



# Gender and ethnicity pay gap 2023 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 2023 snapshot date there were a total of 234 relevant employees (2022: 235).

## 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 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 13.13% (2022: 15.15%) and the median GPG is 20.46% (2022: 24.16%). Since 2017, there has been an 8.87% improvement in the mean pay gap and 8.54% improvement in the median pay gap (see Figure 1). Prospect is in line with the 2023 UK Mean GPG of 13.2%, as published November 2023.

Figure 1: Mean and median gender pay gap

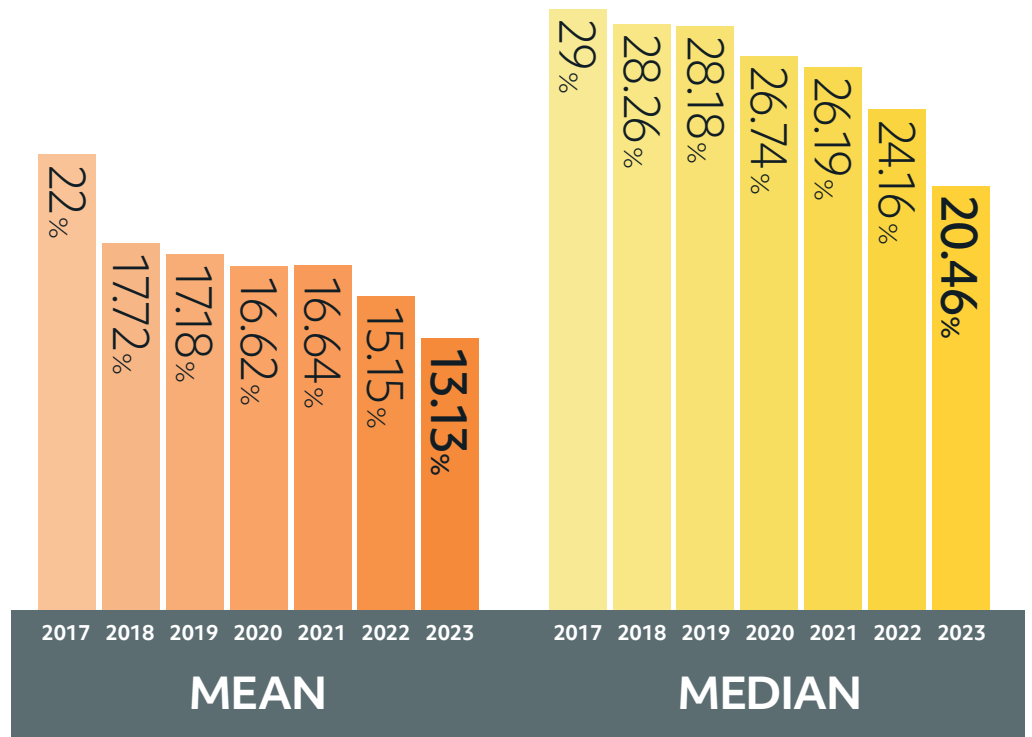
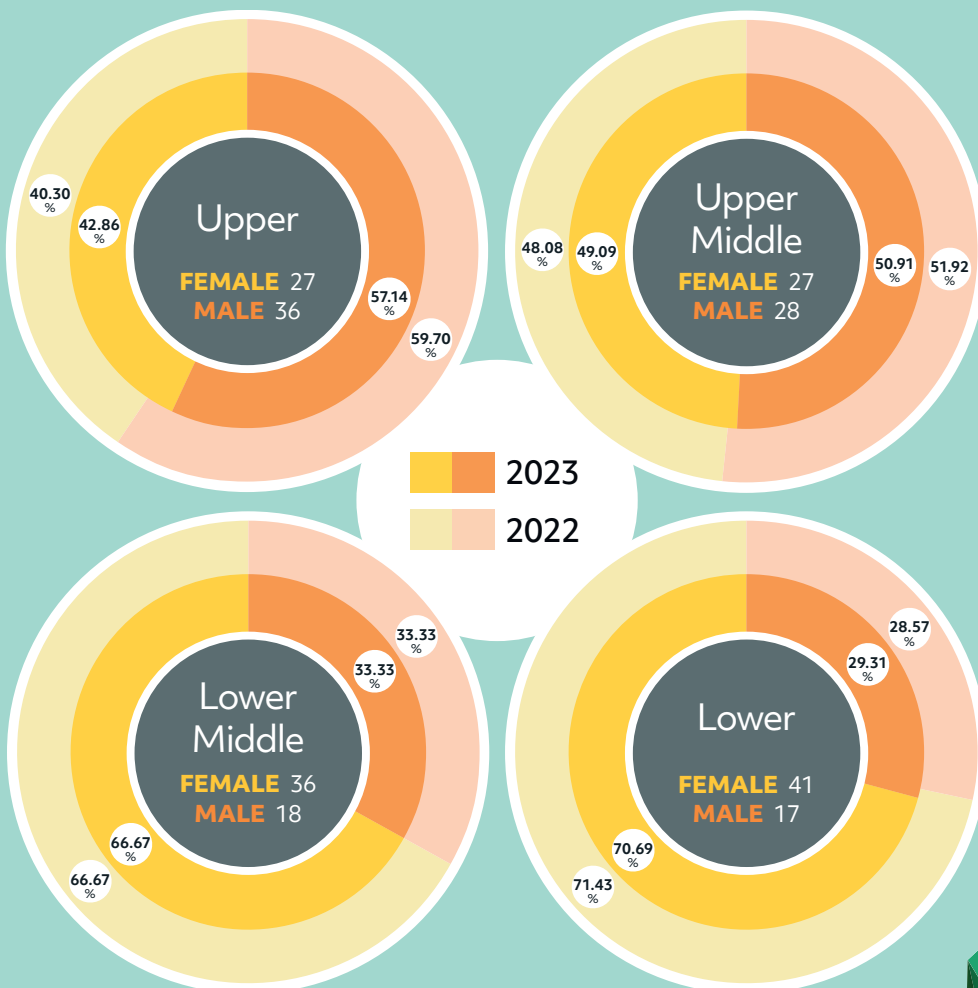


Figure 2: Gender pay gap income quartile



## 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.

**Figure 3: Mean gender pay gap by grade**

Grades	Number of males	Male mean	Number of females	Female mean	2023 mean pay gap	2022 mean pay gap
GS	1	£70.26	0		100%	100%
A+	0		1	£59.71	-100%	-100%
A	2	£51.74	3	£51.26	0.94%	5.52%
B	13	£42.66	1	£36.13	15.31%	10.87%
C	5	£40.52	9	£38.81	4.21%	1.86%
D	28	£33.00	20	£33.99	-3.01%	-1.52%
E	13	£28.70	14	£28.26	1.52%	3.11%
F	19	£24.20	22	£24.32	-0.47%	-0.68%
G	5	£18.80	24	£20.73	-10.30%	-3.52%
H	14	£17.89	35	£19.00	-6.20%	-0.95%
I	3	£16.85	2	£17.06	-1.30%	5.49%
<b>Total Mean</b>	<b>103</b>	<b>£29.93</b>	<b>131</b>	<b>£26.00</b>	<b>13.13%</b>	<b>15.15%</b>

**Figure 4: 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	£70.26	0		100%	100%
A+	0		1	£59.71	-100%	-100%
A	2	£51.74	3	£51.74	0%	5.55%
B	13	£43.14	1	£36.13	16.24%	11.15%
C	5	£41.21	9	£38.94	5.50%	3.31%
D	28	£34.06	20	£34.06	0%	0%
E	13	£28.52	14	£28.22	1.04%	5.12%
F	19	£23.59	22	£24.25	-2.78%	-0.06%
G	5	£18.31	24	£20.60	-12.49%	-4.15%
H	14	£17.53	35	£18.80	-7.25%	-1.72%
I	3	£17.06	2	£17.06	0%	4.12%
<b>Total Median</b>	<b>103</b>	<b>£29.38</b>	<b>131</b>	<b>£23.37</b>	<b>20.46%</b>	<b>24.16%</b>

**Figure 5: 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%	0%	0%	0%	0%
B	53.8%	0%	0%	0%	46.2%	100%
C	60%	88.9%	0%	0%	40%	11.1%
D	51.9%	60%	0%	0%	48.1%	40%
E	54.5%	85.7%	0%	0%	45.5%	14.3%
F	73.7%	68.2%	0%	0%	26.3%	31.8%
G	50%	66.7%	0%	0%	50%	33.3%
H	91.7%	58.8%	0%	0%	8.3%	41.2%
I	100%	100%	0%	0%	0%	0%
<b>2023</b>	<b>64.6%</b>	<b>68.5%</b>	<b>0%</b>	<b>0%</b>	<b>35.4%</b>	<b>31.5%</b>
<b>2022</b>	<b>53.4%</b>	<b>52.3%</b>	<b>10.7%</b>	<b>16.7%</b>	<b>35.9%</b>	<b>31.1%</b>
<b>2021</b>	<b>52%</b>	<b>53.7%</b>	<b>11.8%</b>	<b>18.4%</b>	<b>36.3%</b>	<b>27.9%</b>

\*\*Outer London weighting (OLW) is no longer being offered due to relocation

## 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. Figures 3 and 4 show the mean and median gender pay gap by grade<sup>1</sup>.

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 37 part-time employees, 32 are employed in grades H to F and 86% 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), 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 Figure 5. From this data, the following can be seen:

- The percentage of males and females receiving ILW have increased due to all London staff now being located at the Head Office.
- The overall male/female split for ILW is 64.6%/68.5% (2022: 53.4%/52.3%), OLW is 2023 0% (2022: 10.7%/16.7%) and NLW is 35.4%/ 31.5% (2022: 35.9%/31.1%).
- The bands that are most favourable for women are C and E if we ignore A to GS receiving ILW.

<sup>1</sup> All calculations based on prevailing government guidance which is subject to change over time

- Between grades H to B, grade C has the highest percentage of women receiving ILW at 88.9%.

As a result of all London staff receiving ILW, the hourly pay increased slightly as the ILW was at a higher rate than the OLV. This may be a factor to the narrowing of the GPG between 2022 and 2023, along with a 1.3% increase in women receiving London weighting, while that of men decreased by 1.4%.

### Ethnicity pay gap results

16% (2022: 15%) of all Prospect staff are BAME. As indicated in the table below, these are predominantly located in grades H-E and all except one are based in London.

There is now one BAME employee in the four most senior grades (B-GS), and this is a major cause of the EPG. The EPG in the senior grade has improved to -0.7% (2022 6.2%).

Numbers of BAME staff by gender in each grade are too low to make meaningful comparisons. As shown in Figure 6, the mean hourly EPG is 18.48% (2022: 18.84%), compared to the overall mean hourly GPG of 13.13% (2022: 15.15%). The median EPG is 17.50% (2022: 19.52%), which is below the median hourly GPG of 20.46% (2022: 24.16%) shown in Figure 4.

Figure 6: Mean and median BAME pay gap

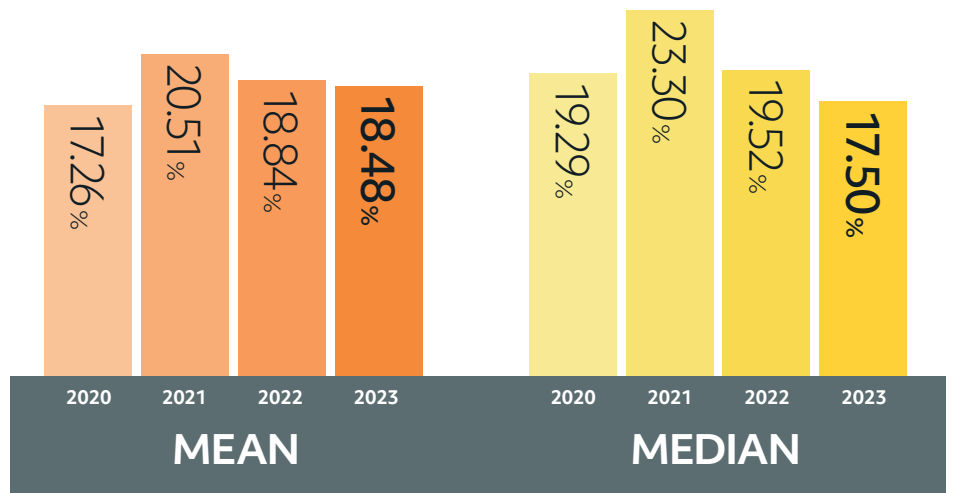


Figure 7: Mean BAME pay gap by grade

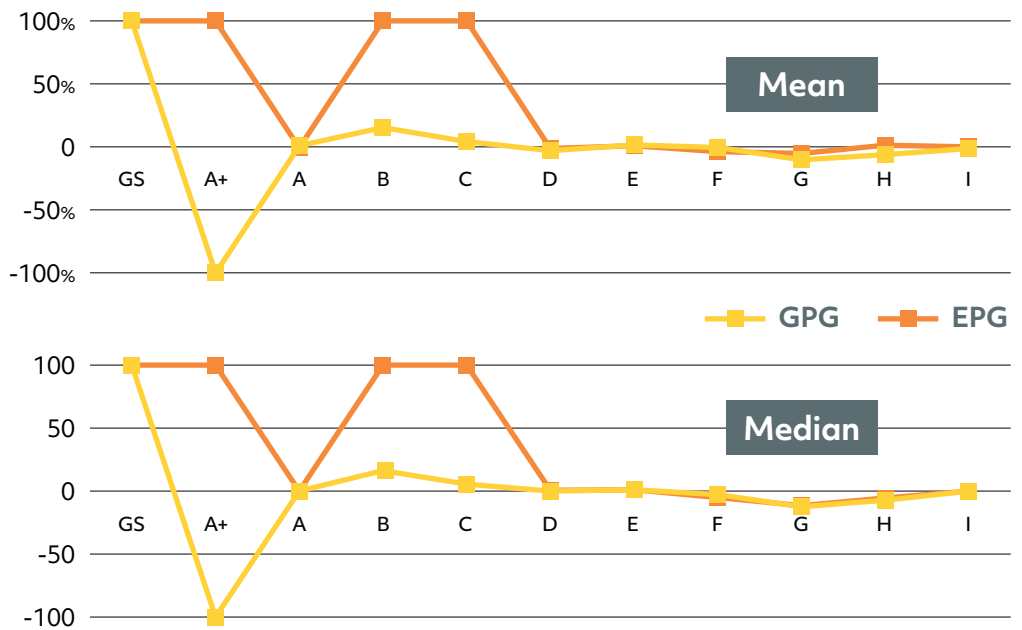
Grades	Number of non-BAME staff	Non-BAME mean hourly pay	Number of BAME staff	BAME mean hourly pay	2023 mean pay gap	2022 mean pay gap
GS	1	£70.26	0	£0.00	N/A	N/A
A+	1	£59.71	0	£0.00	N/A	N/A
A	4	£51.38	1	£51.74	-0.71%	6.24%
B	14	£42.19	0	£0.00	N/A	N/A
C	14	£39.42	0	£0.00	N/A	N/A
D	47	£33.40	1	£33.83	-1.28%	-0.59%
E	21	£28.53	6	£28.27	0.89%	-2.57%
F	33	£24.08	8	£25.00	-3.81%	2.01%
G	20	£20.21	8	£21.27	-5.22%	-2.33%
H	38	£18.85	9	£18.60	1.30%	-5.33%
I	1	£17.06	3	£17.06	0%	-5.12%
<b>Total Mean</b>	<b>194</b>	<b>£28.76</b>	<b>36</b>	<b>£23.44</b>	<b>18.48%</b>	<b>18.84%</b>

Figure 8: 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	2023 median pay gap	2022 median pay gap
GS	1	£70.26	0	£0.00	N/A	N/A
A+	1	£59.71	0	£0.00	N/A	N/A
A	4	£51.74	1	£51.74	0%	6.89%
B	14	£42.77	0	£0.00	N/A	N/A
C	14	£39.48	0	£0.00	N/A	N/A
D	47	£34.06	1	£33.83	0.65%	0.65%
E	21	£28.52	6	£28.22	1.04%	-1.24%
F	33	£23.89	8	£25.11	-5.12%	1.35%
G	20	£19.76	8	£22.04	-11.54%	-5.63%
H	38	£18.48	9	£19.50	-5.52%	-5.52%
I	1	£17.06	3	£17.06	0%	-6.58%
<b>Total Median</b>	<b>194</b>	<b>£27.07</b>	<b>36</b>	<b>£22.33</b>	<b>17.50%</b>	<b>19.52%</b>



Figure 9: 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 i.e.

- 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.
- A dedicated EDI officer working in the union to implement improvements.

These practices should also assist recruitment of a more ethnically

diverse workforce but, in addition, we have begun a programme of vacancy advertising through different channels and reviewed and refreshed our competency-based appointment processes. The tight labour market post-pandemic has created recruitment challenges at all grades, making it more difficult to meaningfully assess the impact of these changes in practice. We are keeping this under review, and will make further adjustments as appropriate.

The apprenticeship programme creates the potential to introduce new, diverse talent into the union which should help narrow the gender pay gap. At the snapshot date, there were three apprentices: two females and one male (2022: one female).

Following the appointment of the EDI officer in 2022, further work has been undertaken to:

- Assess the availability and quality of EDI data and to identify gaps.
- Improve EDI communications and resources for staff, including through quarterly communications dedicated to EDI and a dedicated page on the staff Intranet which includes tools and resources.
- Seek staff feedback on a range of employment-related issues.

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

Signed

January 2024