

# BT Scot & NI Circular

## Changing Times: Prospect has your back

*With a new CEO now firmly in post, and wider prospects in the UK economy looking far from great, it's a challenging time both for BT and its managers and professionals.*

Prospect is consulted on reorganisations and changes across all areas of BT on a regular basis and on every occasion, we go into bat for members. We look to protect jobs, terms and conditions wherever we can.

As a new financial year beckons the pace and impact of change will continue and the protection of the Union is an essential part of any managers and professionals toolkit.

**This year's TUC Women's Conference took place on 6-8 March 2024 with a strong Prospect delegation led by President Ele Wade.**



Usha Bhangu (second from top left)  
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## Updates

### Performance

It is the conclusion of the performance year and the start of a new one. There are comprehensive agreements between BT and Prospect about how performance in the Company is managed.

If you have concerns about your end of year review, speak to the Prospect Helpdesk on 0300 600 1878 for assistance and guidance.

### Pay

As will be recalled members accepted a two year pay deal in 2023 which also covers 2024. Discussions are expected about how this will work in practice for implementation in June salaries. Watch out for updates.

## Three Together

The new CEO has underlined a commitment to the existing three together, two wherever approach and an understanding that post pandemic this is the new normal.

As ever of course the devil is in the detail. If it's not working for you and you feel unreasonable requests are being made about your working arrangements get in touch.

Prospect is supportive of the principle that being in the office is an important part of working life in BT, but so also is flexibility focused on the most effective way of getting work done.

The conference heard from our BT Committee representative, Usha Bhangu (BT) on the gender pay and pensions gap; Caroline Jones (Cavendish Nuclear) on women in STEM; Suzanna Bryant (National Grid) on flexible working; and Kate Hawley (Forestry Commission) on women's PPE.

Also in attendance at conference were Liz Hardwick (North West Freelance), Kat Swan (Cavendish Nuclear), G Cuthill (Scotland's Rural College).

Other speakers included TUC President Matt Wrack, Anneliese Dodds – Shadow Women and Equalities Minister, and Paul Nowak, TUC general Secretary.

The conference also included panel debates on tackling and preventing sexual harassment and the escalating violence in Gaza.



# A decade fighting for equality at work

Prospect is strongly committed to equality for all our members. Our union representatives have a great track record of challenging inequality in the workplace and winning...

[prospect.org.uk/equality10](http://prospect.org.uk/equality10)

## A decade fighting for equality at work

When necessary we will use the law robustly to fight against discrimination in all its forms. We have looked back over some of the legal highlights for Prospect members in the last decade.

- 2010** ● 4 football assistant referees win their case of age discrimination when the tribunal rules a fixed retirement age of 48 was discriminatory.
- 2012** ● Graham Dean wins his claim against the Home Office, when the tribunal finds that the assessment centre approach for promotion discriminated against BAME and older workers.
- 2013** ● Over 180 staff at the Intellectual Property Office have their pay increased by £8,000 or to the maximum of the grade after a long running equal pay case was settled the day before the Employment Tribunal hearing.
- 2014** ● An air worthiness engineer who was dismissed by the Civil Aviation Authority for refusing to relocate 120 miles from his home won his employment tribunal claim for unfair dismissal and disability discrimination.
- Refusal to allow Lisa Ward to work part time following her return from maternity leave was indirect sex discrimination.
- 2015** ● Member settles her claim of victimisation shortly before a 12 day tribunal hearing. She had raised a grievance of sexual harassment against her line manager and when her grievance was upheld she had been moved to a different job. The settlement not only made up for her lost wages but also identified actions to get her career back on track.
- 2016** ● Tribunal finds BT's dismissal of Paul Pigott was unfair and amounted to disability discrimination.

- 2017** ● The Supreme Court upholds principle of indirect discrimination in landmark case for Mohammad Naeem challenging discrimination on grounds of race and religion
- HR Manager, Ann Downie was held to have been unfairly dismissed and subjected to sex discrimination when she was dismissed for not agreeing to increase her hours.
- 76 women bring tribunal claims against the Met Office for equal pay resulting in a new pay deal improving the pay for most staff.
- Amy Arnold won a complaint of unlawful victimisation against UKPN when she was denied promotion after successfully raising a grievance over equal pay.
- 2018** ● Tribunal find Niki Savvides was discriminated against on grounds of pregnancy when her employer, the British Museum, failed to offer her a job at the end of her fixed term contract.
- Two separate tribunal claims were settled out of court after members brought cases complaining of Islamophobic abuse at work.
- 2019** ● Economist, Olwen Renowden, won her claim against the Office for National Statistics, when she was overlooked in favour of men for promotion to a higher grade.
- Lizzie Walmsley wins her tribunal claim after she was victimised by her manager for speaking out about sexual harassment and the MeToo campaign.
- Tribunal enter judgment that DVSA failed to make reasonable adjustments when disabled driving instructor, Philip Hurst applied for work.
- 2020** ● Successful judicial mediation results in settlement for six members challenging the MOD's performance assessments system which raised issues of indirect discrimination on the grounds of age, part time status and disability.
- A member settles his tribunal case of harassment on the grounds of sexual orientation.



For details of these cases and more, visit [prospect.org.uk/equality10](http://prospect.org.uk/equality10)

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