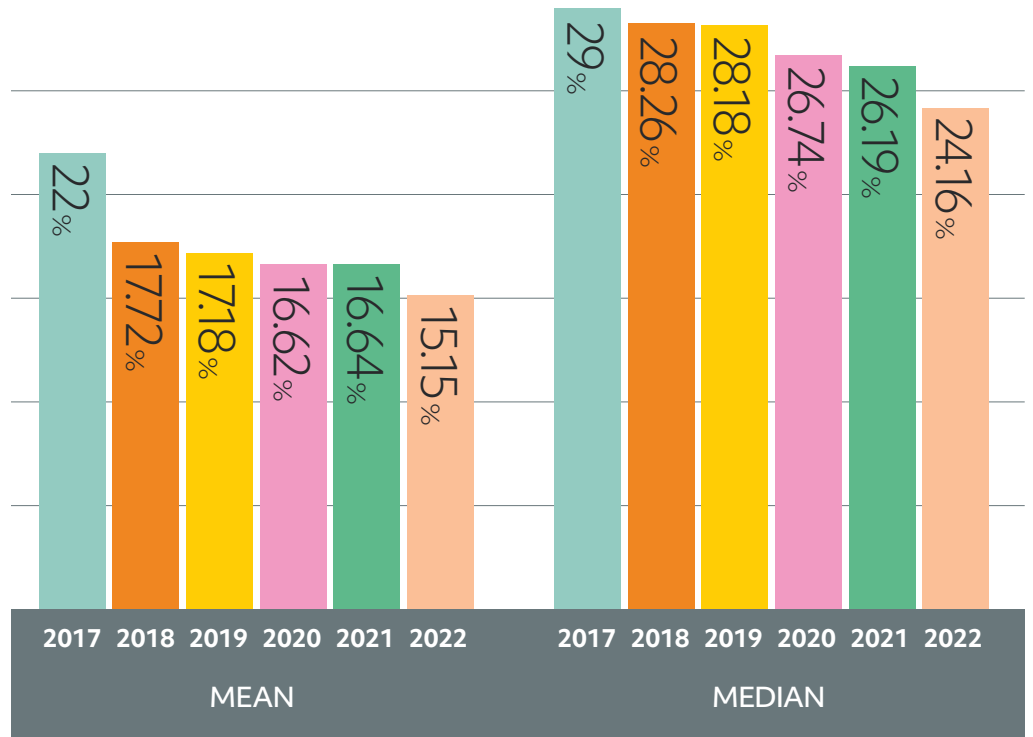
We report the median as well as the mean pay gap because this mitigates against the overall result being skewed by the very highest and lowest rates.

Prospect does not pay bonuses to staff, so we do not report on this.

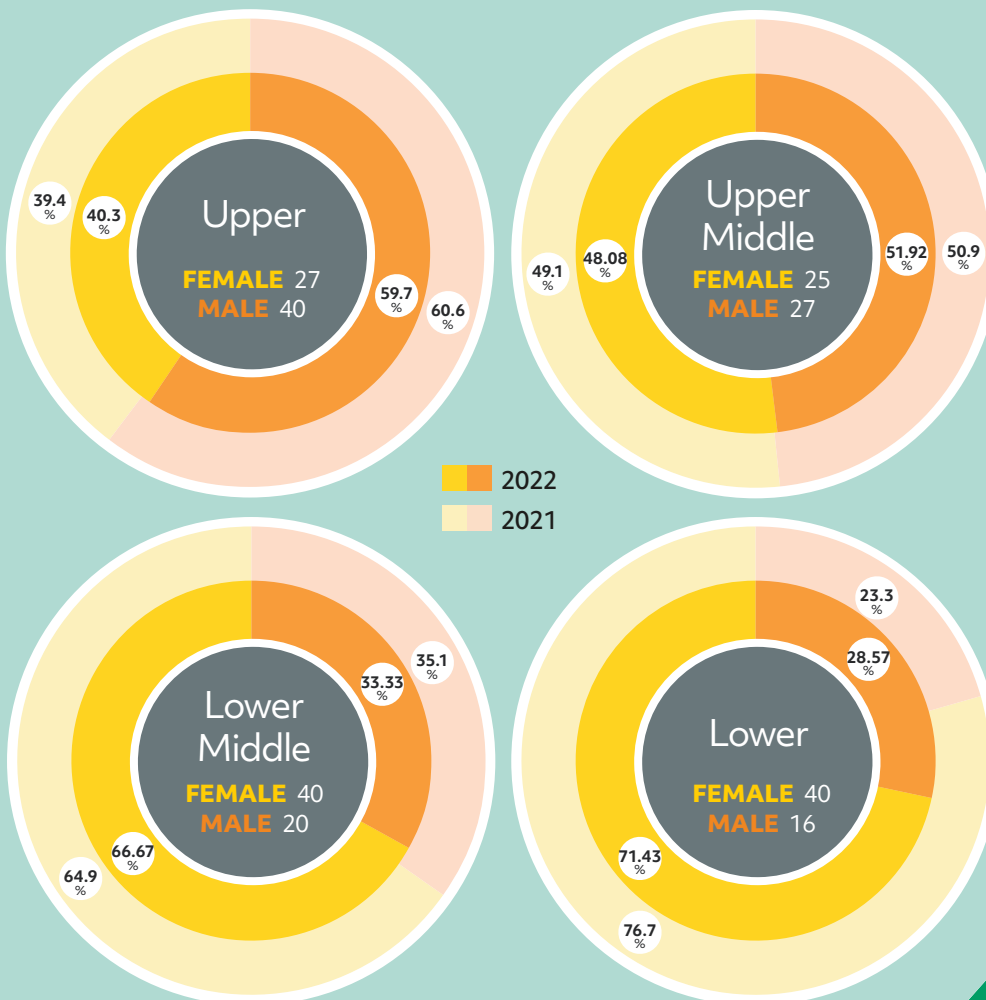
Prospect's gender pay gap results

Our mean GPG is 15.15% (2021: 16.64%) and the median GPG is 24.16% (2021: 26.19%). Since 2017 there has been a 6.85% improvement in the mean pay gap and 4.84% improvement in the median pay gap – see right.

Mean and median gender pay gap



Gender pay gap income quartile



Prospect's hourly pay quartiles by gender

The quartiles represent the hourly pay rates from the lowest to the highest for our employees split into four equal sized groups, with the percentage of men and women in each quartile.

Table 1: Mean gender pay gap by grade

Grades	Number of males	Male mean	Number of females	Female mean	2022 mean pay gap	2021 mean pay gap
GS	1	£67.56	0		100%	100%
A+	0		1	£57.41	-100%	-100%
A	2	£49.75	3	£47.00	5.5%	2.8%
B	11	£41.35	1	£36.86	10.9%	-1.4%
C	8	£37.97	8	£37.26	1.9%	2.5%
D	30	£32.13	23	£32.62	-1.5%	-0.7%
E	15	£27.90	16	£27.03	3.1%	1.6%
F	17	£23.02	24	£23.17	-0.7%	3.9%
G	4	£19.28	18	£19.96	-3.5%	1.6%
H	13	£17.78	35	£17.94	-0.9%	-2.3%
I	2	£16.41	3	£15.51	5.5%	-0.9%
Total Mean	103	£29.52	132	£25.05	15.15%	16.64%

Table 2: Median gender pay gap by grade

Grades	Number of males	Male median	Number of females	Female median	2022 median pay gap	2021 median pay gap
GS	1		0		100%	N/A
A+	0		1	£57.41	-100%	-100%
A	2	£49.75	3	£46.99	5.5%	3.2%
B	11	£41.48	1	£36.86	11.1%	-2.9%
C	8	£38.45	8	£37.18	3.3%	1.4%
D	30	£32.75	23	£32.75	0%	-1.7%
E	15	£28.25	16	£26.80	5.1%	1.4%
F	17	£23.29	24	£23.30	-0.1%	-0.7%
G	4	£19.28	18	£20.08	-4.1%	7.8%
H	13	£17.77	35	£18.08	-1.7%	-4.3%
I	2	£16.41	3	£15.73	4.1%	-1.3%
Total Median	103	£29.91	132	£22.68	24.16%	26.19%

Mean and median pay gap analysis by grade

Employee pay in Prospect is divided into grades, which involve progression to band maxima via defined steps which are achieved annually. Tables 1 and 2 show the mean and median gender pay gap by grade¹.

Generally, the hourly rates demonstrate that the difference in pay between men and women by grade is marginal. This is not reflected in Prospect overall GPG results. This is due to there being more men than women in the higher grades (B to GS) and a greater proportion of women being in lower graded specialist and administrative posts, where we have the most part-time employees. Of our 39 part-time employees, 31 are employed in grades H to F and 85% of part-time employees are female. Due to the family friendly policies, we have in place, which particularly support women, there is low attrition in these grades

London weighting analysis by grade

Inner London weighting (ILW), outer London weighting (OLW) and no London weighting (NLW) are key factors which affect GPG. For each grade, the proportion of male and female receiving ILW, OLW and NLW are detailed in table 3. From this data, the following can be seen:

- There has been an increase in the number of females receiving ILW between 2019 and 2022, while the number males had been decreasing, but increased in 2022.

¹ All calculations based on prevailing government guidance which is subject to change over time



- The overall male/female split for ILW is 53.4%/52.3% (2021: 52%/53.7%) OLW is 10.7%/16.7% (2021: 11.8%/18.4%) and NLW is 35.9%/31.1% (2021: 36.3%/27.9%);
- The bands that are most favourable for women are C and E if we ignore A to GS. When we combine ILW and OLW, the male/female split for C is 62.5%/82.5% (2021: 80%/85.7%) and E is 53.3%/81.3% (2021: 61.5%/100%);
- Between grades B to H, grade E has the highest percentage of women receiving ILW at 75%.

Overall, the higher percentage of men receiving ILW will increase the hourly rate for men, therefore widening the GPG. However, the reduction in the number of men and increase in the number of women receiving ILW and OLW from 72% to 63.8% and 70.9% to 72.1% respectively has contributed to the narrowing of the GPG

Ethnicity pay gap results

15% (2021: 16%) of all Prospect staff are BAME. As indicated in the table below, these are predominantly located in grades E-H and all are based in London.

There is now 1 BAME employee in the 4 most senior grades (B-GS), and this is a major cause of the EPG. The EPG in the senior grade is 6.2%.

Numbers of BAME staff by gender in each grade are too low to make meaningful comparisons. As shown in table 4, the mean hourly EPG is 18.84% (2021: 20.51%), compared to the overall mean hourly GPG of 15.15% (2021: 16.64%). The median EPG is 19.52% (2021: 23.3%), which is below the median hourly GPG of 24.16% (2021: 26.19%) shown in Table 5.

Table 3: London weighting analysis

Grades	Inner London weighting		Outer London weighting		No London weighting	
	Male	Female	Male	Female	Male	Female
GS	100%	0%	0%	0%	0%	0%
A+	0%	100%	0%	0%	0%	0%
A	100%	100%	100%	100%	100%	100%
B	45.5%	0%	9.1%	0%	45.5%	100%
C	50%	62.5%	12.5%	25%	37.5%	12.5%
D	43.3%	56.5%	6.7%	13%	50%	30.4%
E	53.3%	75%	0%	6.3%	46.7%	18.8%
F	35.3%	45.8%	35.3%	25%	29.4%	29.2%
G	75%	55.6%	0%	5.6%	25%	38.9%
H	84.6%	34.3%	7.7%	22.9%	7.7%	42.9%
I	100%	66.7%	0%	33.3%	0%	0%
2021	53.4%	52.3%	10.7%	16.7%	35.9%	31.1%
2021	52%	53.7%	11.8%	18.4%	36.3%	27.9%
2020	54.4%	52%	11.7%	20.9%	34%	27%
2019	60%	51.3%	12%	19.6%	28%	29.1%

Table 4: Mean BAME pay gap by grade

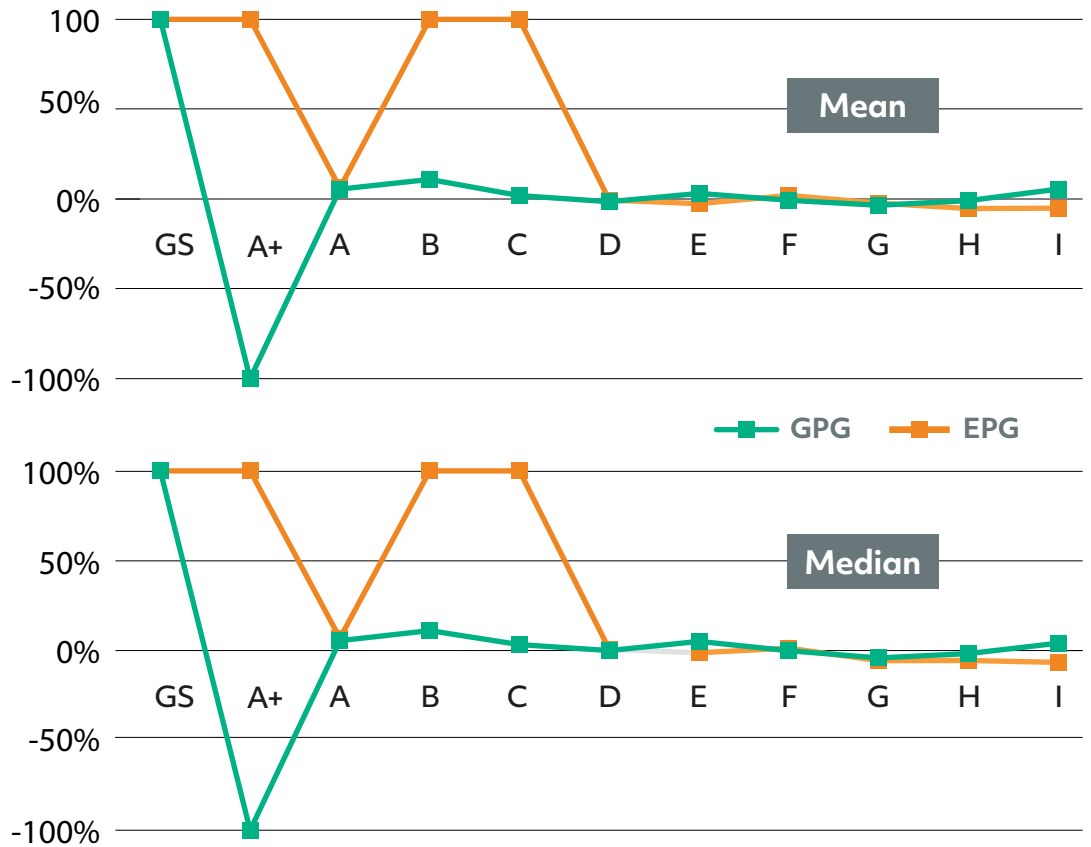
Grades	Number of non-BAME staff	Non-BAME mean hourly pay	Number of BAME staff	BAME mean hourly pay	2022 mean pay gap	2021 mean pay gap
GS	1	£67.56	0	£0.00	100%	100%
A+	1	£57.41	0	£0.00	100%	100%
A	4	£48.71	1	£45.67	6.2%	100%
B	12	£40.97	0	£0.00	100%	100%
C	16	£37.62	0	£0.00	100%	-4.9%
D	52	£32.34	1	£32.53	-0.6%	3.4%
E	24	£27.30	7	£28.00	-2.6%	-0.9%
F	32	£23.06	9	£22.59	2%	3.6%
G	16	£19.58	6	£20.03	-2.3%	-1.5%
H	40	£17.71	8	£18.65	-5.3%	-5.9%
I	2	£15.40	3	£16.18	-5.1%	3.6%
Total Mean	200	£27.70	35	£22.48	18.84%	20.51%

Table 5: Median BAME pay gap by grade

Grades	Number of non-BAME staff	Non-BAME median hourly pay	Number of BAME staff	BAME median hourly pay	2022 median pay gap	2021 median pay gap
GS	1	£67.56	0	£0.00	100%	100%
A+	1	£57.41	0	£0.00	100%	100%
A	4	£49.05	1	£45.67	6.89%	100%
B	12	£40.88	0	£0.00	100%	100%
C	16	£37.96	0	£0.00	100%	-2.9%
D	52	£32.75	1	£32.53	0.65%	3.3%
E	24	£27.18	7	£27.51	-1.24%	-2.9%
F	32	£23.30	9	£23.29	1.35%	4.3%
G	16	£19.00	6	£20.57	-5.63%	-0.4%
H	40	£17.77	8	£19.26	-5.52%	-5.5%
I	2	£15.40	3	£16.41	-6.58%	2.7%
Total Median	200	£26.58	35	£21.48	19.52%	23.30%



Gender Pay Gap and Ethnicity Pay Gap by grade



The way forward

Although Prospect's gender pay gap has improved since 2017, more work is still needed to help narrow the gap. We have maintained the improvements to our recruitment practices ie:

- Mandatory unconscious bias training with additional training for managers.
- 'Blind' shortlisting for posts.
- Equality monitoring from application through to employment.
- Systematic use of gender-neutral language.
- Use of online training which can be accessed to suit flexible working practices.

We have also established an apprenticeship programme. At the snapshot date, there was one female apprentice. The apprenticeship programme creates the potential to introduce new, diverse talent into the union which should help narrow the gender pay gap.

After a short hiatus, we have recently appointed a new dedicated EDI officer working in the union to implement improvements. Her priorities for the coming months include:

- Further improvements to our recruitment processes.
- Assessing the availability & quality of EDI data, identifying gaps and closing them.

- Improving EDI communications and resources for staff.
- Reinvigorating the work of our internal EDI staff group.

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

Signed

Mike Clancy

January 2023