



UNION FOR THE FUTURE

National Conference 2024

AGENDA

Birmingham • 8-11 June

#ProspectConf24



FOR

Agenda and guide

Prospect National Conference, 8-11 June 2024

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Welcome from the General Secretary



I am pleased to welcome delegates, guests and visitors to Prospect National Conference in Birmingham. Our conference theme: **'Union for the future'** is intended to be both a confident statement of who we are, but also a challenge to define that future for the best interests of our members and broader society.

In the last two years we have successfully emerged from the pandemic with a growing membership, a new HQ, and a reputation as being the 'go to' Union on policy and effectiveness. We have embedded new ways of engaging with members and representatives but also returned to in person engagement collectively and individually. We never forgot the importance of being together, operating collaboratively and based on the trust that we are all striving to make work better for members.

We still need to find a lot of answers to the challenges ahead. Whilst membership has increased more remote working means more complications in reaching existing members and recruiting new ones. We must find the best techniques to be a success in these environments.

This agenda describes what we will debate during conference. Whilst Conference has some formalities, we want a space where elected officers and staff establish future policy direction and engage with each other.

Conference also allows the National Executive Committee and staff to account for our management of Prospect since 2022.

Conference is an opportunity to share our successes, reflect on what we have done well and what we can do better in future. Conference is the core democracy of the union and delivers accountability to members through their representatives.

The debate about Union future in the private sector reflects what we believe to be the crucial issue for the Union movement as a whole and as we head to a general election. If we do not achieve a renaissance of private sector trade unionism over the next decade then public sector workers will also suffer as the movement fails to reach the whole economy. Prospect represents a huge range of employment and freelance environments which gives us the necessary insight for this debate, to influence policy and organise on the ground.

I have said before that more is expected of Prospect and Bectu because of our members' knowledge and expertise. That is what gives us the credibility to tackle the key workplace issues and to shape the industries in which members work. A change in government may give us many more opportunities in that respect.

We must use conference to renew our belief in the difference we make for members and ensure we voice the collective advantage the Union offers. Conference has important decisions to make on policy and on the future resilience of the Union. How we ensure financial stability, how we use our precious resources will also be discussed.

We can also reflect on our culture and what we are trying to achieve within the union for members and representatives. We are admired for our stability and preference to debate based on facts. We have avoided so far, the damaging dispersal of energy and resources that results from factionalism. But we know Union culture and behaviours have come into question and we have been addressing that, so whilst we are confident in our governance and culture, we are not complacent. Most importantly we want to be a safe and welcoming space for diversity of thought and identity such that we can challenge employers when they are not.

The success of the last two years is a testimony to all the work of representatives and staff. A growing Union bucks the trend, and we should celebrate what we have done to achieve that.

Prospect's voice has continued to be heard across government, at Westminster and in the broader devolved legislative environment. We are a leading voice in the TUC and in the international bodies to which we are affiliated. Whilst politically independent, we remain well connected, reaching opinion formers across the political spectrum.

As well as participating fully in formal Conference sessions, I encourage delegates to engage in the fringe meetings and social events.

We want delegates to take pride in our achievements, feel ready for the work ahead and recognise we are an inclusive organisation. We will respect our past but be confident in the face of change and we will equip our members to succeed.

I hope you enjoy conference..

A handwritten signature in black ink that reads "Mike Clancy". The signature is written in a cursive, slightly slanted style.

Mike Clancy, Prospect General Secretary

Nomination for President



Eleanor Wade UK Intellectual Property Office branch

I am seeking re-election to Prospect's NEC and as President.

I am a Civil Servant working as a Patent Examiner and am branch chair at the Intellectual Property Office. My branch successes include a significant equal pay claim and recently leading strike action during 2023. I am grounded in the workplace providing daily support and representation for the growing IPO membership. Outside work I am active in my community, being a volunteer board member at LePub, a community owned music venue/arts space in Newport.

As President since 2020, I have chaired the NEC in challenging times, gaining extensive governance experience. I also chair:

- the Rule Changes working group and branch rules working party;
- Prospect's Committee for Organising, Recruitment and Education, which oversees training provision and improvements to our young activist Leadership programme;
- the Trustee board for Prospect's three staff pension schemes; these schemes being the single most important financial risk to the Union.

I am a trustee of Prospect's benevolent fund, assessing applications from members suffering severe hardship and managing the fund such that it continues to deliver support when needed.

The economic situation facing members also presents financial challenges to Prospect. Working with NEC colleagues and senior staff I, have sought to keep our spending within our means. This enabled us to rationalise our estate, creating a new home for our union while

maintaining the financial stability of owning our HQ.

Our union relies on members and branch representatives, industry groups and sectors driving forward work on the industrial issues that matter to them. The NEC must ensure they have support, resources and structures they need to do this. Members must feel they can relate to those representing them nationally and be able to hold them to account through our democratic structures. Otherwise, they will not stay with us.

Recent years have seen many organisations facing revelations about poor behaviours and toxic cultures, and Unions are no exception to this. Tackling toxic behaviours is often difficult and uncomfortable, but turning a blind eye is not an option. We fight bullying at work and must not tolerate it in our union. I am determined that our Union must be a safe space for members, representatives and our staff. Under my leadership the NEC has improved our processes of accountability, so that in the most extreme cases, where informal resolution has not proved possible, we can take proportionate action and give all those involved a fair hearing. I have personally tackled bullying behaviour. I have dealt with attacks on our union and abuse of process upfront when I have seen it, and I will continue to do so.

We can continue to grow and develop Prospect, building power in difficult times. Our union is critical to the quality of working life; we must ensure that people want to join us and stay with us so that we have the strength to make a difference. I hope you will support me in that.

Nominated by: UK Intellectual Property Office; Scottish Live Events Network; BT Networks & Digital; Dounreay; Health & Safety Executive; National Grid Electricity Distribution (NGED); EDF Energy; MOD: UKStratCom; Valuation Office Agency; Sellafield Limited; AWE; UK Research and Innovation; Archaeologists; BT Business; Scottish Government; AWE; Air Traffic Control Officers; Rosyth Royal Dockyard; National Grid

Nomination for Vice-President



Neil Hope-Collins Health and Safety Executive branch

I am proud to have served on Prospect's Presidential Team since 2018. I am seeking election for Vice President.

My priority has always been to make sure that Prospect remains a strong voice for specialists. This this means focusing on the basics that most members don't see.

- Making sure our finances are sound.
- Making sure our offices and IT support the way we need to work in the future
- Developing our next generation of reps
- Appointing our next generation of staff
- Building strong connections between members that extend beyond branches and sectors.

I want us to be able to demonstrate how we add value for our members, not just declare our good intentions. Our members are the people who see through mere words to the actions. I believe that Prospect must be able to stand up to that test.

The NEC is like no other body in the union. Its role is to make sure your branch, your sector, your representatives have what they need to represent your members when they need it. The NEC is there to oversee and steer Prospect's direction and resources so members can be represented. The job of the Presidential Team is to lead the NEC in that work.

With our diverse membership your NEC needs to work collaboratively. It needs to be an NEC that defends and builds for all members, irrespective of discipline or specialism.

I believe I have demonstrated I can do this.

Whilst on the NEC I have met and listened to members from all areas. I have done this through tutoring on Prospect reps training courses, attending branch meetings and

sector conferences. I also made space for NEC members to build important informal relationships.

I have experience balancing conflicting views and interests at branch and national level. I have found this particularly useful in my work on the Presidential Team. It's not about always agreeing, it's about how we behave when we don't agree.

Over the last two years I have represented members on the following work

- The unions finances as chair of our Finance and Audit committee
- Project Webber, as chair of the governance board for our new membership database
- Helping design and deliver development courses for our next generation of lay leaders
- Chairing appointment panels for member facing staff
- Attending Equal Opportunities advisory committee meetings overseeing how Prospect's ED&I strategy is put into practice.

I have worked with fellow trustees of Prospect's benevolent fund to make sure that when members face the most challenging times we can be there to help.

Members of Prospect's NEC have a history of learning from each other, recognising the challenges all members have in common, and focussing on the things that unite us.

Prospect is an adaptable Union with a respected and credible voice. The next NEC will need to work as a team. It would be an honour to continue in the Presidential Team who lead them collaboratively for all members.

Nominated by: UK Intellectual Property Office; Scottish Live Events Network; Downreay; Health & Safety Executive; National Grid Electricity Distribution; EDF Energy; MOD: UKStratCom; Sellafield Limited; AWE; UK Research and Innovation; Archaeologists; Scottish Government; Air Traffic Control Officers; Rosyth Royal Dockyard; National Grid

Nomination for Deputy Vice-President



Alice Black Scottish Live Events Network

I am seeking your support and vote for the role of Deputy Vice President of Prospect. I intend to represent the interests of all Prospect members and bring a perspective from the Bectu sector to the governance of our union. I believe that together, we can empower positive change and advocate for the rights and wellbeing of every worker.

Our union must reflect the diversity of our membership and communities. I will support initiatives to promote diversity, equity, and inclusion, including recruitment, training and policies that combat discrimination and harassment. I am deeply passionate about workplace equity and diversity, and I commit myself to continue to campaign for a stronger, more inclusive future for all members.

In my day job I am Production Manager at the National Theatre of Scotland and also work in a freelance capacity within the events industry so I understand how the union works for both freelance and employed members.

Our union plays a vital role in ensuring that the voices of workers are heard and respected. I also recognise the need to address the evolving needs and concerns of our diverse membership. I aim to enhance the way the union operates for members with interests in more than one branch or sector to be more suited to blended and freelance careers which are becoming increasingly common.

During my time on the NEC I have been a member of the CORE and H&S advisory

Nominated by: Scottish Live Events Network; UK Intellectual Property Office; Downreay; Health & Safety Executive; National Grid Electricity Distribution; Scottish Freelance; AWE; STFC UKRI; Archaeologists; London Live Events Network; UKRI; Northern Ireland Freelance; UKAEA; CMD Greater London East & Essex; National Theatre; CMD central London; Western Freelance Branch; Scotland & Northern Ireland; CMD Midlands Wales and the West; CMD Greater London West; Writers Producers and Directors; Post production & facilities; Scottish Government

committees, spoken and advocated on behalf of Prospect members to MPs and MSPs. I have also represented Prospect at STUC and TUC women's events and conferences and at anti-racism events.

I am chair of the Arts and Entertainment division of Bectu with over 10,000 members. I am also a member of the Scottish Government's Cross Party Group (CPG) for culture and communities and the CPG for the creative economy, which includes arts, culture, heritage, and historic environment. In these roles I have provided evidence on behalf of Prospect and Bectu to the Constitution, Europe, External Affairs and Culture Committee at the Scottish Government to help inform the Committee's input to the UK-EU Trade and Cooperation Agreement (TCA).

As a committed Trade Unionist, I am intent on not only representing and working for all Prospect members but would also seek to improve communication and build opportunities for cross union working. Many of the issues our members are facing are the same across the union and within the wider trade union movement. I believe that every member deserves a seat at the table, and I will strive to ensure that all voices are heard and valued in our decision-making processes.

In closing, I ask for your support and your vote. Together, we have the power to build a more just and equitable future for all workers.

National Conference Standing Orders for 2024

Delegates and credentials

1. A Member shall not be admitted as a delegate unless the Member's name was notified by the Member's Branch or the Retired Members' Group to the General Secretary as a delegate or deputy in accordance with Rule 8.8 or the Member can produce to the Standing Orders Committee evidence authenticating appointment by the Member's Branch or the Retired Members' Group as a delegate or deputy.
2. Before each session at Conference each delegate shall ensure that their attendance is validated by the appropriate method. Failure to do so may invalidate the votes for that delegate on any electronic vote occurring during that session.

Standing Orders to be read in conjunction with Rules

3. These Standing Orders shall be read in conjunction with, but be subordinate to, the Rules of Prospect.

ORDER AND TIMING OF CONFERENCE

4. The business of Conference shall be dealt with in accordance with the timetable and Agenda agreed by Conference.
5. Motions shall be taken in the order in which they appear on the timetable. The time allocated to each Motion shall be at the discretion of the Chair.
6. The time allocated to each section of the Agenda shall be adhered to as far as possible
7. If alterations to the timetable become necessary, the Standing Orders Committee shall submit recommendations to Conference.

Alteration of order of business

8. No proposal for suspension of Standing Orders relating to the actual order of business shall be accepted after the adoption of the Standing Orders Committee's report by Conference, unless prompted by events which occur after Conference adopts that report. A delegate who has legitimate reason to move suspension of the order of business must clearly state their reason. Before the procedural motion is put to Conference, the views of the Standing Orders Committee shall be sought. A procedural motion for suspension of the order of business shall only be carried if two-thirds of the delegates present and voting are in favour.

Annual Report References back

9. Any reference back of any paragraph of the Annual Report, including Actions Taken, notified in line with Rule 8.16(3) shall be answered at Conference.
10. An answer to a Reference Back will be given either following the presentation of the Annual Report, the presentation of the Statement of Accounts or at the beginning of the appropriate section of the Agenda, as recommended by the Standing Orders Committee.
11. If the NEC accepts the Reference Back, there will be no further debate and Conference will be asked to vote on that acceptance. If the NEC does not accept the Reference Back, it will be treated as a Motion. The relevant branch will move the Reference Back, there will be a debate under the usual rules of debate and Conference will be asked to vote for or against acceptance of the Reference Back.

MOTIONS

Emergency Motions

12. An Emergency Motion must deal with business which was not capable of being the subject of a Motion at the normal time (Rule 8.18(2)). Emergency Motions must be in writing and signed by a representative of the Branch, Retired Members' Group or National Executive Committee.

Time for final submission of Emergency Motions

13. Emergency Motions shall be submitted to the Standing Orders Committee as soon as practicably possible, but no later than the opening of Conference at 9.20am on Monday 10th June 2024. A delegate on behalf of their Branch, the Retired Members' Group or the General Secretary on behalf of the National Executive Committee shall have the right to appear before the Standing Orders Committee to explain the reasons for submitting such an Emergency Motion.

Circulation of Emergency Motions

14. The Standing Orders Committee shall circulate any Emergency Motions received and present a report thereon for acceptance of Conference.

Acceptance of an Emergency Motion

15. Once the report has been accepted, each Motion will need to be voted on to be accepted onto the agenda. This vote requires a two thirds majority of members present and voting.

Composite Motions

16. The Standing Orders Committee may composite any number of Motions together, where the content is substantially similar. The SOC will notify the relevant branches of the Composite Motion which will be jointly owned by the submitting bodies. The SOC will nominate one of those bodies to move the Motion.

Existing policy Motions

17. Motions appearing in the Agenda which are designated as existing policy shall be accepted without discussion and shall not require a vote.

Non-controversial Motions

18. Motions appearing in the Agenda which are designated as non-controversial shall be accepted by Conference without discussion and shall not require a vote.

Consequentials

19. Where a decision on one piece of business effects the viability of another piece of business it is classed as a consequential. If this occurs, conference will be notified by the SOC.

Withdrawal of Motions

20. Once the agenda has been adopted a Motion may be withdrawn only by the proposers with the consent of the majority of the delegates present at conference.

Motions Out of Order and Late Submissions

21. Motions designated as Out of Order shall not be debated.
22. Motions not received by the date stipulated in Rule 8.17(4) are Late Motions and shall not be debated except as provided for in rule 8.17(6).

Guillotined Motions

23. Motions not taken before the close of Conference, because of lack of time, shall be dealt with as if remitted by Conference to the National Executive Committee.

PRESENTATION OF MOTIONS

24. A Motion submitted by a Branch shall be moved by a delegate from that Branch. A Motion submitted by the Retired Members' Group shall be moved by a delegate from the Retired Members' Group. It is the responsibility of the National Executive Committee to arrange a mover for any Motion submitted by the National Executive Committee.

25. All delegates moving a motion must be present in the hall. However, if there is a personal condition or circumstances as defined under the Equality Act 2010 which effects the ability of a delegate present in the hall to move the motion, the Union will consider, and where possible, make such reasonable adjustments as necessary.

Where the adjustment involves an audio or visual recording of a speech this request

and the support explanation for it must be notified to the General Secretary 25 working days in advance of the start of conference. Arrangements will be made for the Union to facilitate this in a manner that is clearly transmittable to conference and that replicates the requirements of a delegate moving a motion from the rostrum, so that as far as possible, no advantage or disadvantage results from the adjustments in the context of the debate of the motion.

The right to reply remains with the branch who may choose to waive it or use another delegate from that branch to exercise it if they wish.

This provision applies strictly to individuals covered by the 2010 Equality Act. It is not intended to apply where individual delegates may be nervous about speaking at conference which can often prove to be a valuable learning experience.

The SOC has the right to review all media submissions made under this clause to ensure compliance.

26. If no mover is present the Motion shall be deemed to have fallen. In exceptional circumstances, the Standing Orders Committee may accept the transfer of that Motion to another branch for proposal, if prior approval has been sought from the SOC.

27. Before Motions in a section are discussed, the National Executive Committee may briefly place before delegates any factual material necessary to bring up to date the Annual Report in respect of the subjects to which the section of the Agenda relates.

28. Motions carried under Standing Orders 17 and 18 shall come into effect on acceptance of the Standing Orders Committee Report.

29. In accordance with Rule 14.1, Motions to change Prospect Rules shall, if carried, come into effect at the end of Conference.

30. All other Motions shall, if carried, come into effect immediately after the declaration of the result of voting, unless the result is challenged under Standing Order 56, in which case the Motion shall, if carried, come into effect immediately after the declaration of the card vote.

DEBATE

31. The Chair shall decide between two or more delegates rising to speak and seek to balance the debate between those speaking for and against.

32. Speakers shall speak from the rostrum and announce their name and Branch, Retired

Members' Group or, in the case of members of the National Executive Committee, Prospect staff or the Standing Orders Committee, their name and office, before speaking on any point.

Timing of Speeches

33. Speeches by movers of Motions shall be limited to three minutes and all other speeches to two minutes. Times may be varied at the discretion of the Chair under exceptional circumstances. The time allocated to a speaker making a statement on behalf of the National Executive Committee under Standing Order 27 shall be at the discretion of the Chair but shall only exceptionally exceed five minutes.

No one to speak more than once on the same motion or in a common debate

34. No speaker shall be allowed to speak more than once on the same motion or in a common debate except the mover of a motion when exercising a right of reply or on a point of order.

Common Debate

35. Where a number of Motions relating to the same subject, but not readily lending themselves to the compositing procedure, appear in the Agenda, the Standing Orders Committee may propose that each Motion be moved separately, but that voting on each Motion be held over until completion of the debate on that block of Motions.

36. Voting will be taken in the order in which the Motions were moved.

37. The procedural motions "move next business" and "let the question be put" cannot be used in common debate.

Rights of reply

38. The mover of a Motion, including Rule Changes, shall have a right of reply on the Motion at the close of the debate on that Motion but shall introduce no new matter. When the right of reply has been exercised and the debate closed, under no circumstances shall any further discussion take place and the vote on the Motion shall be taken.

39. The mover of any Motion grouped with others under Common Debate shall have a right of reply on the Motion but shall introduce no new matter. The right of reply may, in this case, include reference to other Motions included in the Common Debate. The rights of reply to the debate shall be taken in the

reverse order of presentation of the Motions meaning that the last motion moved has the first right of reply. When all rights of reply have been exercised and the debate closed, under no circumstances shall any further discussion take place and the votes on the Motions shall be taken.

PROCEDURAL MOTIONS

The question now be put

40. A debate shall be closed if a procedural motion that “the question now be put” is carried. If such a procedural motion is moved and seconded by delegates from different branches, it shall be put to the vote without discussion after the mover has stated their reasons for so moving. The mover of the original Motion under debate may exercise any right of reply they may have but no other speeches shall be permitted, and the Chair will move straight to a vote on the substantive motion.

Move next business

41. Debate shall also be closed if a procedural motion that Conference proceeds to next business is carried. This is a rarely used procedural motion and should be reserved for occasions where conference decides it would be wiser not to take any position on the item in question. If such a procedural motion is moved and seconded by delegates, from different branches, it shall be put to the vote without discussion after the mover has stated their reasons for so moving. If the vote is carried Conference shall then proceed immediately to the next item on the timetable without any vote being taken on the substantive motion and it is as if the item never existed. No action of any kind is taken.

42. Neither of the above procedural motions can be moved or seconded by delegates who have previously spoken in the debate. Nor shall they be moved whilst a delegate is addressing Conference.

43. The Chair shall have discretion to caution Conference not to accept these procedural motions if, in their opinion, there has been insufficient discussion of the particular Motion under debate.

Remittal to the National Executive Committee

44. Once during a debate the following may call for remittal:

- A representative of the NEC (No seconder required).
- A delegate from the moving body (No seconder required).
- Any other delegate, immediately seconded by 2 delegates from separate branches.

Once remittal has been moved and seconded as required, the following people may speak for 2 minutes each on the remittal only (in this order):

- The Remission proposer
- A representative of the NEC
- Branch whose business it is.

Where one person represents more than one of the above groups they may only speak once.

Once the above have spoken (or waived that right) then a vote on remittal will be taken by a simple majority of those delegates present and voting.

If remittal is passed, then the item of business is remitted to the NEC to implement those parts of the business that they deem fit.

If remittal falls, then the original debate continues.

Point(s) of Order

45. A delegate may, at any time, rise on a point of order but must confine the point of order to the subject at that time before Conference. They must address the Chair and introduce their observations by ‘Point of Order’ quoting the number of the relevant Standing Order or Rule.

46. A delegate who is addressing Conference when a point of order is raised shall remain silent until the question has been decided by whoever is in the Chair.

Challenge of rulings by the Chair

47. A ruling from the Chair shall be final unless it is challenged by a delegate who moves that the ruling be rescinded. Such a procedural motion shall not be put to the vote unless at least 30 delegates clearly and promptly indicate a requirement that it be put, in which case whoever is in the Chair shall temporarily vacate the Chair. A member of the Presidential Team, failing whom a member of the National Executive Committee, shall then take the Chair and shall put to the vote that the ruling be rescinded. When the vote has been taken whoever was previously in the Chair shall resume the Chair and proceed in accordance with the vote. The vote required is a simple majority of those delegates present and voting.

SUSPENSION AND REINSTATEMENT OF STANDING ORDERS

48. Standing Orders shall be suspended if such a procedural motion is moved and seconded by delegates from different branches and carried by a vote of two thirds of delegates present and voting. A delegate moving a procedural motion to suspend Standing Orders must clearly state which Standing Orders are to be suspended. A procedural motion calling for the suspension of Standing Orders with the intention of removing or altering a procedural instruction attached to a Motion cannot be moved once the mover of that Motion has either declined or begun to exercise the right of reply.

49. The Chair shall, at the appropriate time, reinstate Standing Orders with the agreement of Conference.

VOTING

50. Only delegates to Conference shall be entitled to vote as provided in Rule 8.3(2). When the vote is tied the Chair has the deciding vote (rule 8.14(2)).

51. All votes shall be decided by a simple majority of delegates present and voting save those dealt with in accordance with rule 8.14, 8.18 and suspension of Standing Orders.

52. Voting shall normally be carried out electronically, which shall be deemed to be the equivalent of a show of hands, except where a card vote is required.

53. Where electronic voting is not available, voting shall be by a manual show of hands except where a card vote is required.

54. A rule change requires at least a two thirds majority on a Card vote. (Rule 14.1)

55. If a manual vote is required voting will be in accordance with rules 8.3(1)(g), 8.12 – 8.15.

CARD VOTES

56. A card vote shall be taken as required by the rules and shall also be taken when not less than 30 delegates clearly indicate the requirement for a card vote. Retired Members Group participation in a card vote is governed by rules 8.3(1)(f), 8.3(1)(g) and 8.13(4).

57. Card votes cannot be taken on emergency or procedural motions.

58. Card votes are secret and will normally be taken electronically.

Invalidity of election ballot papers

59. An election ballot paper on which votes have been cast for more than the number of vacancies to be filled shall be invalid.

CONDUCT OF CONFERENCE

Conference Chair

60. Conference will be chaired in accordance with rule 8.10

Questions not covered by Standing Orders

61. The Chair shall conduct the debates in accordance with the Standing Orders approved by Conference. If a question arises which is not covered by Standing Orders, the Chair shall rule in accordance with the normal procedure of debate.

Due deference

62. Due deference must be paid to the authority of the Chair at all times. If any person consistently disregards the authority of the Chair, that Chair may direct them immediately to retire for any period not longer than the remainder of the day's business, during which period their card votes and any ballot papers not yet submitted by them, shall be void.

Suspension or Adjournment of Conference

63. The Chair may at any time, if they think it desirable, suspend or adjourn Conference for a period of time as they determine.

Adjournment in the absence of a Quorum

64. If, during any session, the attention of the Chair is called to the number of delegates present, they shall be counted, and, if it is found that there is an insufficient number of delegates to form a quorum in accordance with Rule 8.11, proceedings shall stand adjourned until such time as the Chair may appoint.

Maintenance of good order

65. It shall be the duty of each delegate, the Chair of Conference, the Stewards and the Standing Orders Committee to ensure the good conduct of business and to see that the Standing Orders are strictly observed.

Report of the Standing Orders Committee to the 2024 National Conference

1. The Standing Orders Committee presents its Report and recommendations for adoption by Conference.

Adoption of Standing Orders

2. In adopting the Report of the Standing Orders Committee, Conference will thereby accept the Standing Orders, the Timetable, and the Agenda with the procedural instructions it contains. Any appeals or proposals to vary the Standing Orders Committee first report, the Standing Orders, the Timetable or the Agenda may be made to the Standing Orders Committee by appointment between 16.30 and 17.45 on Saturday 8 June 2024, after giving notice in writing to the Secretary of the Committee (email: nationalconferencesoc@prospect.org.uk) by 5pm on Thursday 6 June 2024. Where this is not done, the Standing Orders Committee may feel justified in recommending that the reference back be not accepted. Delegates seeking to obtain the support of Conference to press points which the Standing Orders Committee is unable to concede should do so by moving the reference back of the relevant part or parts of the Standing Orders report, the Standing Orders, the Timetable or the Agenda before they are adopted by Conference.

3. 129 Motions were received, of which 3 failed to meet the submissions deadline. 24 Motions have been ruled Out of Order and 1 declared Existing Policy. These will not be debated. No Motions have been withdrawn to date. Details of these appear in Appendices 1-3.

4. The Standing Orders Committee has reviewed, clarified and significantly updated the Standing Orders as per instructions from 2022 conference. In order to expedite the business of Conference, delegates should familiarise themselves with the Standing Orders prior to the start of debate. Delegates are asked to note in particular the revised arrangements for Remission and updates to voting procedures which take into account electronic voting. The SOC has further reviewed the time allowed for speaking on business which remains at 3 minutes for the mover of the motion and 2 minutes for all other speakers.

Efficient use of Conference Time

5. In compiling the Agenda, the Standing Orders Committee has made use of Common Debate so please familiarise yourself with the standing orders. The number of Motions received will put pressure on debating time and delegates are asked to be brief, focused and not to repeat points already made by other speakers.

6. In a further effort to facilitate the efficient use of Conference time, a member of Standing Orders Committee will be available for consultation in the Conference hall immediately prior, during and immediately after formal Conference sessions. The SOC is happy to discuss and give advice on any conference business. The SOC are available by appointment between 16.30 and 17.30 on Saturday 8 June 2024 preferably after giving notice in writing to the Secretary of the Committee (email: nationalconferencesoc@prospect.org.uk) stating the reason for the appointment

Common Debate

7. Common Debate has been employed where appropriate and is governed by Standing Orders.

Composite Motions

8. There are no composite motions.

Existing Policy Motions

9. In accordance with Standing Order 17, Motions appearing in the Agenda which are designated as Existing Policy will not be debated and appear in appendix 1.

Out of Order and Late Motions

10. The Motions in Appendices 2 & 3 are dealt with under Standing Order 21 and 22 will not be debated. **The SOC has not recommended the acceptance of any late Motions.**

Rule Changes

11. Motions proposing changes to the Rules require a two-thirds majority on a card vote to be carried.

12. For the purposes of Rule changes, the published Rulebook June 2022 is the latest version of the Rules

Consequential(s)

13. Where a decision on one piece of business affects another piece of business the consequential(s) will be listed in the agenda. Any further consequential(s) will be announced at conference.

Emergency Motions

14. Urgent issues requiring a Conference decision may occur which necessitate the submission of Emergency Motions. These may only deal with urgent business which requires a Conference decision and which has arisen since the final date for submission of Motions to Conference, which was 12:00 noon on Monday 11 March 2024.

15. A Motion may be moved as an Emergency Motion if not less than two-thirds of the delegates present and voting have consented to the moving thereof.

16. Emergency Motions shall be submitted to the Standing Orders Committee prior to the opening of Conference debate on the second day (9:20am on Monday 10 June 2024). **However it would be of great help to the Standing Orders Committee in organising the Timetable if the longest possible notice is given of any such Motion.** The SOC is available by appointment between 16.30 and 17.30 on Saturday 8 June 2024 preferably after giving notice in writing to the Secretary of the Committee (email: nationalconferencesoc@prospect.org.uk) if branches wish to discuss and seek advice upon Emergency Motions.

17. The Standing Orders Committee will make recommendations for the ordering of Emergency Motion.

Voting

18. Voting will be carried out using an electronic voting system. This is capable of handling counts originally carried out by Tellers, weighted card votes (e.g. for Rule changes), and the other votes on a one delegate one vote basis which require a two-thirds majority.

19. Conference may still call for a vote to be determined by a card vote where appropriate if, immediately after the declaration of the result of voting at least 30 delegates present shall so demand.

Elections

20. There are no elections requiring a ballot at conference this year.

Credentials

21. Delegates' attention is drawn to Standing Orders 1 and 2. **Please arrive promptly for the start of each session and make sure that your attendance at that session has been properly validated.**

References Back of the Annual Report and Statement of Accounts

22. References Back of any part of the Annual Report (including actions taken) and Statement of Accounts may be moved, provided prior notice of intention to do so is given, specifying the matter to be raised in accordance with Rule 8.16(3).

Adoption of the Annual Report

23. The adoption of the Annual Report and Statement of Accounts including actions taken shall be moved in accordance with the Timetable.

Scrutineers

24. The Scrutineer responsible to the Chair of the Standing Orders Committee shall be:

- Graham Clarkson

Stewards/Tellers

25. The Stewards/Tellers, responsible to the Deputy Vice-President, shall be:

- Douglas Hyam (Chief Steward)
- Robert Matthews
- Hazel Armstrong
- Ian Davey
- Graham Skipp
- Alan Grey
- Bob Avery
- David Laing
- Julian Hayhurst

Constitution of the Standing Orders Committee

26. Standing Orders Committee

- Martin Wills (Chair)
- David Evans
- Margaret Watts
- Bob King (Secretary)
- Paula Lamont (Deputy Secretary)
- Sarah Powell (Assistant Secretary to the SOC)
- Imogen Radnell (Assistant Secretary to the SOC)

Timetable

Sunday 26 May 2024

Closing date for receipt of References Back on the Annual Report and Statement of Accounts (incorporating Action Taken)

Saturday 8 June 2024

16:30	SOC Available for appointments	18:15	SOC present "Don't panic!" – A hitchhiker's guide to conference
17:00	Delegate registration until 18:30	21:00	Delegate registration until 22:00

First session Sunday 9 June 2024

09:15	Conference opens	10:15	Jenny McGrother, Chair of the National Appeals Committee
09:15	Chair's welcome	10:20	Section A: Appointments – all to be taken in common debate
09:20	Voting demo	10:30	Section B: Energy and environment
09:25	SOC presentation	11:10	Coffee interval
09:35	Adoption of SOC report and Standing Orders	11:25	Section E: Conference business
09:45	Adoption of agenda	11:40	Section F: Pensions
09:55	Presentation of annual report and accounts including action taken	12:00	Section C: Equality and Diversity
10:10	NEC, Presidential Team and SOC election results	12:45	Close of session, lunch and fringe meetings

Second session Sunday 9 June 2024

13:45	Section D: Media, training and communications	16:30	Section H: Subscriptions
15:05	Speaker – Paul Nowak General Secretary TUC	16:55	Section I: AI
15:40	Coffee interval	17:30	Organising awards
16:05	Section G: Health and Safety	18:00	Close of session

Third session Monday 10 June 2024

09:20	Conference opens + Emergency motion deadline	11:15	Coffee interval
09:25	Section J: International	11:35	Panel Debate
10:05	Section K: Pay and employment	12:45	Close of session, lunch and fringe meetings

Fourth session Monday 10 June 2024

13:45	Adoption of emergency business	16:00	Section M: Rules
14:00	Section L: Social and Public	17:55	Close of session
15:40	Coffee interval		

Fifth session Tuesday 11 June 2024

09:20	Conference opens	13:40	Adoption of annual report and accounts (inc action taken)
09:30	Section N: Organisation, recruitment and resources	13:45	Vote of thanks
11:00	Coffee interval	13:55	Closing remarks Close of Conference
11:30	Section O: Affiliations		
11:40	Emergency motions		
12:40	Outstanding business		

Section A – Appointments

All to be taken in Common Debate

1

Motion to nominate to the National Appeals Committee

Conference, in accordance with the provisions of Rule 3.1 of Appendix 1, resolves to nominate Alan Gooden as a member of the National Appeals Committee

*CMD Greater London East & Essex
(Associate bodies CMD Midlands Wales and West and National Executive Committee)*

2

National Appeals Committee Richie Wilson

Conference, in accordance with the provisions of Rule 3.1 of Appendix 1, resolves to nominate Richie Wilson as a member of the National Appeals Committee.

Scottish Live Events Network Branch

3

National Appeals Committee Jenny McGrother

Conference, in accordance with the provisions of Rule 3.1 of Appendix 1, resolves to nominate and re-appoint Jenny MCGrother as a member of the National Appeals Committee.

National Executive Committee

4

National Appeals Committee Helen Snaith

Conference, in accordance with the provisions of Rule 3.1 of Appendix 1, resolves to nominate and re-appoint Helen Snaith as a member of the National Appeals Committee.

National Executive Committee

5

National Appeals Committee Tim Potter

Conference, in accordance with the provisions of Rule 3.1 of Appendix 1, resolves to nominate and re-appoint Tim Potter as a member of the National Appeals Committee.

National Executive Committee

Section B – Energy and environment

Common Debate on Motions 6, 7 and 8. If Motion 6 falls, Motions 7 and 8 fall.

6

Environment

This Conference believes that the threat of climate heating, failing ecosystems and wider environmental degradation present the pre-eminent challenges facing the world. The interdependence of local and global environments and the globalisation of supply of food, water and energy means that no country can be immune from harm, nor avoid the responsibility for significant and rapid action.

The UK public and private sector provides a huge range of skills and services in environmental protection and monitoring, covering climate forecasting; flood warning, mitigation and emergency response; pollution monitoring and remediation; monitoring of the cross-border movement of animal and plant diseases and the arrival of invasive species and determination of appropriate counter-action; enhancing biodiversity; research, development and operation of low carbon energy production and greenhouse gas mitigation technology.

This Conference welcomes existing campaigns on issues such as a Just Transition and investment in skills. Conference instructs the National Executive Committee to evolve and expand its campaigning to raise public and political awareness of the climate and environmental threats we face and the measures needed to minimise them. In particular this campaigning should focus on the imperative need to support and develop the full range of work carried out across the public and private sectors to counter these threats and to recognise and reward the skills and expertise of the people carrying out the work.

UK Intellectual Property Office Branch

7

Climate crisis

Conference believes the net zero transition offers significant potential to create and support good, unionised jobs in all parts of the UK. It notes the Inflation Reduction Act in the US and Green Deal Industrial Plan in the EU demonstrate the power of active industrial strategy to drive investment into clean industries.

Conference is concerned that inconsistent policy and a lack of commitment from government is undermining progress on the UK's climate goals and the jobs it could generate. Despite warm words, the UK has also failed to see tangible progress towards a just transition or the involvement of workers and trade unions in decisions on net zero.

Conference welcomes Prospect's recent campaigning and advocacy work on the climate crisis, including:

- Leading the national debate on issues of low pay, staffing shortages, and underfunding in the climate and environment sector.
- Lobbying for investment in renewables, nuclear, and electricity networks to deliver a clean energy system that supports good jobs around the country.

- Participating in the Climate Change Committee's net zero workforce advisory group and the Government's net zero power and networks working group.
- Convening a coalition of stakeholders to develop a green industrial strategy for West Cumbria.

Conference instructs the National Executive Committee to:

- Continue advocating for accelerated action on the climate and environmental crisis.
- Develop a natural environment work programme and associated campaign activity in consultation with relevant branches.
- Strengthen links between climate and environment-related campaigning, lobbying, organising, and bargaining work across the union.
- Build partnerships with aligned employers and other organisations in pursuit of these goals.
- Build Prospect's membership, as appropriate, in new and emerging low carbon technologies.

National Executive Committee

8

Addressing the climate crisis: Integrating Environmental Advocacy in our Campaigning efforts

Conference will be only too aware that the global community faces unprecedented challenges due to the climate crisis. This is characterised by increasingly unpredictable weather including flooding, droughts and global temperature records being broken.

Failure to act now will make the situation more difficult to reverse or mitigate in the future leading to increased likelihood of food shortages, habitat loss and increased migration. This will exacerbate existing inequalities and further threaten global security.

Urgent action is necessary to mitigate the impact of climate change and transition towards sustainable practices to safeguard our planet and its inhabitants for future generations.

Against this backdrop, we have a Government that appears to be watering down and delaying measures aimed at ensuring we meet our carbon reduction targets and putting at risk achieving net zero

This conference instructs the National Executive Committee (NEC) to ensure that the climate crisis remains at the heart of its campaigning efforts, utilising all available resources to raise awareness, advocate for policy changes and support initiatives aimed at mitigating the impacts of climate change. Specifically, we call on Prospect to produce a net zero strategy report and to provide materials for branches to use in a broad, cross sector campaign for an Environment we can all live with.

To enable this conference further instructs the NEC to set up a Cross Sector group utilising expertise from public and private sector branches to identify, based on sound science, shortcomings in current measures and identify and promote robust measures to achieve the required outcomes. This model could be used for other issues which Prospect members will inevitably face which are cross sector in the future.

The NEC are further instructed to report regularly on progress made in implementing this motion and communication progress to the wider membership.

Environment Agency Branch

9

Nature as a Legal Entity

Conference has learned to its dismay that the UN was recently told by a British government official that “the UK government can never accept that nature or Mother Earth has rights.”⁴

Conference has been unable to identify much evidence that this attitude of the UK Government has been informed let alone supported by public opinion following some form of wider public debate. As Prospect has many members whose professional remit is to protect, maintain and enhance the natural environment, and as Prospect members are well aware of the benefits of adhering to democratic principles and healthy debates, the absence of a debate on the UK public’s view on the rights of nature, resulting in a seemingly scantily supported viewpoint that is firmly posed at the international stage, is troubling.

Therefore, Conference instructs the National Executive Committee to initiate a process that enables an improved understanding of the true societal views on Environmental Personhood in the UK, by initially launching a survey of its members, and, depending on the results of such a survey, campaign to promote the concept of Environmental Personhood more widely, working with organisations such as the TUC and Megaphone with the aim of bringing the debate to Parliament.

As further background to this, the issue concerns a matter of whether Legal Personhood can be bestowed on nature or environmental entities. Legal personhood is a crucial part of any legal system, as only those who are recognised as a person by the law can enforce their legal rights. The concept of Legal Personhood is at least as old as Ancient Rome and in present times, corporations are widely recognised as separate legal persons from their boards or owners and thus have legal personhood in most countries’ legal systems, including in the UK.

A number of countries have adopted the concept of Environmental Personhood, which designates certain environmental entities the status of a legal person. This assigns to these entities the rights, protections, privileges, responsibilities and legal liability of a legal personality. The most famous example is the Whanganui River in New Zealand, which has become a legal person following an agreement between the Whanganui tribes and the Crown in 2017.

Thus, legal personhood of nature is a concept that has already been recognised in UN declarations. The present motion has been inspired by the recent proposal of Legal personhood of nature by Bolivia in a draft resolution to the UN. As fallout from that, the UN have been told that the UK’s firm position is that rights can only be held by legal entities with a legal personality and cannot be applied to nature or Mother Earth.

EFRA Branch

10

Campaign for Restoration of Nature and Support of Environment Workers

Conference notes that our planet continues to endure ever worsening damage and decline, as humanity is slow to minimise climate heating (Cop28 failed to halt fossil fuels' deadly expansion plans – so what now? | Cop28 | The Guardian) and to reverse the reduction in biodiversity. Extreme weather events are on the increase around the globe, and noticeable in the UK with almost every season presenting with spells of unseasonably high temperatures. Additionally, Britain is sadly one of the most biodiversity-depleted countries in the world. This is clarified in the State of Nature 2023 report (State of Nature 2023 - report on the UK's current biodiversity), which cites continued decline in biodiversity, with almost 1500 species at risk of becoming extinct and one in five having declined since 1970. Finally, while climate crises and ecological crises are often discussed as separate things, we know that they are in fact closely correlated.

Despite these alarming observations, Conference believes that there is yet hope:

- COP28, which took place 30 Nov-12 Dec 2023, signalled the start of the decline of fossil fuels, with a call on governments to speed up the transition away from fossil fuels to renewables such as wind and solar power in their next round of climate commitments.
- The State of Nature 2023 report, apart from describing the alarming depletions, also provides examples of nature coming back where there is focussed effort, funding and conservation skills. We know nature conservation interventions can help species become more resilient to the effects of climate change. They also contribute to climate mitigation (carbon sequestration by different habitats, land use change out of intensive agriculture etc), as well as adaptation (flood alleviation, species movement through landscapes, urban cooling etc).

Prospect has a great opportunity to foster this hope. Conference notes that Prospect has many members who are not only knowledgeable but also professionally active in areas that contribute to reducing climate change and biodiversity loss. These are workers across Defra and its agencies as well as other organisations who are at the heart of driving progress, working at the forefront of environmental science, policy and conservation delivery on the ground, in collaboration with other sectors. However, Prospect also has had a long-standing awareness that these workers are amongst the lowest paid within the government, for example evidenced by Prospect's special pay report "The State of Natural England 2022" (Standing up for Natural England | Prospect).

Prospect's main Member Survey 2023 (Public Sector results) found strong support for nature restoration. Prospect's Working in the Natural Environment survey in 2023 found that members in the sector also had a clear view of the main barriers to achieving net zero. Examples include some government policies, an economic system dominated by consumerism and oil dependency, and people's lack of willingness to change.

To help sustain the hope of restoration of nature, Conference instructs the National Executive Committee (NEC) to ensure that Nature as well as the environmental workforce are at the heart of Prospect's campaigning. Campaigns should include showcasing the work of members across branches where members are employed to protect and improve the natural environment. Conference further instructs the NEC to redouble its engagement with the UK Government to secure the Sector's crucial ongoing work as a vital public service, with its workforce valued and treated as such.

EFRA Branch

Section C – Equality and diversity

11

Ending Workplace Harassment

Conference deplores the continued occurrence of sexual harassment at work and affirms its policy of zero tolerance.

Abusive behaviour thrives in an atmosphere of permissiveness and cover-up, and failure to deal effectively with everyday sexism and misogyny increases the likelihood of serious incidences of harassment and assault.

Too many Prospect members are affected by such toxic workplace behaviours including, but not limited to, members working in male dominated industries and those in insecure employment.

Conference recognises that it takes huge courage to come forward and report sexual harassment and that, too often, no satisfactory resolution is achieved.

This must change.

Conference agrees that rooting out and preventing sexual harassment at work must be a union priority, whether through individual representation, collective bargaining, or campaigning.

It welcomes the practical guidance for members published earlier this year and the roll out of new training programme for representatives.

Conference Instructs the NEC to:

- Widely publicise and implement these resources across all sectors of the union.
- Identify and address inappropriate workplace behaviours wherever they occur.
- Establish a confidential reporting line to support members subjected to sexual harassment.
- Use the Public Sector Equality Duty and Equality Act 2010 to hold employers to account for their responsibility to eliminate harassment and to take reasonable steps to prevent sexual harassment of their employees.
- Campaign for change to workplace cultures that empower and sustain sexual harassment and for greater transparency and equity for all workers.

National Executive Committee

12

Equality Act 2010

The Equality Act 2010 is currently not working as it should in the workplace and Prospect is not being effective in bringing employers to account and is having to resort to expensive employment tribunals to force any effect at all.

Prospect's National Executive Committee (NEC) needs a new approach and this year's general election offers an opportunity.

Conference instructs the NEC to work with a new incoming Government to strengthen the Equality Act to ensure the most vulnerable members of the workforce, including those affected by disabilities, pregnancy and gender reassignment, are better protected, as recommended by the Equality and Human Rights Commission This should include strengthening the Public Sector Duty to ensure the public sector leads the way on this, including ensuring the union has a key role in enforcing it by holding employers and their HR advisors to account.

Supporting information - Enforcing the Equality Act: the law and the role of the Equality and Human Rights Commission: Government and Equality and Human Rights Commission Responses to the Committee's Tenth Report of Session 2017-19 - Women and Equalities Committee - House of Commons (parliament.uk).

EFRA Branch

13

Neurodiversity, Mental Wellbeing and Skills Shortages Motion

Conference recognises the importance of supporting our members who do not identify as neurotypical. Conference also recognises the valuable contributions that neurodiverse individuals can make to addressing the nations skills and employment gaps.

Conference instructs the National Executive Committee to incorporate into the Prospect work plan, activities that build on support for our neurodiverse membership base by:

- Tailoring members' support policies, where we have a presence, to ensure that the needs of neurodiverse individuals are better accommodated within workplaces.
- Expanding the current successful model of neurodiversity networks across more branches and industry sectors.
- Seeking to influence employers in providing opportunities and better targeting their recruitment efforts, in order to meet the growing skills demands within shipbuilding and the wider defence industry.

Rosyth Royal Dockyard Branch

14

Disability Leave

Conference instructs the NEC to launch a campaign in 2024 for the creation or review of Disability Leave (DL) policies in recognised workplaces. The latest analysis by Department for Work and Pensions shows that nearly one in four of the working-age population are disabled and the number of people reporting a long-term health condition or who are classed as disabled continue to rise. The negative consequences for the UK economy are clear, but the hardship experienced by these individuals is immeasurable.

Reasonable adjustments are agreed when someone has a chronic health condition and/or disability that falls under the Equalities Act (2010). DL is an important part of that and should be granted to individuals based on occupational health and access to work assessments outcomes. DL could be used for attending medical and therapy appointments. It could also help individuals manage days when a chronic condition is worse than usual, preventing deterioration and the need for extended periods of sick leave.

DL should be paid in full but be treated differently to sick leave in the following ways:

- It should be recorded separately. o It should be removed from trigger calculations in capability procedures.
- There should be no maximum duration, but an assessment of what is “reasonable” should be made in each case, and a tailored flexible working arrangement introduced.

The creation or review of Disability Leave policies would enable workers to manage their conditions and reduce the stigma towards disability and chronic health issues. It would reduce the pressure to “present” and work whilst suffering adversely and make their working lives more productive and rewarding.

Equally, the resultant reduction in long-term absence from work would benefit employers, and clearer guidance when implementing reasonable adjustments would be welcomed by managers. Better structured policies reduce the perception of unfairness in decision-making, which in turn reduce the number of grievances.

The more employers do to support the growing number of workers with disabilities and chronic health conditions the more likely they are to remain active in the labour market, reducing the burden on the state. This conference believes employers must review their own policies and take proportionate responsibility for ensuring the fair treatment of disabled workers in this country.

BBC World Service Branch

15

Statutory Paternity Leave

Many fathers and partners are obliged to return to work before they or their family are ready, often with continuing high needs and limited support. Greater support can often be required both for the other parent and for the child. Studies show that enforced early return to work, either financially or logistically, is a significant contributing factor to Paternal post-natal depression, which is far more prevalent than has previously been thought.

Conference instructs the NEC to lobby for a change in legislation to increase the length of time that a father or partner is entitled to statutory paternity leave.

Air Traffic Control Officers Branch

16

Unequivocal support for transgender, non-binary and intersex colleagues

EFRA Branch, representing members across much of the Defra department and agencies, is concerned over the increasing hostility towards transgender, non-binary and intersex colleagues. With public rhetoric from some figures becoming even more actively dismissive and antagonistic, it is time for Prospect to redouble our message of support for our members regardless of their gender identity.

Within workplaces, we note that employee networks with gender critical beliefs have gained traction and, in some cases, have been actively promoted by employers. While “gender critical” beliefs are considered a philosophical belief under the Equality Act 2010 (https://assets.publishing.service.gov.uk/media/60c1cce1d3bf7f4bd9814e39/Maya_Forstater_v_CGD_Europe_and_others_UKEAT0105_20_JOJ.pdf), that does not mean, however, that those with these beliefs can indiscriminately and gratuitously refer to trans persons in terms other than they would wish. Such conduct could amount to harassment of, or discrimination against, a trans person. The existence of “gender critical beliefs” further does not remove protections from trans colleagues against discrimination and harassment, nor does it permit for the work environment to become an unsafe place for trans, non-binary, and intersex employees.

We instruct the NEC to help raise awareness of Prospect’s policy of “supporting lesbians, gay men, bisexuals and trans people in the workplace and in the union.” Conference further instructs that Prospect adopts and prominently displays this expanded statement on the Prospect website and in relevant Prospect literature including guidance on LGBT+ equality at work:

“Prospect unequivocally supports all members, regardless of their gender identity. Prospect affirms that trans men are men, trans women are women, and non-binary identities are valid. Prospect further affirms that intersex people are real and have the right to integrity, autonomy and self-determination”.

EFRA Branch

Section D – Media, training and communications

17

Prospect in Public Media

Conference instructs the NEC to seek to increase the presence of Prospect in the media on issues that are relevant to its members in the workplace.

The intention behind this motion is to provide non-members [such as new employees] with greater awareness of the union, whilst also providing further reassurance and evidence to existing members that Prospect is proactively making their voices heard across the UK.

Aside from the obvious benefits of persuading public and political opinion on issues to influence key decision makers, Conference believes such intentions will also help to aid recruitment and retention efforts.

Whilst it is understood and welcomed that Prospect is likely to become more active in the media as a policy commentator during the run up to the next General Election, Conference believes that Prospect has more to offer consistently throughout the year.

Conference believes Prospect should be proudly displaying its expertise and critical eye to the public, businesses, and politicians, by making greater use of the UK media to expose it as a credible and rational force for good in the workplace for business owners and employees alike.

BT Networks & Digital Branch

18

Conflict resolution

In many workplaces, some people perceive that certain rights demanded by others are incompatible with their rights. Other people would think that there is no real conflict between these rights.

Likewise, some people feel offended by how others express themselves and might correspondingly cause offence by how they express that feeling. All of this can result in workplace conflict. Suitably trained Prospect Union Representatives or Volunteer Case Workers can help reduce this conflict, resulting in better workplace experience for all.

Therefore, this Conference instructs the National Executive Committee to:

1. Formulate or source conflict training; and
2. Provide this training to suitably experienced Prospect Union Representatives or Volunteer Case Workers.

UK Intellectual Property Office Branch

19

Prospect Training Courses

This conference notes that the Prospect Training team only advertises the next iteration of a training course on the website.

To enable representatives to make the best choice of learning style and dates for their needs, it would be beneficial if the full year's training prospectus (including delivery format) is published at the beginning of each calendar year.

Since COVID virtually all Prospect Courses seem to be online only, however for people who spend all day in front of a computer screen, a face-to-face course would be better as it would be a period away from the screen and as most courses require interaction, this is exceedingly difficult on a screen.

This conference instructs the NEC to ensure that the Prospect Training team advertises the full year's training prospectus (including delivery format) at the beginning of each calendar year and that the courses are in a variety of delivery formats and are not by default online only.

MOD: UKStratCom Branch

20

Use of Zoom

This conference notes that Prospect HQ uses Zoom as their main video conferencing tool.

However, staff in some UK Government organisations are unable to use the Zoom tool (due to various issues with the location of the company that owns Zoom) on their official devices.

Prospect regularly hosts training courses and webinars etc only on the Zoom platform, which means that reps and members in some Government Branches (and some other branches) must use their personal equipment. In some cases, personal electronic devices are not permitted to be used in the workplace, so those members either must join the meeting from home or are unable to join the event.

This conference instructs the NEC to ensure that all Prospect video conferences / online training courses etc are held on a package that all reps / members can use in the workplace, i.e., Microsoft Teams. Also, that all conference facilities in the new HQ building can use a variety of video conferencing products (i.e., Microsoft Teams) and are not restricted to only being able to use Zoom.

MOD: UKStratCom Branch

Common Debate on Motions 21 and 22

21

Prospect Website

Conference notes that the Prospect website is difficult and challenging to navigate, and the information provided on the website, especially for union representatives, is neither timely nor what is required. The ability to see news stories relating to Prospect members and branches, and the NEC and what they do, is either hard to find or missing completely. The search function often returns documents that are irrelevant and/or completely out of date.

Conference instructs the National Executive Committee to undertake a complete review of the Prospect website and how it is managed on a day-to-day basis; and to conduct a survey of Branches with a view to determining what they would like from the website.

DfT Branch

22

Prospect Website

This conference notes that Prospect's website only allows reps to populate our own Branch's eBranch portal and to send emails to their branch's members. However, some reps have Group, Sector and / or NEC roles in addition to their Branch roles, but the only people who can send emails to the whole Group or Sector or add information to the Group or Sector portals are Prospect staff members and even they are restricted in what they can do.

With the move to increase the usage of Sectors within Prospect (i.e. the new Defence sector) and the small number of Prospect staff members, it would be beneficial for the reps who hold Group and Sector roles to be able to update their Group or Sector portal on the Prospect website and to be able to email all relevant members of their Group or Sector, rather than having to request that a Prospect staff member undertakes the task on their behalf each and every time there is a requirement. This will allow the Prospect staff to have more time to support members and the reps not to feel that they cannot effectively communicate with their Group or Sector members.

This conference instructs the NEC to improve the functionality of the Prospect website and the eBranch portals to enable reps that hold Group and Sector roles to be able to update their Group or Sector portal on the Prospect website and be able to send emails to all relevant members in a timely fashion without waiting for Prospect staff to do it on their behalf.

MOD: UKStratCom Branch

23

Union Branch Map

This conference agrees that we as trade unionists are stronger working together and to do so requires inter branch and sector engagement.

This Conference instructs the NEC to publish on both the Prospect and Bectu website a Map of all the union Branches and how they sit within Subdivisions, Division, Sectors and the union as a whole. The map should also include the names of the staff members responsible for the branch to allow reps to contact them if required to communicate with other branches. This will allow better cohesion within our Union and the sharing of useful knowledge and experience. The NEC and staff should also help facilitate cross sector meet ups of reps and online platforms for branch officers to be able to engage in informal discussions such as cross union secretary chat groups, platforms such as WhatsApp, groups or teams might be considered.

Scottish Live Events Network Branch

24

Union Confidentiality Policy

With the aim of transparency, inclusivity, and the creation of a level playing field in that reps are aware of the full rules and limitations of the union, a guideline for what denotes a confidential matter in union activities at all levels is created.

For the avoidance of arbitrary and inconsistent interpretation of the rules, Conference instructs the NEC to formulate a policy that ensures consistency of interpretation within the meaning of this proposition. This is to be included as an appendix to the rule book in due course. The appendix will provide examples of details that are to be kept confidential, and/or redacted in the minutes of any discussions, actions, or briefings. Therefore, maintaining confidentiality for members yet not stifle honest and genuine conversation about union business.

North West Freelance Branch

25

Prospect Policy on Sharing of Member Contact Data

In their Actions Taken response to Resolution 88 (Digital Democracy) of National Conference 2022 the NEC extensively discusses Digital Democracy as it applies to National and Sector conferences.

Conference notes that the response does not address how members and their branch committees' network and freely associate in this digital democracy.

Since activists in Prospect are not generally given union email addresses or telephone numbers this networking relies entirely on personal or work contact points. Prospect is quite happy to share branch officers personal contact data online with hundreds of branch members.

However, officials have shown a recent reluctance to share branch and network committee contacts with each other.

Conference instructs the NEC by October 2024 to openly clarify Prospect's legal position on the sharing of personal contact data within the union with respect to GDPR and data protection principles. This applies to individual members and activist members of any organisation structure such as branch committees, networks and sector committees.

CMD South Branch

Common Debate with Consequentials on Motions 26 and 27 If Motion 26 is carried, Motion 27 falls.

26

Branch Networking

Conference Notes the content of the Actions Taken document in respect of Resolution 92.

Conference further notes that the Actions taken do not address Point 2 of the resolution: “to seek to implement a simple method enabling branches to email each other directly and not having to go through an official.”

Conference instructs the NEC within 6 months to address fully the terms of resolution 92 from 2022 conference and establish a way for all branches in Prospect to find and communicate with one another without needing the intervention of Prospect officials.

CMD South Branch

27

Contact Between Branches

Conference notes the Actions Taken in respect of Resolution 92 carried at 2022 Prospect Conference.

Conference further notes that the NEC was instructed to provide a method by which branches could contact each other directly that would be GDPR Compliant.

Conference welcomes the improvements that have been developed in response to this resolution and particularly welcomes the integration of BECTU and Prospect systems into a single system.

Conference remains disappointed that there is no clear indication of a method for branches to be able to contact other branches directly.

Conference instructs the NEC to ensure that a GDPR compliant method for branches to contact other branches directly is introduced as part of the raft of changes being delivered and to aim to complete this within one year.

CMD Midlands Wales & West Branch

28

Trust your people not your IT systems

The Horizon scandal is perhaps not a surprise. It seems all too common to hear complaints about IT systems or business processes, and workarounds which may involve information being held in several places. There is a risk to organisations that staff might make decisions based on incomplete information, and a further risk that staff will be blamed rather than organisations accepting that a process failure was the root cause.

How long will it be before we see another high-profile situation where staff are blamed for the failures of business processes and IT systems?

Conference instructs the NEC to raise awareness related to performance of IT systems and business processes with branches and employers, which may include:

- Collecting and sharing examples of good or bad practice, either for the use of systems and processes or for investigating anomalies.
- Issuing guidance to branches on the importance of audit trails and the potential fallibility of computer records in disciplinary investigations.
- Working with branches to negotiate disciplinary policies, procedures, or guidance which include reference to the risks of treating computer records as absolute and unquestionable.
- Collating evidence where IT systems are impacting the ability of an organisation to deliver an acceptable service level.

Department Of Health Branch

Section E – Conference business

29

Making conference more flexible

Conference notes the day to day difficulties faced by freelance representatives, reps working in the gig economy and those in workplaces without recognition agreement. The lack of facilities time inevitably leads to conducting union work in their valuable spare time. Conference recognises that all members should be able to participate in the democratic processes of the Union including the ability to bring business to Prospect Conference.

Conference instructs the NEC to investigate ways to seek to ensure that all members are able to participate in Prospect Conference.

This might include, but not be limited to:

- Ensuring that conference business is not restricted to weekdays
- Ensuring that business can be timetabled within the agenda more flexibly to accommodate those unable to attend all sessions of conference
- Ensuring it becomes easier for business to be moved by branches other than the submitting branch where work patterns and the lack of facilities time prevent submitting branches being represented at conference

Scottish Freelance Branch

30

Motion Amendments

Conference notes that, at National Conference, amendments to motions during conference business are not allowed. This results in well-meaning motions being remitted or lost due to an often small element of the motion.

To maintain the spirit of the motion and to allow it to proceed, Conference instructs the National Executive Committee in conjunction with the SOC to develop standing orders to allow the amendment of motions from the floor or by the mover, ideally at any point up until the motion is voted upon by conference.

DfT Branch

Section F – Pensions

31

Improving freelance members' pension provision

Freelance members are at risk of some of the worst retirement outcomes of any group of members.

This is because freelance members who are workers usually only get minimal employer pension contributions, while those who operate through a personal services company, or are self-employed, do not have an employer to make any contributions at all.

Conference instructs the National Executive Committee to undertake the following steps to improve freelance members' pensions:

- Lobby government to improve self-employed pension provision, through additional entitlement for state pension, or an auto-enrolment self-employment pension with pension tax relief broadly equivalent in value to that available from the employer contributions received by employees.
- Lobby government to amend eligibility rules for the state pension that can discriminate against workers with multiple jobs and irregular employment patterns.
- Lobby government to extend eligibility for Lifetime ISAs, so people who become self-employed later in their career can benefit from this option.
- Lobby government to make the following amendments to automatic enrolment:
 - reduce the earnings trigger from £10,000 per year.
 - increase the maximum age to 75.
 - increase the minimum employer contribution rate.
 - reform the option to postpone automatic enrolment.
- Lobby government to introduce a statutory consolidation regime for small pots.
- Lobby government to clarify and simplify the definition of worker so there is greater eligibility for automatic enrolment.
- Promote greater enforcement of automatic enrolment duties in the industries members operate in.
- Provide more information to members to help them effectively plan for their retirement.

National Executive Committee

32

Defined Benefit Pension GMP Increase

This conference instructs the National Executive Committee to lobby the current and successor governments to link the increases of Guaranteed Minimum Pensions (GMP) elements of Defined Benefit (DB) Schemes to be the same as the State Pension increase rather than the arbitrary 0 and 3% increase.

The GMP elements of a DB scheme is prescribed by Government as the minimum pension that could be paid to a pension scheme member whose Scheme had contracted out of the State Second Pension arrangements.

GMP is normally paid for by the scheme but increases set by Government.

Scotland Regional Branch

33

Long Covid

For Prospect members who suffer the condition known as 'Long Covid' are being denied access to Ill Health Retirement (IHR). It is becoming increasingly evident that some Long Covid patients will not be able to return to the jobs and roles that they have been employed to do, and, for some, have, due to ill health, reached the end of their productive working life.

To pay into a pension and be informed of the benefits of that pension, which include IHR, and then to be denied IHR despite the overwhelming medical evidence that Long Covid may be a life-long and debilitating condition that curtails productive working life, only creates the situation where members feel ignored, excluded and forgotten.

The pensions and insurance industries are effectively sticking their collective heads in the sand and ignoring the growing evidence that Long Covid may, for many, be a condition from which there is no recovery. This is creating a ticking time-bomb whereby future claims will be brought against the pensions and insurance industries with a view to overturning the rejection of IHR claims, all the while our Prospect members continue to suffer without adequate financial support and their health continues to deteriorate.

Conference instructs the National Executive Committee to:

1. Conduct research into the effects of Long Covid and how it is managed by the pensions and insurance industries.
2. Support members who find themselves in the situation above by agreeing, where needed, to represent members through the IHR process.
3. Create a set of tools and resources for union representatives so they are equipped with the latest data and information to help support their local members.

DfT Branch

Section G – Health and safety

34

Work related Stress, depression and anxiety

The Health and Safety Executive (HSE) defines work-related stress, depression or anxiety as the adverse reaction people have to excessive pressures or other types of demand placed on them.

In the 2022/2023 reporting period the Labour Force Survey [1] showed that 875,000 workers were suffering with work related stress, depression or anxiety (new and long standing), and that 17.1 million working days were lost due to work related stress, anxiety or depression.

The current rates are still higher than pre-COVID.

In 2022/23, work-related stress, depression or anxiety accounted for 49% of all work-related ill health and 54% of all working days lost due to work-related ill health (19.6 days lost per case).

The same survey found that professional occupations (2.7%) and associate professional occupations (2.6%) had statistically higher rates of work-related stress, depression or anxiety compared to the rate for all occupational groups (2.1%). In particular, the second highest self-reported rate of work-related stress, depression or anxiety was in those working in “public administration, defence and compulsory social security”.

By law, employers are under a duty to ensure the health, safety and welfare of their workforce, including their mental well-being. Employers must carry out risk assessments to identify possible hazards and to control any identified.

Anecdotally, our experience in AWE branch is that we do see significant levels of work-related stress, and we can't be alone, both in the defence sector and the wider Prospect membership.

Conference instructs the NEC to run a members' survey, initially in the defence sector, including (but not limited to) questions to identify:

- the rates of self-reported work-related stress, depression or anxiety in the workplace
- the causes
- if stress risk assessments are being completed and followed
- what resources members are aware of being offered by their employers to address work-related stress, depression or anxiety
- the demographics of those affected

This survey could also be rolled out to other employers or sectors where there appears to be an issue with work-related stress, depression or anxiety.

Without this data it is hard to know what areas we need to concentrate our work on to improve work-related stress for our members.

[1] <https://www.hse.gov.uk/statistics/assets/docs/stress.pdf> Work-related stress, depression or anxiety statistics in Great Britain, 2023. Data up to March 2023

AWE Branch

35

Psychological safety

Bullying, harassment and disability-connected issues across the EFRA Branch are increasing as we can see from our ballooning casework, as members do not feel psychologically safe to raise issues directly with their teams or line managers as they are scared about the repercussions for themselves. Working at home during the pandemic and online calls for almost every meeting will not be helping as body language cannot be picked up and there is very little opportunity for social connection.

Prospect H&S reps have an ideal opportunity to raise the profile and become bastions for the benefits of improving psychological safety. Conference notes Prospect's excellent package of resources on stress and mental health, however a more concerted campaign is needed to help empower reps so they can work effectively across their Branches.

Conference instructs the National Executive Committee to integrate psychological safety into its H&S and broader reps training framework and resources and explore a refreshed campaign on stress and wellbeing with a focus psychological safety.

EFRA Branch

36

Long term support for H&S representatives

Conference applauds the tireless work of H&S reps in working with employers to make workplaces safer both in terms of physical and psychological H&S. In recent times H&S reps have and continue to face many significant challenges, including the pandemic and its far-reaching and on-going impacts and the cost-of-living crisis felt so keenly by public sector workers. The acute need for their specialist support is highlighted by trends emerging from personal cases, such as disability discrimination compromising psychological H&S. Their work is also hampered by a lack of accessible on-going training and real recognition of their unique legal status and role.

To enable H&S reps to thrive in their role this, Conference instructs the NEC to make available and promote an accessible training and development programme to support H&S reps at all stages of their careers and beyond initial training.

EFRA Branch

Section H – Subscriptions

37

Subscriptions

Conference, subscriptions for members are debated and decided by delegates. Against that point, notes the prevailing economic environment - something that affects all Prospect members in all the union's sectors. For many, difficult financial conditions existed long before today's conference. Many have recently been offered a pay cut through below inflation Pay increases for this year, which follows many years of similarly low or non-existent pay increases.

We note in the 2022 Prospect Annual Report that the union was in a £4.3m surplus, although we also note that operating income, which includes membership subscription income, is shown as a £1m deficit. Conference also notes the ambitious plans to have a new London HQ, with the sale of two current locations. Our union is obviously confident in its financial future.

However, if we, as the union, decided to increase subscriptions, there is likely be a negative impact on all members, particularly those who have seen their livelihoods adversely impacted by ongoing wider changes in society.

Conference instructs the NEC to monitor and identify any potential adverse impact of any proposed increase to ensure any impact on members is kept to a minimum but also to highlight any specific areas of concern.

DfT Branch

38

Subscription breaks

This conference instructs the NEC to ensure up to date information on current parental and sick leave subscription options is widely available to members. This conference understands that parenthood in any form is an exciting yet often challenging time for members and never more so than with the current economic situation. We are aware of subscription breaks for members who are on both paid and unpaid parental or sick leave. However, this information is difficult to find and access and we are aware of members who have cancelled membership whilst on maternity leave. Conference asks the NEC to ensure that the information on up-to-date parental subscription levels are clearly highlighted on the website and within membership subscription literature so that it is easy for both members and reps to access. This will allow members to continue to engage with their union at a time where support could be of the utmost importance.

Scottish Live Events Network

39

Prospect Subscription Charges

Prospect subscription charges disproportionately affect lower earners due to the current 5 band structure. While this structure results in members paying around 0.45% - 0.65% of salary in monthly subscription, the fact that it is capped at £19.19 per month means that higher earners pay proportionally less than lower earners.

It is well documented that lower earners pay disproportionately more of their income on essentials such as food/utilities/travel, and the unfairness of this payment structure is particularly obvious during the current cost of living crisis where all members are feeling a squeeze on their income.

When finances are tight, members may feel that Union membership is something that they can no longer afford, and it also creates a barrier for new, younger potential members taking up union membership.

Suggested changes would be to introduce two new bands at £55k and £70K, widen the salary range for each band, and increase rates in the higher bands to allow a freeze to the rates in the lower bands

This conference instructs National Executive Committee to conduct a review of subscription bands to ensure they are equitable for members at all salary levels.

Scottish Government Branch

40

Reduction of Bectu Subscriptions

Conference notes the steps taken at National Conference 2022 to reduce the bottom three bands on the Bectu subscription ladder by £1.25 and to remove the top two bands.

Conference recognises there is an imperative to continue with the progress to reduce Bectu Sector subscriptions when it is economically prudent to do so.

Conference instructs the NEC that from 1 January 2025, bands 3-7 should each be reduced by £1.25.

The banded subscription rates for members would therefore be as follows:

Banded rate	Monthly subscription	Annual subscription
£32,501 and over	£29.17	£350.00
£30,001 – £32,500	£23.75	£285.00
£27,501 – £30,000	£21.67	£260.04
£25,001 – £27,500	£19.58	£234.96
£22,501 – £25,000	£17.50	£210.00
£20,001 – £22,500	£15.41	£184.92
£17,501 – £20,000	£13.33	£159.96
£15,001 – £17,500	£11.25	£135.00
£12,501 – £15,000	£10.00	£120.00

Conference further instructs the NEC should consider a longer-term strategy for addressing the structural differences between Bectu Sector and Prospect subscriptions. An NEC review should be undertaken, informed by membership and financial data, and recommendations brought to the 2026 National Conference.

National Executive Committee

Section I – Artificial Intelligence (AI)

Common Debate on Motions 41 and 42 If Motion 41 falls, Motion 42 falls.

41

Responsible Implementation of Artificial Intelligence

Conference instructs the NEC to seek to set up an AI charter that companies considering the use of AI capabilities as part of its business should sign up to in regard to the responsible use of AI. This could cover areas such as:

- Job Security
- Ethical practices
- Training & upskilling
- Implementation
- Responsible transition
- Data Privacy
- Accountability

The NEC should further engage with Branches and Sectors that have experience with AI such as (but not limited to) the Tech Workers and BT Branches to help in the setting up of said charter.

BT Networks & Digital Branch

42

AI in the workplace

Conference recognises the benefits that AI can bring to improve our working lives by removing mundane and repetitive tasks, but advances in technology must involve Prospect and our members in these changes.

Conference also notes the possibility of creating 100's of new jobs to develop and manage these new AI systems.

However, in a recent interview the outgoing CEO at BT said he expected to see 55,000 job losses by the end of the current decade with 10,000 jobs replaced by AI. The BT branches are trying to mitigate this and are in discussions with the company to create an AI charter to protect as many jobs as possible.

Conference welcomes the work Prospect has done to date on Ai and data rights, but much more needs to be done to protect members jobs. And protect members from unconscious bias when AI is used in the job selection process.

Therefore, conference instructs the NEC to campaign to ensure that safeguards are put in place to protect jobs and opportunities from being replaced by AI in the workplaces of our members. Also, members benefit from the creation of new jobs this may bring.

Copy of the interview with the Guardian newspaper can be found here:

<https://www.theguardian.com/business/2023/may/18/bt-cut-jobs-telecoms-group-workforce>

BT Business Branch

Common Debate on Motions 43 and 44

If Motion 43 falls, Motion 44 falls.

43

Artificial Intelligence

Conference notes the rapid development and deployment of innovations in Artificial Intelligence (AI) across a range of consumer, business and governmental contexts.

Over the last two years we have seen:

- the launch of ChatGPT highlight the accelerating expansion of AI's capacities to interpret data, solve problems and generate content and recommendations in ways that are increasingly hard to distinguish from humans;
- global stock markets become even more concentrated due to the surging valuations of a small number of large technology firms with dominant roles in developing, or enabling, applications of AI;
- governments, including the UK's, have moved to put AI at the top of their agendas for national security and global influence, industrial strategy and trade, and public service reform.

Prospect recognises the huge potential of this technology to improve lives and address societal challenges, but technological advances must involve unions and workers in change.

Conference notes:

- much of the public debate around regulation and technology is being driven by Big Tech, major corporations and investors with little accountability and sometimes questionable ethical records;
- the UK government has sought to position itself as a leading player in these developments but has failed to implement a serious strategy for managing their potential social implications, including for jobs, skills and employment practices;
- recent research by the IMF found that the increasing applicability of AI to high-skill tasks means that in advanced economies like the UK's over half of all jobs are exposed to its impact, with around 30% that could start making use of AI but another 30% that could be partially or wholly replaced by it;
- the introduction of AI into workplaces and working practices is already creating issues around data, monitoring and automated decisions that raises profound issues of privacy, dignity, autonomy fairness, transparency and accountability, with regulatory frameworks struggling to catch up.

Conference welcomes the work Prospect has done to highlight these issues and place our members' voices at the heart of the debate about data, digital technologies and the future of work, building our union into a leading voice on these issues in the movement and wider society.

Conference instructs the NEC to:

- lobby and campaign for a "just digital transition" ensuring that the reshaping of jobs and workforces works to the benefit of all through the right training and reskilling, commitments to job security and positive employment opportunities, and a strong voice for workers, their representatives and their communities;
- continue to work with the TUC, academics and other experts, politicians and policymakers, and other stakeholders to ensure the impact of AI and associated technologies on worker rights and conditions is understood and properly regulated;
- support Prospect branches, reps and members to engage effectively with employers to ensure the power of these technologies can be harnessed in a fair, transparent and accountable way.

National Executive Committee

Motion on the effects of Artificial Intelligence on workers

The Tech Worker's Branch is concerned by the developments in technology culture around Artificial Intelligence - one of the biggest drivers of transformation in every aspect of people's lives.

This conference instructs the NEC to:

1. Lobby for workers to be provided with a "right of review" of any new technology being introduced. This includes, but is not limited to:
 - Transparency around its inner workings and design, including, for example, the data that was collected to train any machine learning models used.
 - Impact assessments to detect any harmful effects during implementation, examples include:
 - Targeting workers on alternative working arrangements.
 - Discrimination on the basis of gender, race, sexuality or any other protected characteristics
 - Generative AI content of a racist, homophobic, transphobic or other discriminatory nature.
2. Run a campaign to promote within employers a culture of actively releasing technology into the public domain or utilising technologies already in the public domain, including the use of open-source software and copyleft licences.
3. Recognise the Government's efforts in setting up an AI Safety Institute and sensing the danger of such technologies to "concentrate unaccountable power into the hands of a few". At the same time, as the Institute is "not a regulator and will not determine government regulation", the NEC should lobby the British Government to go further and set up an independent regulator as big technology firms cannot be trusted to come up with self-regulation without causing even larger concentrations of power.
4. Support the TUC [which has already launched an AI Taskforce] in lobbying for enshrining a number of protections into law, including:
 - "A legal duty on employers to consult trade unions on the use of "high risk" and intrusive forms of AI in the workplace.
 - A legal right for all workers to have a human review of decisions made by AI systems so they can challenge decisions that are unfair and discriminatory.
 - Amendments to the UK General Data Protection Regulation (UK GDPR) and Equality Act to guard against discriminatory algorithms."
5. Redouble efforts to unionise individuals and gain union recognition in IT and Technology businesses and ensure the 'Right of Review' is incorporated into Prospect recognition agreements.
6. To organise around AI and digital technology to build the union through collective bargaining, supporting existing members and organising in new areas.

Tech Workers Branch

Section J – International

45

Journalists in Gaza and other places in crisis

That conference instructs the NEC to call on the ICC (International Criminal Court) to initiate an investigation into the death of nearly one hundred journalists during the present Israel-Gaza conflict. The targeting of journalists and their families by the Israeli Defence Force appears to be deliberate and it is of importance that media workers be allowed to continue reporting without fear of themselves and their facilities being subject to military action just for doing their job.

North West Freelance Branch

Common Debate on Motions 46 and 47 If Motion 46 falls, Motion 47 falls.

46

Motion on the Israel-Palestine Conflicts

Conference notes the ongoing conflict and humanitarian crisis in Gaza and supports Prospect and the TUC's existing statements on the topic.

Conference notes that on January 26, in relation to Israel, the International Court of Justice ruled that "there is a real and imminent risk that irreparable prejudice will be caused" to the rights of Palestinians in Gaza to be protected from Genocide.[1]

Conference notes that under domestic and international law, the UK must prevent any transfer of military equipment and technology, where there is a clear risk that the equipment might be used to commit a serious violation of international humanitarian law or international human rights law. [2] [3]

Conference notes that, according to the Campaign Against the Arms Trade, since 2015 the UK has licensed at least £474 million worth of military exports to Israel. [4]

Conference notes that to date Israel is the only state which the ICJ has ruled could plausibly be committing genocide, and which the UK has not embargoed.

Conference recognises that Prospect represents workers in companies that are linked to the conflict, and hence is in a position to enable these workers to assert greater control over the products and services that they produce.

Conference therefore instructs the NEC to:

1. Lobby for the UK government to use existing legal frameworks like the Strategic Export Licensing Criteria to restrict arms sales to Israel.
2. To produce a policy that commits the union to boycott companies operating in Israeli settlements in the Occupied Palestinian Territories, using public data to identify the companies. For example, the report of the United Nations High Commissioner for Human Rights[5]

[1] <https://www.icj-cij.org/sites/default/files/case-related/192/192-20240126-ord-01-00-en.pdf> (para 74)

[2] <https://thearmstradetreaty.org/treaty-text.html?templateId=209884> (Article 6 & 7 of The International Arms Trade Treaty)

[3] <https://researchbriefings.files.parliament.uk/documents/CBP-9494/CBP-9494.pdf> (Criteria 1 and 2 of the UK's Strategic Export Licensing Criteria [pg 13-17])

[4] https://caat.org.uk/data/exports-uk/overview?region=Israel&date_from=2015

[5] https://www.un.org/unispal/wp-content/uploads/2020/02/A.HRC_.43.71-1.pdf

Tech Workers Branch

47

Support for the people of Palestine

That conference instructs the NEC to lobby the UK Government to take action in support of the people of Palestine. Specifically,

- a. military action by the State of Israel and its armed forces, against the Palestinian people, especially civilians, must be terminated,
- b. the illegal occupation of Palestine lands must cease, consistent with the UN directive,
- c. assurances must be made by the State of Israel, that these principles will be maintained indefinitely.

These objectives should be ventured by the following means;

- a. an embargo on arms sales to the State of Israel should be imposed.
- b. UK collaboration with Israel in the pursuit of education and cultural projects and initiatives, for example Eurovision, should be terminated.
- c. full support for any motion in favour of a ceasefire at the UN, as well as for any action taken by the International Court of Justice to prevent genocide in Gaza, should be given.

North West Freelance Branch

Section K – Pay and employment

48

A Prospect Vision of Good Pay Systems

“The Pay System is broken.” We hear this often: across the Civil Service, in the Public Sector as a whole, and quite possibly in many other organisations across the UK which either recognise Prospect or where Prospect has a notable membership. There is an urgent need to mend broken pay systems, but who is going to do this, and when? If anyone is going to mend them, what say do Prospect members have in what comes next? And how do members inform themselves about the options?

At every pay round, Prospect professionals and lay reps enter into negotiations with employers. If they are lucky, they can make a pay claim independently from a predefined pay remit from the employer. Negotiators can be involved in consultations, but, more often than not, all they can do is give a fairly inconsequential “yes” or “no” once the consultations have led to a final proposal and consulted with the wider membership. Only if the overall membership is so dissatisfied with the outcome that they demand industrial action in sufficient numbers, can there be any power behind a “no”.

Thus, most of the time negotiations lead to unsatisfactory situations where negotiators are limited by the options offered by employers, and members have very limited information to compare what they are getting versus what they should be getting.

As a Branch with multiple pay bargaining units in the Civil Service, Public Service as well as the Private Sector, EFRA Branch knows all about broken pay systems in each of these areas. We know a lot about what we don't like – most notably the lack of pay progression and poor remuneration for many of our members' specialist skills.

What we don't know much about is what further constructive action we can take to obtain improvements for our members, other than negotiating within the confines of a pay round. What would a good pay system look like these days? Would a single model exist that could address all needs, or are multiple models needed for different types of employers and employment? Is there a model that all Prospect members can unite behind and show solidarity with their colleagues, even if they are in completely different roles within an organisation? Reps definitely, and Prospect negotiators perhaps, could do with an up-to-date vision that has been informed by the views of the Prospect membership.

Therefore, this Conference instructs the NEC to instigate the creation of a Prospect-wide vision of what a good pay system looks like, what types of pay system are fit for the 21st century and based on the needs and wants of members in its Sectors and Branches. This vision should then be made available to Prospect's professional and lay pay negotiators, who then, empowered by being able to refer to pay models that would work for employees, can not only use these to substantiate their annual pay claims, but have the necessary background to press employers to mend evidentially broken pay systems in a meaningful way.

EFRA Branch

49

Manifesto for self-employment

Conference believes that workers who are self-employed or freelance are critical to our economy and society and that these workers deserve proper rights and protections at work. Conference believes that there can be no economic recovery without a recovery for the self-employed and notes that key sectors such as the creative industries depend on freelance workers. Yet the impact of the pandemic and the recent US strikes have highlighted how precarious work can be for freelancers.

All workers deserve dignity and the right to operate free from bullying and harassment. Yet self-employed and freelancers are often exposed to negative and unsupportive cultures in their workspaces.

Conference supports action by the Bectu Sector and Prospect more broadly to represent the interests of these workers and welcomes in particular the joint work with Community union and the Fabians to highlight the challenges faced by the self-employed. However, we recognise that there is still a lot of work to be done to make those recommendations a reality.

Conference commits to build on that work and instructs the NEC to build a campaign for a new deal for self-employed and freelance workers, with particular focus on the following key themes;

- Empower self-employed workers to act collectively to improve their working conditions.
- Equalise sick pay for the self-employed, as part of wider reforms to financial support during illness.
- Bring leave and flexibility entitlements for self-employed new parents into line with those enjoyed by employees.
- Provide income security that reflects the risks faced by the self-employed.
- Modernise the pensions system to meet the needs of self-employed people.
- Support health, safety, and wellbeing at work.

Conference further instructs the NEC to draw on the experience of members and representatives in Heritage and the Creative Industries to build the campaign and highlight the challenges for these members.

National Executive Committee

50

Family Friendly working which reflects modern families and society

For years Employers have been extolling the virtues of their organisations as being modern and being contemporary in their policies to attract and retain staff. However, much of an employee offer is enshrined in "traditional" policies (and legislation) which are based on archaic views which entrench gender norms and hamper true workplace equality. While there have been some legislative improvements to "family friendly" working this year (e.g. around unpaid carers leave, and flexible working requests), employers generally do the minimum, and alienate their staff. We must do more to encourage them to truly support staff. In return, they will engage a more committed, loyal, and dedicated workforce.

It is important to work towards better terms and conditions to provide support for all forms of the modern family. Better family friendly policies will allow individuals to function in a vigorous society and bring healthy future generations into the workplace.

There has been a paradigm shift in how businesses value family friendly policies, unfortunately the public sector has fallen behind the trend. In a time when the public sector is struggling to recruit and retain staff with the right skills, in part to a lack of competitive wages, it is even more important to have an edge with decent family friendly policies. Remember, regardless of our sector within Prospect, we all depend on a thriving, efficient and well-resourced public sector.

By moving away from archaic gender-based views, workplaces will become more inclusive and reduce a lot of the inequalities that we currently see.

There are still considerably fewer mothers working than there are fathers (Families and the labour market, UK - Office for National Statistics (ons.gov.uk)). Research shows that 4 in 5 (84%) mothers face difficulties when they return from maternity leave. Although 85% of employers have specific policies for employees returning from maternity leave, often the policies don't translate into on the ground support. As a result, 1 in 10 mothers (11%) quit their jobs (Case study: How employers are putting their family-friendly policies into practice | Totaljobs).

The private sector is miles ahead of the public sector. As an example, Aviva's equal parental leave gives all new parents and adopters, regardless of gender, up to one year of leave, within the first 12 months of a child's arrival of which 26 weeks' is at full basic pay. Compared to a recent increase of 3 weeks fully paid paternity leave at the Environment Agency. There is lots of evidence which suggests improved policies reduce costs to businesses through increased staff retention and reduced attrition rates (The Real Cost Of Paid Parental Leave For Business (fastcompany.com)).

This conference instructs the National Executive Committee (NEC) to include improving parental policies in any discussion or negotiations about pay, benefits and employment, in particular undertaking a Benchmarking exercise looking broadly across the public and private sector to understand what the best (and most effective) policies and practices look like. Instead of allowing ourselves to sink to the lowest level, we want Prospect to help lead on a race to the top in getting the family friendly policies our members deserve.

Environment Agency Branch

51

Motion to Revise Workplace Attendance Requirements for a Balanced Approach to Work-Life Integration

The traditional model of mandating a specific amount of time in the workplace for employees has been an established custom for many years, in most workplaces. This need for employees to attend the workplace has often been based solely on tradition and a perception that this makes staff management easier and improves productivity. The COVID-19 pandemic reshaped the landscape and perception of work. This had led to a widespread adoption of flexible arrangements, including remote working. These more flexible working arrangements have brought benefits to both employers and employees.

Recently, employers in both public and private sectors have set arbitrary office occupancy targets rather than considering the evolving nature of work and individual circumstances. An example is the Rees-Mogg dictate that civil servants must attend the workplace at least 60% of the time. Targets like these are often based on a lack of trust by the employer for the employee despite ample evidence to the contrary. It encourages a dangerous culture of presenteeism too. However, this lack of trust fails to recognise the growing importance of balancing personal and business needs to ensure the well-being and satisfaction of employees.

Working from home, or some other location which may not be the traditional workplace, has provided numerous advantages for both employers and employees. These include cost savings related to commuting, improved work-life balance, and increased productivity. For organisations, it's a selling point that means it's easier to recruit and retain staff with the skills, experience, and knowledge the organisation needs for its future.

Conference recognises that there is a need for members to attend their workplace, we are not advocating for permanent homeworking for all. We know that many roles undertaken by Prospect members can only be done in the workplace for security, safety, or other reasons. However, workplace attendance should be based on a comprehensive assessment that considers individual circumstances, job responsibilities, and the nature of the work being performed, rather than enforcing a rigid one-size-fits-all approach.

Therefore, conference instructs the NEC to consult and develop guidance on best practice and encourage open dialogue and collaboration between employers and employees. This should build and sustain trust and mutual respect between employers and employees. Agree accountability in

managing remote work arrangements. Develop the appropriate policies and practices that promote a healthy work environment, enhance employee satisfaction, and drive business success.

Ultimately, but not setting arbitrary targets for workplace attendance, employers and employees will benefit from a happier, healthier, more productive, and more diverse workforce.

Environment Agency Branch

52

Decoupling Pay from Transformation and promoting Progression

We acknowledge the importance of fair and equitable pay and employment conditions in fostering a thriving workforce. As representatives of our respective organisations, we have a responsibility to advocate for policies that prioritise the well-being and advancement of employees. No topic is higher up our agenda than employee pay. However, increasingly employers are connecting business “transformation” with pay, offering headcount reductions to pay for salary increases and refuse to pay for skills, knowledge, and experience. This is prevalent across the public sector, and not uncommon across the private sector, especially where those organisations have been privatised.

Decoupling Changes in Terms and Conditions from Pay: We recognise a concerning trend where employers link changes in terms and conditions directly to pay discussions, which are not linked to pay. However, we assert that pay should be primarily based on the responsibilities and duties associated with the job role. Changes to terms and conditions, such as job scope or responsibilities, should be treated separately from discussions on pay. This separation ensures transparency and fairness in remuneration practices.

Pay Increases and Headcount Reduction: We express concern over the practice of offsetting pay increases with headcount reductions, particularly in the public sector. It is essential to emphasise that pay increases should not be used as a bargaining chip in negotiations where the consequence is a reduced workforce. Instead, we call for increased government funding to adequately support the public sector, recognizing its vital role in serving all segments of society. If an organisation wants to change the duties and responsibilities of its employees to reflect modern practice and new technology, we remain ready to negotiate, but that is part of a decoupled conversation about terms and conditions of the role.

Campaign for Progression Based on Skills, Knowledge, and Experience: We advocate for the reinstatement of progression within organisations, with a specific emphasis on the public sector. This campaign should prioritise advancement opportunities based on employees’ skills, knowledge, and experience rather than solely on tenure in a role. By aligning progression pathways with individual competencies, we foster a more motivated and skilled workforce. This promotes loyalty, dedication, and job satisfaction which increase productivity.

Conference acknowledges that many organisations here have roots in the public sector and often draw comparisons to public sector employment practices. By working collaboratively, we can enact positive change that benefits all employees across various sectors.

This conference instructs the NEC to commit to a sustained campaign for fair pay to foster collaboration among our organisations to improve employment practices for all employees. Specifically, this will advocate for:

- decoupling changes in terms and conditions from pay negotiations.
- opposing pay increases being offset with headcount reductions.
- reinstating progression based on skills, knowledge, and experience.

Environment Agency Branch

Common Debate on Motions 53 and 54

If Motion 53 falls, Motion 54 falls.

53

Tax allowance for homeworking

Conference acknowledges the work that has been done on hybrid working and home working, however there is still more to be done. Permanent, contractual home working is now the norm for some employees in our industry, whether by personal choice or through employer instruction. As of 2023, in the UK 12.7% of full-time employees work permanently from home with another 28.2% working a hybrid model (ONS data.) At present under HMRC guidance employers can - although they don't have to - pay a contractual home worker £26 a month tax free to cover "reasonable additional costs incurred" as a result of home working. This allowance over the years has not kept up with inflation, it doesn't cover the full cost of a broadband connection and doesn't reflect the realities of working from home in our industry often on long shifts overnight, at weekends and in areas in the UK with inclement weather. With the cost-of-living crisis and the increases in the cost of utilities, up by £45 a month even before the Ofgem energy price cap in April 2022,(Nottingham Trent University, 2021) home workers are now actually paying to work from home whilst employers close offices and applaud their efforts to reduce energy emissions.

Conference instructs the NEC to seek to lobby the relevant bodies to increase this allowance and ensure it is reviewed at regular intervals.

Red Bee Media Branch

54

HM Revenue & Customs subsistence rates

Conference notes that the subsistence rates that are eligible for tax relief by HMRC have been unchanged since 1998. These are typically used as a limit for expense claims by employers and, given increased prices, mean that many employees are left out of pocket when submitting receipted claims for necessary food and drink whilst travelling on business.

Conference instructs the National Executive Committee to lobby government to increase the subsistence rates to reflect the current cost-of-living and seek establishment of a mechanism to periodically assess and adjust the rates in line with inflation.

UK Health Security Agency (UKHSA) Branch

55

4 day working week

The trade union movement won the weekend, paid holidays & sick leave, and in the age of mass automation, workforce precarity and climate breakdown, we must now win universal working time reductions, with no loss of pay.

The case for a four-day week has never been stronger. It's a significant step towards democratic control over one of our most scarce and precious goods - our time - with demonstrable benefits to employee health, wellbeing, productivity & staff retention from UK pilot studies. The power to rest & restore ourselves mentally, in our relationships and the leisure time to pursue creative energies must be protected and expanded. Unconditionally free time is the wellspring for collective fight & organising to solve the grand challenges we face as a society.

In the COVID-19 pandemic, at the height of the televised ministerial deliberations on protecting lives versus harming 'the economy' a critical question was highlighted – do we work for the economy, or does the economy work for us? As the cost-of living crisis bites, the ability to transform productivity gains into shorter working hours with no loss in pay helps support workers by reducing childcare and travel costs, whilst reducing the risks of increased unemployment, inequality and private debt crises posed by automation technologies deployed for narrow, profit-maximising ends.

A four-day week has particular strategic value. Research shows how working time reductions help support less material intensive forms of consumption and ways of satisfying our needs: whether it's taking the time to cycle rather than driving or taking an afternoon to repair a sofa rather than buying a new one, the limiting factor in making more sustainable choices is time. Research has shown that a four-day week could reduce the UK's carbon footprint by 127 million tonnes per year, which is the equivalent of taking 27 million cars off the road (effectively the entire UK private car fleet).

For these reasons, Conference instructs the National Executive Committee to campaign for the four-day working week and call on members' employers to implement 4-day week trials.

EFRA Branch

Section L – Social and public

Common Debate on Motions 56 and 57 If Motion 56 falls, Motion 57 falls.

56

Repeal All Anti-Union Legislation

Conference notes and commends Prospect's stance on the Strikes (Minimum Service Levels) Act 2023. It is correct to campaign for the repeal of this law. But conference believes we should be bolder, and campaign for the repeal of all anti-union legislation introduced by successive administrations over the past decades. For strike action to be effective, large-scale engagement with members and staff is essential – and we should aim for large turnout in industrial action ballots. Nonetheless, it should be up to us – the workers making the decision – to determine how and when we call industrial action.

Conference instructs the NEC to campaign for the removal of all anti-union legislation including:

- The Trade Union Act 2016, which specifies minimum turnout levels on strike ballots;
- The elements of the Trade Union and Labour Relations (Consolidation) Act 1992 which mandate postal balloting and prohibit secondary action;

and to call for their replacement with more permissive and empowering legislation. This must include calling for:

- A positive right to strike in law;
- Secondary action to be made lawful.

UKAEA Branch

57

Repeal anti-trade union legislation

UK Trade Union Law has been sequentially introduced to limit the abilities of trade unions to operate effectively in the interests of their members, cumulating with the most recent Minimum Service Levels Act. This act removes the right to strike for those working in decommissioning of nuclear installations and management of radioactive waste and spent fuel, which is rapidly becoming pertinent to our Branch.

Conference notes that, while the opposition state they wish to repeal anti-trade union legislation, there has been no articulation on which parts of the legislation this includes.

This conference instructs the NEC to campaign for the repeal of restrictive trade union legislation and to campaign for all parties to adopt a maximalist approach to the repeal in order to ensure that all restrictions are repealed.

EDF Energy Branch

58

Opposition to Minimum Service Level Strike Law

We call on the Prospect NEC to take action to oppose the minimum service levels strike law. This law imposes restrictions on the right to strike by requiring that a minimum level of service be maintained during industrial action, undermining the right of workers to withdraw their labour in pursuit of their demands.

We believe that the right to strike is a human right and an essential tool for workers to defend their interests. The minimum service levels strike law is an unjust and unfair restriction on this right. We call on the Prospect NEC to take all necessary steps to oppose this law and to defend the right of workers to take industrial action.

Furthermore, this conference calls on the Prospect NEC to provide support and assistance to any members who unwittingly fall foul of the minimum service level strike law. We stand in solidarity with our members who exercise their right to strike and will defend them against any repercussions for their actions.

This Conference instructs the National Executive Committee to take the following actions to oppose the minimum service levels strike law:

- Lobby MPs and Lords to repeal the law.
- Work with other trade unions to coordinate efforts and present a united front against the law.
- Raise public awareness about the negative impact of the law on workers' rights and organise public demonstrations or protests.
- Engage with employers to convince them not to make use of the provisions in the law.
- Support legal challenges to the law in court.

Met Office Branch

Common Debate on Motions 59, 60 and 61 If Motion 59 falls, Motions 60 and 61 fall.

59

Annual income requirement for spouse visas

Many Prospect members hold foreign nationalities or have foreign spouses who are utilising family/spouse visas.

In December 2023, the government announced they would change the annual income requirement for spouse visas from £18,600 to £38,700 as a mechanism for reducing legal migration in the UK. This change in policy not only affects new entrants to the UK but also current visa holders whose visas are up for renewal. This directly impacts members whose salaries are currently below the new threshold, and it also affects members whose salaries are above the threshold in the following ways:

- Affected members cannot work part time if this would make their salary fall below the threshold.
- Affected members cannot take part in potentially prolonged strike action if the loss of pay would cause their salary to fall below the threshold.
- Affected members are more vulnerable to accidents or incidents, which cause loss of earnings (e.g. if a member suffers an accident which stops them working, along with losing their livelihood, the government would also seek to deport their family.)
- Affected members will be more risk-averse when seeking employment opportunities/promotions.

Conference instructs the National Executive Committee to lobby this government and future governments against this change in policy and seek to gain protections for members who hold foreign nationalities or have foreign spouses.

EDF Energy Branch

60

Recruitment and immigration

Conference notes with concern the announcements in late 2023 of policy changes to Skilled Worker and Family visas. Changes to qualifying salary criteria will see the inclusion threshold rise from £26,200 to £38,700 from April 2024. A subsequent announcement detailed that the hike would be phased for the Family Visa, rising to £29,000 in April followed by an interim threshold of £34,500 before raising to the full amount of £38,700 at unspecified future dates. In a further twist, the Home Office then rowed back from some of these proposals, announcing that the Family Visa would stop at the £29,000 threshold.

These significant policy changes, and the uncertainty about implementation, impact staff already employed that were looking to these visa routes to extend their right to remain in the country. The stress and anxiety that has been, and continues to be, caused is huge. Employers are already signalling that they are unlikely to lift the salaries of low-paid immigrant workers to meet the new thresholds. Affected members have been left in limbo, uncertain as to whether they will lose their jobs and their right to remain in the country.

Whilst these changes are unlikely to make a politically significant difference to overall immigration figures, they cause disproportionate impacts on human suffering and UK business - compromising the options of UK companies and government organisations in employing and retaining skilled workers, and potentially having a detrimental effect on UK infrastructure and services.

This Conference instructs the NEC to gather data on the scope of members affected, and work with the TUC, and others as appropriate, to support affected members and campaign to have this damaging policy overturned.

EFRA Branch

61

Changes to UK legislation aiming to cut legal migration

On 4th December 2023 the UK Government announced changes to legislation aiming to cut legal migration including an increase to the minimum salary needed for skilled overseas workers from £26,200 to £38,700. Depending on the details of how the changes are implemented, this could significantly stifle recruitment and retention of overseas candidates to vital junior and lower posts at the James Hutton Institute and other scientific organisations to their detriment. The changes also affect the dependants of staff and so their wellbeing by association.

National conference instructs the National Executive Committee to oppose this legislation and lobby the UK Government to change its position on this.

James Hutton Institute Branch

62

Humane asylum system

Conference notes the current trend in UK government to resist the provision of aid and sanctuary to asylum seekers. It also notes the increase in international stability across the globe with major wars developing. In particular, conference notes with regret the decision of the UK government to pursue its intention to send Asylum Seekers to Rwanda despite High Court Rulings that the scheme is unlawful.

Instead of creating a humane system to deal with asylum seekers and refugees, the government demonise them, and continues to underfund the agencies and organisations who support refugees and asylum seekers.

Conference instructs the NEC to campaign for a humane asylum system, which includes lifting the ban on asylum seekers being able to seek work in order to support themselves.

EDF Energy Branch

63

HSE Status

Conference recognises the governance arrangements of the Health and Safety Executive as that of an arm's length body, namely a Non-Departmental Public Body, which in theory provides space for it to operate away from ministerial oversight. However, HSE remains under the oversight of its parent department the DWP and minister, particularly in policy setting, budget/resourcing considerations and pay.

Conference also recognises that Non-Ministerial Departments are responsible for issues where political oversight is judged to be unnecessary and are therefore subject to light touch oversight of strategic priorities with funding allocated directly from Parliament.

May 2023 saw the publishing of the governments Public Bodies review of the Health and Safety Executive (HSE). Amongst the recommendations is for work to be undertaken by government to consider the status of HSE and whether a Non-Ministerial Department model is more appropriate as the delivery model – To be completed by 2025.

Conference believes that turning the HSE into a Non-Ministerial Department, would free it from significant political oversight, allowing it to enhance its independence from aspects of political agenda, which may lead to it developing its own strategic sustainable model, including governance arrangements with input from all parts of its tri-partite governance board.

Conference instructs the NEC to campaign for HSE to become a Non-Ministerial Department by working with appropriate bodies such as the TUC, supportive political parties, and employers who recognise the important safety critical role HSE plays in keeping workers safe and healthy.

Health & Safety Executive Branch

64

Independence of the Civil Service

Recent governments have shown some inclination to take liberties with both domestic and international law, and to limit the ability of the judiciary to uphold these. We have recently heard that changes to the Civil Service Code are being considered, with similar intent. The independence and freedom from political interference of the British Civil Service is essential to the four principles of the current Civil Service Code: integrity, honesty, objectivity and impartiality, and must not be undermined.

It is recognised that civil servants, outside of particular, sensitive roles, like other citizens, should be able to engage in a range of political activities in their private life. It is important that those unable to express their views in their professional lives retain this outlet for their own political opinions in their private lives, both as a right in itself, and as a safeguard against politicisation of their work.

This meeting instructs the National Executive Committee to use all practical means at its disposal to resist, at national level, any steps that might undermine the independence of the Civil Service or curtail the current, private-life political freedoms of civil servants, and likewise calls upon the National Executive Committee to support and encourage all branches in resisting any similar measures that might arise locally.

Met Office Branch

65

Protecting our children's schools.

Conference notes that the school system is facing an unprecedented challenge with increased levels of absence, declining pupil behaviour, rising demand for special educational needs funding and a growing attainment gap between children on free school meals and their more affluent peers.

Austerity, ideology and academisation have decimated many of the education and children's services that support schools and the children who attend them. Prospect members working in this area are experienced professionals with expertise in their respective fields and provide schools with advice that they can draw upon to support children to attend school and receive a high-quality education, which will improve their educational outcomes. For many years this has become an increasingly challenging environment with ever greater fragmentation in the workforce leaving many schools without access to the specialist external support and advice they need. Governments across the UK are now making further cuts to these services, which will see further redundancies, an increased workload for those who remain and reduced services for children.

Conference recognises the critical importance of education to our individual children's outcomes and the wider economy including key areas such as IT and STEAM (Science, Technology, Engineering, Arts and Maths), and therefore instructs the NEC to:

Recognise the important role schools play in ensuring future economic prosperity, by enabling every sector represented by Prospect to be able to recruit an educated and skilled workforce.

Support the principle that all schools benefit from the expert advice and support provided by those in the wider education and children's services workforce.

Robustly protect members who are facing restructuring and redundancy because of further funding cuts.

Campaign to address the rising workload in the education and children's services workforce.

Lobby the governments and opposition parties in Westminster and the devolved administrations to ensure schools have access to well-resourced support services and expert advice to improve children's educational outcomes.

Education and Children's Services Group

66

Funding for Arts, Culture and Heritage

The arts, culture, and heritage have been proven to have a profound positive impact on wellbeing, mental health, and overall quality of life. Investments in the arts and culture offer substantial returns, both economically and socially, by creating employment opportunities, boosting tourism, and enriching community life. However, recent cuts in national and local funding for cultural programs and institutions have endangered the viability and accessibility of this sector. These cuts disproportionately impact marginalised communities, artists, and cultural organisations, worsening existing inequalities.

This conference instructs the NEC to work with the TUC and other trade unions where appropriate to lobby the government and policy makers to recognize the significant social and economic benefits of the arts, culture and heritage and prioritise adequate funding to sustain and expand cultural programs and institutions. Additionally, to emphasise the importance of protecting workers' jobs and supporting freelancers within the cultural sector, ensuring that they can continue to contribute to our communities. This conference urges the NEC to encourage collaboration between governments, cultural organisations, and trade unions to develop sustainable strategies for strengthening the cultural sector and preserving heritage.

Scottish Live Events Network

67

Improving Regulation to ensure sustainable development and protect and enhance social, environmental, and economic prosperity

Effective regulation is crucial for the economy, businesses, and the well-being of workers.

Regulation is often seen as a dirty word, synonymous with "red tape" and "bureaucracy". However, good regulation plays a pivotal role in fostering a conducive environment for businesses to thrive while ensuring the protection of jobs. That's jobs in both the regulators and regulated organisations because of the confidence in workload. Regulation is one of the key features of a well organised society and touches almost all parts of daily life.

Clear and consistent regulations provide businesses with certainty, enabling them to make informed decisions, plan investments, and create sustainable job opportunities. A well-regulated environment promotes fairness and transparency. This ensures a level playing field for all businesses, regardless of their size or influence.

For decades government's underinvestment in regulation has led to detrimental outcomes. Recent interest in how water companies have pumped raw sewage into rivers and the sea is one example that highlights a broader problem. This all leads to increased uncertainty for businesses, inefficiency, and a "wild west" approach. Inadequate and poor regulation may result in poor decision-making, economic instability, and potential harm to workers, consumers, and the environment where society and the economy are compromised.

Conference instructs the NEC to lobby for:

- a. Increased (and sufficient) investment (including through charges) in regulatory infrastructure, including adequate staffing, training, and technological resources, to enable regulators to work effectively, provide advice, and properly enforce regulations.
- b. Review and improvement of existing regulations to adapt to evolving economic, social, and technological landscapes, while addressing any unintended consequences or regulatory burdens.
- c. Transparent and participatory regulatory processes that allow for meaningful engagement and feedback from workers, businesses, and other stakeholders.
- d. International cooperation and information-sharing to learn from best practices in regulation and address global challenges such as labour rights violations, environmental degradation, and unfair competition.

Environment Agency Branch

68

Ofcom quotas for Channel 4

This conference notes that improvements over the last decade to diversify work in the creative industries across the Nations and Regions are in danger of slipping away.

Conference instructs NEC to join PACT (Producers Alliance for Cinema and Television), The Screen Agencies of Scotland, Northern Ireland, and Wales, and the Indies in Northern Ireland & Scotland in calling for Ofcom quotas for Channel 4 that match those given to the BBC at the very least, ideally fully enshrining their 50% outside of London spent into the license formally. Prospect will also call on Ofcom & Channel 4 to dedicate themselves to the Nations & Regions that are within their remit to serve. Moving forward, Prospect will robustly defend the work of our members in the nations and regions by lobbying for the effective use of quotas for the nations and regions by industry watchdogs and professional bodies. The monitoring and enforcement of regional quotas should be central to the unions activity to ensure their effective use.

Scottish Freelance Branch

69

Renationalisation of English water companies

Conference acknowledges that it is a national disgrace that English water companies continue to discharge sewage into rivers, estuaries and the sea. Barely a week goes by without another sewage scandal hitting the headlines, and more beaches are declared unsafe due to pollution. Furthermore, it is a complete travesty that billions of gallons of water are lost to leakage.

Conference further condemns the weakness of Government oversight which, through the Water Services Regulation Authority (OFWAT), allows shareholders and water company executives, to continue drawing ever-increasing bonuses, whilst their companies continue to borrow eye-watering amounts. Customers will doubtless have to pay back the money via bills.

Conference instructs the National Executive Committee to formulate a campaign, along with other Trade Unions and the wider TU movement, to renationalise those water companies which were privatised for profit.

Retired Members Group

70

Addressing the housing crisis as a union

Housing is a fundamental human need and is typically someone's largest single expenditure. Over the past 40 years, both owning and renting a home have become increasingly unaffordable in the UK. The ratio between median house prices and earnings in England stands at 8.28, up from 3.54 in 1997. The rate of owner-occupancy is trending downwards, as a generation has been priced out of the market. A shortage of social housing means this is available only for the very poorest. A growing number must rent privately, in homes that are expensive, more likely to be poorly maintained, and lack security of tenure. Furthermore, there is now a shortage of private rentals, with supply 18% below the five-year average and demand 32% above it in December 2023.

Co-operatively owned homes are a tenure which allows renters to be their own collective landlord. Such housing is managed on a non-market, not-for-profit basis, making it affordable to working people. Key obstacles to its development are difficulty obtaining land, access to financing, and lack of expertise among potential developers. Many employers own land and some of this could be provided for housing. Trade unions themselves often own land in city-centre locations. In Canada and Switzerland, the creation of umbrella organisations for building co-operative housing has allowed easier access to finance and development of significant expertise.

Conference believes that:

- The housing market is failing most of those that are not already property-owners, including many with middling incomes and above.
- Co-operatively owned housing can provide a solution for working people unable to afford home ownership but who would not qualify for social housing.
- Two barriers to the development of this form of housing are lack of financing and expertise.
- Unions should try to use their resources, including land and finances, to help provide secure and affordable housing to their members.

Conference therefore instructs the NEC to:

- Investigate how Prospect's investments can help finance new co-operative housing.
- Help branches to bargain with employers to lease unused land to build cooperative housing.
- Examine whether its office real estate can be redeveloped into mixed-use developments containing both offices and affordable co-operative housing.
- Seek to partner with other unions and/or the TUC to create an organisation capable of developing large numbers of new housing co-operatives to provide affordable homes to working people, similar to examples in Canada and Switzerland.

UKAEA Branch

Housing, but not at any cost

The UK clearly has a housing crisis, exacerbated by the loss of much of the Council house stock, rents elevated through being considered as income streams, recently elevated mortgage costs, longer term rises in house prices set against stagnant wage growth, and changing demographic factors around population age and house occupancy, amongst other. The Labour party in their 2023 party conference pledged:

“Opportunities for first time buyers in every community. New development corporations with the power to remove the blockages. New infrastructure to support families and communities to grow. Roads, tunnels, power stations – built quicker and cheaper.”

However, this free for all does risk our remaining environmental assets if the brakes of moderation are removed by these development corporations. The drive to build on often biodiversity-rich brownfield instead of largely sterile greenbelt will drive many local species extinctions and even some national ones as the last redoubt falls. Labour’s focus has, historically, been urban but it now needs to broaden that focus if the climate and biodiversity crises are to be addressed.

We need to ensure that the environmental protections are acknowledged and written into the constitutions of the development corporations and the remits of all government departments such that full consideration of the biodiversity resource is given weight in the planning deliberations, and that greenbelt can be sacrificed where the ecological balance is clearly against it.

Conference instructs National Executive Committee (NEC) to act on the following:

- Opening up of a dialogue with the Labour development and environment (shadow) ministers to explore this concept;
- To lobby to ensure that the development corporations and cross-government departments have biodiversity as a core part of their remit, as a mechanism to deliver the existing environmental agenda;
- To press to ensure that standards of green infrastructure and open space provision in the new builds and infrastructure are retained to the benefit of the citizens and wildlife; and
- To press for sustainable energy design and projects within developments, both within the housing stock and wider construction to address climate change concerns.

EFRA Branch

Section M – Rules

72

Income definition

To provide a clear, comprehensive, and equitable definition wherever subscriptions are to be income related, to better reflect the reality of members' working lives in the 21st Century and give members much needed clarity on their "fully paid-up member" status.

This Conference agrees to amend Rule 2.13 as follows:

"For clarity, wherever subscriptions are to be determined with reference to members' pay, salary or income under either this Rule or Rules 2.14 – 2.24 below, personal pay, salary or income shall be defined for this purpose, for all except retired members as:

- a. For PAYE employees: Overall gross earnings inclusive of recurring incremental length of service payments, bonuses, cost of living payments, London or other city weighting elements, contract percentage payments and other regular supplements that have been negotiated or recognised by the union from all employments falling within the scope of the membership criteria, but exclusive of variable payments such as irregular overtime, temporary acting payments or variable bonuses.
- b. For self-employed members and those working through Limited Liability Partnerships: The total of a) and all pre-tax profits derived from self-employment falling within the scope of the membership criteria.
- c. For members trading as Limited Companies: The total of b) and any gross dividend income derived from those companies falling within the scope of the membership criteria."

So now reading:

2.13 Subject to the following provisions of this Rule every member shall pay to the Union a subscription at such rate as may from time to time be determined by National Conference. For clarity, wherever subscriptions are to be determined with reference to members' pay, salary or income under either this Rule or Rules 2.14 – 2.24 below, personal pay, salary or income shall be defined for this purpose, for all except retired members as:

- a) For PAYE employees: Overall gross earnings inclusive of recurring incremental length of service payments, bonuses, cost of living payments, London or other city weighting elements, contract percentage payments and other regular supplements that have been negotiated or recognised by the union from all employments falling within the scope of the membership criteria, but exclusive of variable payments such as irregular overtime, temporary acting payments or variable bonuses.
- b) For self-employed members and those working through Limited Liability Partnerships: The total of a) and all pre-tax profits derived from self-employment falling within the scope of the membership criteria.
- c) For members trading as Limited Companies: The total of b) and any gross dividend income derived from those companies falling within the scope of the membership criteria.

London Live Events Network

73

Prospect rule change on scope of RMG card vote

Conference notes that Retired Member card votes are not only calculated on 25% of membership but extremely limited in scope. Conference recognises that there is an inconsistency whereby Retired Members' Group delegates are excluded from on-request card votes on Motions where they are eligible to vote in a show of hands. To remedy that within the 25% cap, Conference amends Prospect Rules 8.3(1)f and 8.13(4) to read:

- 8.3** (1) (f) Where a card vote is called, the Retired Members' Group shall have a card vote on any Rule changes relevant to Part 5 of the Rules 'Retired Members' Group' or on Motions where they were eligible to vote on a show of hands. The Retired Members' Group shall not have a card vote on any other matters.
- 8.13** (4) On Motions relating to Rule changes the Retired Members' Group card vote shall be restricted to Rule changes relevant to Part 5 of the Rules 'Retired Members' Group'. On other Motions, the Retired Members' Group may participate in card votes requested by Delegates after a show of hands.

Retired Members Group

74

National Appeals Committee

In response to motion EM14 at Conference 2022, this rule change seeks to provide a means to elect the NAC which is comparable to that used for the Standing Orders Committee.

Conference resolves to delete the paragraph 3.1 of Appendix 1 and to replace with new paragraphs 3.1 and 3.2 and renumber the current 3.2 to 3.3. This would read as follows:

3.1

- (1) There shall be a National Appeals Committee whose duties are defined by the National Rules.
- (2) The National Appeals Committee shall consist of five Working or Unemployed Members not being members of the National Executive Committee, each of whom has been elected in accordance with the following provisions of this Rule.
- (3) At the conclusion of each National Conference the two members of the committee who have served the longest terms since their election shall relinquish office. Should there be a tie in length of term served then those tied will agree who is to step down, should they not be able to reach agreement then all those tied will relinquish office. Any other member of the committee wishing to stand down shall give notice at the start of the conference and relinquish office at the conclusion of conference. The aforementioned National Conference shall elect members of the committee to fill these vacancies.
- (4) Members of the National Appeals Committee shall be elected according to the following conditions:
 - (a) they shall be elected at each National Conference from Working or Unemployed Members of the Union nominated by Branches for election;
 - (b) notice of nomination shall be given to the General Secretary not later than mid-day on the day occurring 13 weeks before the date on which the National Conference is to commence its sittings, and shall be accompanied by brief particulars of the persons nominated and by an undertaking signed by the nominee of willingness to act as a member of the committee if elected; provided that:

- (i) where a member is so nominated by more than one Branch, only one of the nominating Branches shall be required to furnish such particulars and such undertaking; and
 - (ii) the provisions of Rule 16.2 as to the date on which a notice is to be deemed to have been received shall not apply to a notice given under this paragraph but any such last mentioned notice shall be deemed not to have been given until it has been delivered to the General Secretary.
- (c) a notice under the last foregoing paragraph shall be accompanied by a certificate signed by the Secretary of the Branch or such other member of the Branch as has been authorised by the Branch, that the nomination has been approved by a General Meeting or Annual Conference of the Branch or by a committee of the Branch authorised to approve it
 - (d) persons may withdraw their nomination for election as a member;
 - (e) if insufficient nominations are received to fill all vacancies or if, before the voting for the election of one or more members of the National Appeals Committee has taken place, sufficient persons nominated for that office withdraw their nomination that there are unfilled vacancies, Conference may permit the nomination by delegates of other persons for election to the office and whoever is in the Chair of Conference shall, before accepting a nomination so made, be satisfied that the proposed nominee is willing to serve and shall determine in what manner the provisions of this paragraph shall be given effect;
 - (f) election to the National Appeals Committee shall be by card vote of Working and Unemployed Member delegates.
- (5)
- (a) In the event of any member of the Committee vacating office otherwise than in accordance with Rule 3.1(3) the National Executive Committee shall appoint in their place one of the persons who were candidates at the last foregoing National Conference for election to the Committee, regard being had in the making of the appointment to the number of votes received by each of these persons.
 - (b) If it should not be possible so to fill any such vacancy, it may be filled by the National Executive Committee by appointment of such a Working or Unemployed Member, other than a member of the National Executive Committee, as it may determine.
- (6) Any person appointed to the Committee under Rule 3.1(5) shall be deemed for the purpose of this Rule have taken up office at the conclusion of the National Conference by which the predecessor in office was appointed.
- 3.2** The Appeal Committee shall draw up standing orders for the conduct of appeals which shall be published and which shall be binding on the parties thereto and shall have power to decide all matters in relation to appeals procedure not specifically provided for in these Regulations. The Appeal Committee may act by any 3 of its members, such number being a quorum which may exercise all the powers of the full Committee.

National Executive Committee

75

Classification of Membership (Working member)

This conference resolves to amend rule 2.4 (1) (a) and (b) as follows, leaving 2.4 (2) and (3) unchanged:

2.4 There shall be the following classes of member:

- (1) Working Member – a member eligible under Rule 2.1 who is currently:
 - (a) employed whether on a full time or part time basis including self-employed members; or
 - (b) engaged on or between contracts for services.

National Executive Committee

76

Unemployed

This conference resolves to amend rule 2.5.(3) to insert a sentence at the end of the current rule to read:

An unemployed member can only remain in that category for a maximum of two years from the date of entering that category. After which they must transfer to working or retired member category.

National Executive Committee

77

Membership eligibility

This conference resolves to amend Rule 2.1(1)(a) by inserting the word “creative” after the word “managerial”. The amended rule to read:

if they are employed in professional, scientific, technical, managerial, creative or such allied work in such organisations and industries as the National Executive Committee shall from time to time determine; or

National Executive Committee

78

Bectu Sector Rule 1

This conference resolves to delete in entirety the paragraph under Rule 2.4(3) The paragraph to be deleted is as follows:

Until subscription harmonisation is achieved Rule 2.4 does not apply to members of the BECTU sector, except those within the C&D division. Membership classification for BECTU sector members in all other divisions is determined by BECTU Sector Rule 1.

National Executive Committee

79

Remove reference to transferring union

This conference resolves to amend Rule 2.14 to remove the words “transferring union” and replace with “Bectu Sector”. The amended Rule to read:

The National Executive Committee may determine a subscription rate or rates for members who are members of a sector under Part 6 of these Rules. Subscriptions for Bectu Sector members are set by the NEC and will be as described in BECTU Sector Rules 2, 3, 4 and 5. Future subscription rates will be determined as per paragraph 7 of the Instrument of Transfer (IoT).

National Executive Committee

80

Timescale for Appeals

This conference resolves to amend Rule 4.3(4) by adding a new final sentence as follows:

The National Appeals Committee must conclude the appeal within 2 months of receiving it.

National Executive Committee

81

Sectors

This conference resolves to replace the current 6.2 with the following:

6.2 The Sector Executive Committee shall either:

- (1) be elected at their Sector Conference, by and from the Members employed within the Sector and by and from those who were employed within the Sector but have become unemployed within a period of twenty-six weeks prior to the date of the Sector Conference. Where it appears to the National Executive Committee that there are good reasons for not applying this general principle, the National Executive Committee may use other specified electoral arrangements or;
- (2) consist of one, or more, representative of each branch that falls within the sector, as selected by that branch in line with their rules. The method for determining the number of representatives per a branch shall be set out in the sector rules and agreed by the NEC.

National Executive Committee

82

National Conference

This conference resolves to amend Rule 8.2(1) by deleting the words “1 May and 23 June” and replacing them with “1 June and 31 July”. The amended rule shall read:

8.2 (1) There shall be a National Conference in every even numbered year which shall commence its sittings on a date between 1 June and 31 July.

National Executive Committee

83

Annual Report

This conference resolves to amend Rule 8.16(1) to delete reference to “5 weeks” and replace with “4 weeks”. The amended rule to read:

- 8.16 (1)** In the year in which a National Conference is held the National Executive Committee shall secure, by no later than 4 weeks prior to the first day of Conference, that a copy of the report and financial statements for the year ended on the 31st day in December in the immediately preceding year, shall be circulated to all Branches and the Retired Members’ Group.

National Executive Committee

84

Annual report (non-conference year)

This conference resolves to amend Rule 8.16(4) to delete reference to 1 May and replace with 1 June. The amended rule to read:

- 8.16 (4)** In any year when a National Conference does not take place the National Executive Committee shall secure, by no later than 1 June of that year, that a copy of the preceding year(s) Annual Report(s) and Financial Statement(s) be circulated to all Branches and the Retired Members’ Group.

National Executive Committee

85

NEC

This conference resolves to delete Rule 9.5 in its entirety.

National Executive Committee

86

Interpretation

This conference resolves to insert a new Rule 16.4 to read:

The terms ‘Vote’, ‘card vote’ and ‘voting paper’ used in these Rules includes the use of electronic or digital forms of voting where these conform to technical standards laid down by the National Executive Committee or external authorities.

The current Rule 16.4 will be renumbered as 16.5.

National Executive Committee

87

Rename of disciplinary appendix

To ensure there is no confusion with Appendix 1 of the political fund, this conference resolves to rename Appendix 1 Disciplinary regulation as Appendix A Disciplinary regulations.

National Executive Committee

Common Debate with Consequentials on Rule Changes 88 and 89 If Rule Change 88 is carried, Rule Change 89 falls.

88

SOC elections

Conference resolves to delete rule 8.21 and replace with the following:

Standing Orders

8.21

- (1) There shall be a Standing Orders Committee whose duty it shall be to prepare the agenda and standing orders for each National Conference and Special Conference and to make recommendations as it may think necessary for the efficient and expeditious despatch of business. The Standing Orders Committee shall have such other functions as are conferred upon it by these Rules or as may be so conferred by National Conference.
- (2) The Committee shall consist of four working or unemployed members not being members of the National Executive Committee, each of whom has been elected or otherwise appointed in accordance with the following provisions of this Rule.
- (3) Each National Conference shall elect two members to the Standing Orders Committee and the persons so elected shall take up office at the conclusion of the National Conference at which elected and shall relinquish office at the conclusion of the second National Conference held thereafter.
- (4) The Standing Orders Committee shall elect a Chair from amongst its number at the first meeting following each conference or as otherwise required. In the event of there being a tied election, the tied candidates shall draw lots to determine which of them shall chair the Committee.
- (5) Members of the Standing Orders Committee shall be elected according to the following conditions:
 - (a) they shall be elected by each National Conference from Members of the Union nominated by Branches for election;
 - (b) notice of nomination shall be given to the General Secretary in accordance with the provisions within the conference calling notice and nomination form and be delivered not later than mid-day on the day occurring 13 weeks before the date on which the National Conference is to commence its sittings.
 - (c) Upon receipt of nomination the General Secretary shall obtain confirmation from the individual nominated that they are prepared to stand for election and, if elected, to serve as a member of the Standing Orders Committee.

- (d) if, before the voting for the election of members of the Standing Orders Committee has taken place, there are insufficient nominees Conference may permit the nomination, by delegates, of other members for the election.
- (e) election to the Standing Orders Committee shall be by card vote at National Conference.
- (6) (a) In the event of any member of the Committee vacating office other than upon completion of their full term of office, the National Executive Committee shall appoint in their place one of the persons who were candidates at the last foregoing National Conference for election to the Committee, regard being had in the making of the appointment to the number of votes received by each of these persons.
- (b) If it should not be possible so to fill any such vacancy in accord with Rule 8.21 (6) (a), it may be filled by the National Executive Committee by appointment of such a Member, other than a member of the National Executive Committee, as it may determine. The person appointed shall have been a member delegate to the last National Conference.
- (7) Any person appointed to the Committee under Rule 8.21(6) shall be deemed to have taken up office at the date of such appointment and shall serve only for the remainder of the term of the person they are replacing.

Renumber rule 8.21(8) as 8.22 and renumber following rules as required.

The amended rule to read:

8.22

In the event of there being any conflict between the Standing Orders and these Rules, the Rules shall prevail. Standing Orders, once agreed by delegates at the beginning of National Conference, may be suspended only by a resolution of the National Conference carried by two thirds of delegates present and voting.

National Executive Committee

89

SOC Rule Change

Conference resolves to delete rules 8.21 (2) and 8.21 (3) and replace them with the following rules

- 8.21 (2)** The Committee shall consist of four Working or Unemployed Members not being members of the National Executive Committee, each of whom has been elected in accordance with the following provisions of this Rule.
- 8.21 (3)** Each National Conference shall elect two members to the Committee and the persons so elected shall take up office at the conclusion of the National Conference at which elected and shall relinquish office at the conclusion of the second National Conference held thereafter.

CMD Midlands Wales & West

Section N – Organisation, recruitment and resources

90

Improved Member Recruitment Incentives

Conference instructs the NEC to consider improving the incentives awarded for member recruitment to encourage greater activity in growing membership across the union all year round.

At present the incentive on offer for a member recruiting another member to Prospect is to select one of the following:

- a £10 Lifestyle voucher
- a £10 donation to one of Prospect's charity partners
- a £10 donation to Prospect's benevolent fund

Whilst appreciated, to the members we represent a £10 incentive is perceived by many as too little to commit to memory, compel any meaningful change in behaviour and instigate additional efforts to recruit new members.

The lack of meaningful incentive for ordinary members consequently leaves Prospect relying heavily on its reps to build membership through recruitment activities. In the absence of an environment of persuasive encouragement from their member colleagues, this can often feel like a cold-calling exercise that means non-members are often not amenable to persuasion to take up membership.

Conference observes that Prospect recognises the power of modern marketing methods to attract valuable long-term membership, as evidenced by introductory offers such as "free membership for 3 months" made available to new members signing up during Heart Unions Week. It is striking to note that for some members Prospect is forgoing almost £60 in fees to secure new membership - a fact not lost on existing members - who with a touch of seriousness joke about not getting the chance to receive such value after years of loyal contributions.

Conference also observes that whilst some members do prefer to donate incentives to charitable causes, the current £10 donation options lack the potential to see their value enhanced through Gift Aid. Currently, members could make a more significant contribution to charity simply by taking a £10 voucher for themselves and contributing £10 plus Gift Aid through their charity's standard donation platform.

Conference does not intend to stipulate the terms of any improved incentive scheme to the NEC, leaving to its good judgement the best design of any incentive scheme and accompanying restrictions as deemed appropriate.

If the NEC needs a starting point to debate the merits and value of any new scheme, it could consider aligning towards a 1.5x maximum monthly subscription value - initially as a £30 reward - coupled with a suggestion to "share the love" and encourage optional £10 donations to partner charities via links to their Gift Aid platforms.

BT Networks & Digital Branch

91

Commitment to Attracting and Retaining Early Career Members

Conference instructs the NEC to commit to actively attracting and retaining membership from individuals in the early stages of their careers. In order to do this, the NEC should put in place a group to look at the viability of offering early career professionals, based on either their duration working in a professional capacity; and/or recent graduation status from university; and/or recent participation in an apprenticeship scheme, a reduced and temporary subscription fee.

Benefits of this initiative include:

1. **Future Sustainability:** Recruiting individuals early in their careers is essential for the long-term sustainability of the union. By engaging them now, we increase the likelihood of them remaining as members throughout their professional lives.
2. **Representation:** Currently, the union lacks proportionate representation in the younger demographic. By actively recruiting early career professionals, we can ensure that the union represents a diverse range of members, including those at the beginning of their professional journey.

By implementing this motion, Prospect Union demonstrates its commitment to fostering inclusivity, supporting the next generation of professionals, and ensuring the longevity of the union's impact.

This motion seeks to address the critical need for Prospect Union to attract and retain early career professionals, highlighting the benefits and rationale behind such an initiative. Such a group should include professional and lay representatives and should report back, periodically, to the NEC and to Conference 2026.

AWE Branch

92

Establishment of a more formalised Young Workers' Committee

Background – The current structure of the Young Workers' Committee lacks equal standing within Prospect compared to other advisory committees, failing to report to the National Executive Committee (NEC) akin to other advisory committees like CORE and CCC. This has led to disempowerment and a feeling of performative representation. Additionally, confusion surrounding the eligibility of certain members for committee membership, particularly those affiliated with existing young worker structures within BECTU, has resulted in a lack of representation from the sector.

Rationale – Across the sectors that Prospect represents, the challenges faced by members vary immensely, but the challenges that young workers encounter have many common aspects that require a joined-up multi-sector approach to tackle. To foster a forward-thinking and inclusive union, young workers must be heard and empowered to assume leadership positions within their local branches and the broader union that is more than performative but have the potential to influence the changes young workers need to see in not just the union but the workplaces that we represent.

Resolution – Therefore, the conference resolves to instruct the NEC to take the following actions:

- Dissolve the existing Young Workers' Committee along with BECTU's Young Workers' arrangements.
- Establish a new committee that operates as an official advisory body of the NEC, reporting to the NEC in a manner consistent with existing advisory committees. This committee should follow structures similar to those of other advisory committees.
- Ensure that membership to this committee is open to all union members, with the caveat that the NEC should consider applicants' age when making selections.

Conclusion – By implementing these measures, the union can create a platform that amplifies the voices of young workers and provides them with the support and resources necessary to actively engage in shaping and securing the union's future.

UKAEA Branch

93

Inactive branches

This conference believes that all members should have the opportunity to participate fully in the democratic processes within our union. Many members are currently in inactive branches with no committees, or active lay reps, meaning that they cannot bring motions or send delegates to conferences. There are also a high number of branches with under 21 members - the number that the rules say is the minimum for a branch to be created and to send delegates to conferences. It is recognised that there may be instances where organising in a branch of under 21 members may be appropriate for industrial reasons.

Therefore, this conference instructs the NEC to review and aim to reduce the number of inactive and / or branches under 21 members to allow members to be better represented and participate in the unions democratic processes. The NEC should also create a longer-term plan to manage this in future.

Scottish Live Events Network

94

Prospect Organisers

This Conference recognises that not all Prospect branches are fortunate to have a Prospect Organiser assigned to them. This is to the detriment of such Branches as Prospect Organisers fulfil an important role in recruitment and retention of members, rep training, member benefits etc. The gap left by not having national coverage of Organisers is being filled by Negotiations Officers who have more than enough on their plates. Many Branches are having their facility time reduced meaning that local Branch Organisers have less time than ever so having Prospect Organisers is essential.

This Conference instructs the NEC to ensure that all Branches have Organisers, or a suitable organising resource assigned as soon as is possible.

Ordnance Survey Branch

95

Strike Funds

Conference recognises the sacrifices made by members over the past few years to win themselves and their colleagues better conditions. Strike action, and the threat thereof, is the origin of all of our power in the workplace.

Conference believes that the value in strike action lies in its application as an economic instrument against intransigent employers, rather than as a publicity exercise or an appeal to better nature. To maximise its impact, action must be sustainable.

Workers on strike forego pay. This impacts heavily which workers can afford to take prolonged strike action. There are natural EDI implications to this, and there are implications about which workplaces are most able to undertake effective action.

To prevent members going into hardship through industrial action, conference resolves to adopt a policy of using strike funds. These do not need to be funded centrally. Strike funds can be most effective when set-up ad hoc to support upcoming action. Through engagement with trades councils and community groups, as well as donations from within membership, these funds can be grown in preparation for industrial action. The presence of a healthy strike fund in advance of action can itself be an effective bargaining tool with an employer, demonstrating that the workforce are prepared and equipped to disrupt operations for a prolonged period.

Conference instructs the NEC to:

- Develop a standardised procedure for branches to develop strike funds to support staff through periods without pay;
- Inform branch secretaries about these arrangements;
- Encourage the use of these funds through the industrial action preparatory procedures;
- Explore the potential for the creation of a centralised strike fund, opted into by branches with supermajority support for paying a surcharge on subs.

UKAEA Branch

96

Indicative ballots

Many of our members were surprised that no member ballot was required to decide to end the formal Civil Service and public sector industrial action in June 2023. This left many feeling that their opinions were not properly reflected in this decision-making process.

We note that action following a formal ballot is time limited to 6 months by law (or 9 if agreed by all parties) and hence official action may inevitably end in this fashion, however if action is to be ended before this legal period, we call for the introduction of a policy to ensure that an indicative ballot is arranged to seek members views before the decision is made to end formal action.

Not only will this improve the democratic transparency of Prospect Union, but we propose that having such a policy in place may strengthen the position of negotiators who otherwise might be rushed by employers to accept offers within too short a timeframe.

We recognise that formal ballots cost significant time and money to achieve, but indicative ballots can be delivered quickly and relatively cheaply. We also recognise the NEC are best positioned and informed to create policies that are applicable and represent all Prospect members.

We therefore instruct the NEC to:

- Write and adopt policy to cover how formal disputes should be ended;
- That said policy will require an indicative ballot to be run before formal action can be ended (unless the legal time limit ends the action); and
- That the indicative ballot should cover all members involved in the action and should allow sufficient time for them to respond.

EFRA Branch

97

SLAPP Protection for Members

That conference instructs the NEC to offer legal services to advise and support members who receive strategic lawsuits against public participation (otherwise known as SLAPP). Conference calls for courses to inform members of libel and defamation as well as to support members with legal assistance who are subject to this type of legal action where necessary.

North West Freelance Branch

Common Debate on Motions 98 and 99. If Motion 98 falls, Motion 99 falls.

98

Mileage rate when using your personal car

Mileage rates for using your personal car for Prospect Union business have remained the same for many years where the cost of fuel prices have risen quite substantively over time - also maintenance/repair bills of personal cars have also risen over the years.

Conference instructs the National Executive Committee to discuss the mileage rate payable for Union Business travel to gain a reasonable increase in the rate.

Scottish Government Branch

99

Proposed change to Prospect mileage allowance

Conference is aware of the ever-increasing costs of motoring. When travelling on Prospect business, the current travel allowance for petrol & diesel vehicles is 33p per mile, which conference now considers to be far too low, particularly when taking account of the cost-of-living crisis. Conference is also aware that other unions, such as GMB & Unite, adopt the maximum rate permissible by His Majesty's Revenue & Customs (HMRC), of 45p per mile. Conference believes that Prospect members should have parity with members of other unions.

Conference instructs the National Executive Committee (NEC) to increase the current business travel allowance for petrol & diesel vehicles, to 45p per mile, to be implemented as soon as is reasonably practicable, and no later than 2026.

Conference further instructs the National Executive Committee to review the business travel allowance rates for all other personal forms of transport, such as motorcycles & electric cars, to ensure that they are set at the maximum rates permissible by HMRC, with any increases to be implemented as soon as is reasonably practicable, and no later than 2026.

Sellafield Limited Branch

Section O – Affiliations

100

Affiliate to the Friends of the Durham Miners' Gala

Conference instructs the Union to seek to affiliate with the Friends of the Durham Miners' Gala

Members of Prospect attended the Durham Miners' Gala under the Prospect banner for the first time on 8th July 2023.

Whilst we now know the impact that fossil fuels have had on the environment, the Durham Miners' Gala commits each year to celebrating the vigour of the people in these communities and the wider Trade Union movement. Respecting and acknowledging our shared history and culture whilst still looking towards the future are the ideals the Gala represents.

It is one of the largest and most beloved Trade Union celebrations in the world, often attracting more than 100,000 people with a procession through Durham city centre, more than 50 bands and banners, skill shares, lectures, live music, poetry, campaign meeting's, members' meeting's and more.

Conference notes that the Durham Miners Gala attracts people nationally and internationally and efforts should be made for as many members to attend as possible.

Further to this, committing to support the Durham Miners Association as the event organiser will bolster Prospect's place in the Trade Union movement and increase cross branch and cross Union solidarity and cooperation.

Other Trade Unions affiliated to the Friends of the Durham Miners' Gala include, but not confined to ASLEF, CWU RMT, USDAW, UNISON, NEU, GMB, FBU, NASUWT, PCS and UNITE.

Therefore, conference instructs the NEC to seek to affiliate with the Friends of the Durham Miners' Gala.

National Trust Branch

Appendix 1 – Motion Ruled Out as Existing Policy

101

Remitted Motions

Conference notes that moving of remittance of a motion is only allowed by the NEC. This has resulted in some motions, that the NEC has not sought remittance on, being lost despite the well-meaning nature of the motion and the spirit of the motion being taken into account. This is neither a positive or productive process or outcome.

A more productive, effective and engaged process would allow for the moving of remittance of motions from the conference floor and the delegates present.

Conference instructs the NEC in conjunction with the SOC to develop standing orders to allow the moving of remittance to motions during conference business by delegates at the conference on the conference floor, and seconded from the floor, and voted on by delegates in attendance with a majority vote.

DfT Branch

Appendix 2 – Motions Ruled Out of Order

102

Hybrid Conferences

Conference instructs the NEC to expedite the development of hybrid options for National and Sector Conferences, NEC, and SEC meetings in order to enable a greater diversity of representation, participation and help increase engagement amongst those currently under-represented. It also instructs the NEC to report back to the SECs quarterly with progress reports.

London Live Events Network

Ruled out of order as not existing policy.

103

Environmental Emergencies (Wales)

While the declarations by Welsh Government of a Climate Emergency in 2019 and a Nature Emergency in 2021 gave a clear message that an upscaling of action to address them was required across Wales and beyond, the reality of public sector budget limits means that progress to address these crises has been at best incremental. By way of contrast, the scientific community, such as recent IPCC and IPBES reports, have reinforced the scientific message that the 2030s are a critical decade for transformative action for climate and nature.

Devolved government in Wales has provided the opportunity to develop some world leading legislation in the shape of the Wellbeing of Future Generations Act along with other policies that provide the tools to address these crises. However, budget restrictions and loss of skilled specialists within the key agencies such as NRW mean that the attainment of the goals of environmental legislation are not being met.

Conference should welcome the development of a new Environment sector by Prospect that should enable many of the common messages from Branches in Prospect's 'Working in the natural environment' survey in 2023 to be at the heart of campaigning for accelerating national efforts in relation to achieving transformative action on climate and nature during the 2020s. There are aspects such as joining forces to improve how the environmental sector and those who work in it are supported and treated that can be addressed at the UK scale. However, it will be important to recognise within the new Environment sector both the different policy landscapes and different opportunities to influence both the UK Government and the Devolved Administrations given that environment is a devolved policy area.

Natural Resources (Wales) Branch

Ruled out of order as does not contain a clear instruction.

104

Disability Leave

Conference instructs the NEC to launch a campaign in 2024 for the creation or review of Disability Leave (DL) policies in recognised workplaces. The latest analysis by Department for Work and Pensions shows that nearly one in four of the working-age population are disabled and the number of people reporting a long-term health condition or who are classed as disabled continue to rise. The negative consequences for the UK economy are clear, but the hardship experienced by these individuals is immeasurable. Reasonable adjustments are agreed when someone has a chronic health condition and/or disability that falls under the Equalities Act (2010). DL is an important part of that and should be granted to individuals based on occupational health and access to work assessments outcomes. DL could be used for attending medical and therapy appointments. It could also help individuals manage days when a chronic condition is worse than usual, preventing deterioration and the need for extended periods of sick leave. DL should be paid in full but be treated differently to sick leave in the following ways:

- o It should be recorded separately.
- o It should be removed from trigger calculations in capability procedures.
- o There should be no maximum duration, but an assessment of what is “reasonable” should be made in each case, and a tailored flexible working arrangement introduced.

The creation or review of Disability Leave policies would enable workers to manage their conditions and reduce the stigma towards disability and chronic health issues. It would reduce the pressure to “present” and work whilst suffering adversely and make their working lives more productive and rewarding. Equally, the resultant reduction in long-term absence from work would benefit employers, and clearer guidance when implementing reasonable adjustments would be welcomed by managers. Better structured policies reduce the perception of unfairness in decision-making, which in turn reduce the number of grievances. The more employers do to support the growing number of workers with disabilities and chronic health conditions the more likely they are to remain active in the labour market, reducing the burden on the state. This conference believes employers must review their own policies and take proportionate responsibility for ensuring the fair treatment of disabled workers in this country.

BBC World Service Branch

Ruled out of order as duplicate in substance to motion 14 which has been admitted to the agenda.

105

National Appeals Committee

Conference, in accordance with the provisions of Rule 3.1 of Appendix 1, resolves to nominate and appoint Richie Wilson as a member of the National Appeals Committee.

Scottish Live Events Network

Ruled out of order as duplicate in substance to motion 2 which has been admitted to the agenda.

106

Palestine: Support for Prospect members

That members of Prospect, refusing to engage in work which supports:

- a. the illegal occupation of Palestine,
- b. the military action against the Palestinian people, especially civilians,
- c. action by other states whose conduct is detrimental to the welfare of the Palestinian people, receive the protection and support of the Prospect Union in any conflict arising between them and their employer as a result.

North West Freelance Branch

Ruled out of order as does not contain a clear instruction.

107

Hybrid Meetings

That all Union meetings, at all levels, including NEC meetings, are available both in person and electronically; that is to say, all meetings should be 'hybrid.' Sufficient AV support equipment should be made available, deployed professionally and of a standard, 'fit for broadcast.'

North West Freelance Branch

Ruled out of order as does not contain a clear instruction.

108

Banners

That Prospect banners should be routinely deployed by Branches wishing to lend their support to fellow trades unionists engaging in protests, demonstrations, and public gatherings, which comply with Prospect policy. The North West Freelance and Independent Branch should be able to march proudly with our banners alongside other Trade Unions. Being unable to partake in such a simple, traditional expression of solidarity is embarrassing and neglects the opportunities to promote our branch and our union. The Branch is resolute in its desire to show our banners at any events marking the 205th anniversary of the Peterloo Massacre in Manchester this summer.

North West Freelance Branch

Ruled out of order as does not contain a clear instruction.

109

Disciplinary Procedures

That the Prospect Disciplinary Procedures are made transparent, devoid of unnecessary secrecy, and that all parties, including those making investigations, collating findings, and passing judgements are subject to the same levels of scrutiny as those who have been placed under disciplinary measures. Furthermore, the application of 'privacy and confidentiality' restrictions of access, to Union business, although sometimes necessary, must always be justified by those salaried officials, and elected officers, seeking to impose those restrictions.

North West Freelance Branch

Ruled out of order as does not contain a clear instruction.

110

Accountability of the Heads of Sectors

That each Head of Sector should be accountable to the Sector Executive Committee, whose role is the only source of policy when the Conference is not sitting. The Head of Sector should assist in the delivery of policy derived by the Sector Conference and the SEC. Announcements, informed by policy, concerning Sector business, made by the Head of Sector, especially in public facing contexts, should be discussed with the SEC prior to being made public.

North West Freelance Branch

Ruled out of order as does not contain a clear instruction.

111

Professional indemnity insurance cover

That Prospect introduces competitive professional indemnity insurance cover at an affordable level to Prospect freelance members.

North West Freelance Branch

Ruled out of order as does not contain a clear instruction.

112

Branch Finance

That Prospect Branches are made aware of the funds which they may expend, resulting from a percentage of the subscriptions paid by Branch Members and that mechanisms are put in place for managing expenditure in the interests of Branch cohesion, recruitment and retention.

North West Freelance Branch

Ruled out of order as does not contain a clear instruction.

113

AI Regulator

The North West Freelance and Independent Branch believes that the government's approach to regulating AI is too slow. Our industry is contracting now and the exponential nature of AI development inevitably means a significant percentage of colleagues in the creative industries will be without work well before the government acts. We call for an AI Regulator to be appointed immediately.

North West Freelance Branch

Ruled out of order as does not contain a clear instruction.

114

Rule Change

Rule Change submitted via this form as unable to find any specific form Union Confidentiality Procedures With the aim of transparency, inclusivity, and the creation of a level playing field in that reps are aware of the full rules and limitations of the union. Conference requests that a guideline for what denotes a confidential matter in union activities at all levels is created. Following the rules of natural justice, and to avoid arbitrary and inconsistent interpretation of the rules, the union, via the NEC and SOC will state within the rule book what details are to be kept confidential, and/or redacted in the minutes of any discussions, actions, or briefings. Therefore, maintaining confidentiality for members yet not stifle honest and genuine conversation about union business.

North West Freelance Branch

Ruled out of order as not a valid rule change.

115

NAC Nomination Alan Gooden

Conference, in accordance with the provisions of Rule 3.1 of Appendix 1, resolves to nominate Alan Gooden as a member of the National Appeals Committee.

CMD Midlands Wales & West Branch

Ruled out of order as duplicate in substance to motion 1 which has been admitted to the agenda.

116

Sizewell C

This conference supports the construction of Sizewell C Nuclear Power Plant in Suffolk, UK. Sizewell C represents a crucial step towards achieving a sustainable and low-carbon energy future for the United Kingdom.

The construction of Sizewell C will create thousands of high-skilled jobs, boost local economies, and contribute to the development of essential infrastructure in the UK. It adheres to stringent safety regulations and environmental standards, ensuring the protection of public health and the surrounding ecosystem.

Sizewell C will play a crucial role in diversifying the UK's energy mix, reducing reliance on fossil fuels, and mitigating the impacts of climate change. Nuclear power has a proven track record of providing baseload power, complementing renewable energy sources, and enhancing grid stability.

This conference instructs the NEC to urge the current government, and any future Labour government, to pledge its support for Sizewell C as part of their commitment to sustainable energy policies that prioritize both low carbon power generation and economic growth, maximising benefits for workers, local communities, and the environment.

EDF Energy Branch

Ruled out of order as sector specific.

117

Pay: Unfunded Pay Awards in the Public Sector

The nation relies on a well-functioning, efficient and dedicated public sector. Our public sector is in ruins because of a lack of investment for more than a decade, specifically for pay awards. The system is broken, with centralised control of pay offers which limit the value (cash) before negotiations between individual employers and unions commence (and the value of negotiations between unions and employers). Government is clearly using cynical means in the running down of organisations by limiting pay to a value which compromises ability to recruit and maintain staff. This continued failing to fund the miserly increase create a tipping point where operational targets must be reduced, performance is compromised, and recruitment is cancelled anyway.

This has led to demotivation, vacancies and the inability to recruit. These ingredients make an unappetising meal of inefficiency – something we can ill afford. Simply put, Government's actions have severely compromised performance of organisations performing essential public functions. This is a bad thing for wider society.

Most organisations here at conference have their roots in public sector, and if not, they rely on the services of the public sector to operate effectively. Therefore, this is not a niche issue. Consequently, this conference recognises the unsustainable nature of unfunded public sector and civil service pay awards and calls for:

- a. increase funding for staff salaries (rather than the austerity imposed on the sector);
- b. A removal of the arbitrary cap on public sector pay by the Cabinet Office (Pay Remit) and a return to local bargaining units to negotiate an offer (not within the envelope set by Pay Remit);
- c. Prospect to highlight in its campaigning activity the adverse effects of unfunded public sector and civil service pay awards not just on the ability of individual organisations to perform their respective functions, but also the consequent impact on wider society;
- d. Prospect to work with other Trade Unions to expose the fact that an unfunded public sector or civil service pay award might result in an employed union member receiving pay rise but will likely result in savings elsewhere which risk adversely affecting performance.

Environment Agency Branch

Ruled out of order as sector specific.

118

Decoupling Pay from Transformation and promoting Progression

We acknowledge the importance of fair and equitable pay and employment conditions in fostering a thriving workforce. As representatives of our respective organisations, we have a responsibility to advocate for policies that prioritise the well-being and advancement of employees. No topic is higher up our agenda than employee pay. However, increasingly employers are connecting business “transformation” with pay, offering headcount reductions to pay for salary increases and refuse to pay for skills, knowledge, and experience. This is prevalent across the public sector, and not uncommon across the private sector, especially where those organisations have been privatised.

Environment Agency Branch

Ruled out of order as does not contain a clear instruction.

119

Decoupling Changes in Terms and Conditions from Pay

We recognise a concerning trend where employers link changes in terms and conditions directly to pay discussions, which are not linked to pay. However, we assert that pay should be primarily based on the responsibilities and duties associated with the job role. Changes to terms and conditions, such as job scope or responsibilities, should be treated separately from discussions on pay. This separation ensures transparency and fairness in remuneration practices.

Environment Agency Branch

Ruled out of order as does not contain a clear instruction.

120

Pay Increases and Headcount Reduction

We express concern over the practice of offsetting pay increases with headcount reductions, particularly in the public sector. It is essential to emphasise that pay increases should not be used as a bargaining chip in negotiations where the consequence is a reduced workforce. Instead, we call for increased government funding to adequately support the public sector, recognizing its vital role in serving all segments of society. If an organisation wants to change the duties and responsibilities of its employees to reflect modern practice and new technology, we remain ready to negotiate, but that is part of a decoupled conversation about terms and conditions of the role.

Environment Agency Branch

Ruled out of order as does not contain a clear instruction.

Civil Service Code

Integrity, honesty and compliance with the law are central to the effective functioning of the Civil Service. These tenets are enshrined in the Civil Service Code, rightly held up as the standard when it comes to ensuring that the business of governing is undertaken in a fair, lawful and non-partisan fashion. The Civil Service Code places a duty on both civil servants and ministers to operate within the rules it sets out, and the Code is statutory guidance under Part 1 of The Constitutional Reform and Governance Act 2010.

We note with alarm, the reported comments of ministers, and the Prime Minister's spokesperson on 17th January 2024, that Government may either amend the Civil Service Code or issue further guidance to it in light of concerns raised that the Code may prevent the actions set out in the Safety of Rwanda (Asylum and Immigration) Bill, currently under Parliamentary scrutiny, from being enacted. Setting aside the broader merits or otherwise of the Bill, it is clear that it raises the risk that civil servants, in undertaking actions set out in the Bill, might be required to act in contravention of an injunction from the European Court of Human Rights if so required by ministerial direction.

The European Court of Human Rights is not a 'foreign court'. The UK Government is a signatory to it and the Government is required, by treaty, to comply with its judgement. It is therefore incompatible with the Civil Service Code, specifically the requirement to 'comply with the law and uphold the administration of justice' to require civil servants to comply with ministerial direction when it conflicts with a measure issued by the ECHR. This is an issue for all of us as it potentially puts our civil servants in the dilemma of obeying Government Ministers or upholding international law to which the UK Government is party, and carries the risk of reducing public confidence in the integrity of Government and undermines the central tenets of the Civil Service Code and an impartial Civil Service.

We welcome and strongly support the comments of Garry Graham, and those of our colleagues in the FDA and PCS in support of the Civil Service Code, and Conference instructs the NEC to work with other Civil Service unions to resist, in the strongest terms, any change to either guidance or the Code itself that might compromise public confidence in the integrity of Government or place any legal risk on individual civil servants operating under ministerial direction.

EFRA Branch

Ruled out of order as sector specific.

122

Campaigning for Pay Progression

In a changing political landscape, Prospect should continue to campaign for radical changes to fix broken pay systems. One element of pay which some sectors still benefit from is Annual Pay Progression (Pay progression in the public sector | Commentary and insights | Tools | XpertHR.co.uk), but certainly within the Public and Civil Service this has been stripped from most pay systems. For the latter, the only way of advancing within pay ranges is via individual applications based on 'business cases', which are at high risk of bias. A return to a system which rewards experience by moving staff up the range each year would greatly benefit in-role retention and staff morale.

Retaining staff in role saves employers money on recruitment and training, and allows staff to become more efficient and resilient as they gain experience. The introduction of such a system would not be an immediate high cost to employers, as pay progression is spread over several years and when individuals leave organisations, the money can be recycled back into the pay system.

We believe that calling for the introduction of annual pay progression in as many areas as possible is an achievable aim which can deliver a lot of benefits both to staff and employers. Prospect, including the NEC, Sector Executive Committees, affected Branches and pay negotiating teams, should campaign on this issue in preparation for dialogue with relevant employers including the next government. Where dialogue occurs, it should be noted that...

- The term 'Annual' as opposed to 'Automatic' is a clearer way to coin the idea;
- An effective performance policy is key to ensuring annual progression is fair and unbiased; and
- Effective recruitment and retention policies are key to ensuring annual progression does not introduce bias.

EFRA Branch

Ruled out of order as does not contain a clear instruction and is sector specific.

123

Culture wars

"This Conference, in light of the Government's expanding promotion of "Culture-Wars" (see Arts Council England's attempt to change their funding policies), impacting members' working lives and contracts, requests the General Secretary to reiterate the Union's commitment to support members' human and employment rights, and to decry such attempts to undermine their professional integrity."

London Live Events Network

Ruled out of order as does not contain a clear instruction.

124

Financial support for events

Conference is requested to support those branches across Prospect and Bectu financially and with staff effort for those timely and important events which they would like to organise for members. They not only encourage engagement with the union in current issues but can also be a good recruitment tool.

Writers Producers and Directors Branch

Ruled out of order as does not contain a clear instruction.

125

National Appeals Committee Alan Gooden

Conference, in accordance with the provisions of Rule 3.1 of Appendix 1, resolves to nominate and re-appoint Alan Gooden as a member of the National Appeals Committee. National Executive Committee

National Executive Committee

Ruled out of order duplicate in substance to motion 1 which has been admitted to the agenda.

Appendix 3 – Late and withdrawn

126

Equality Legal Briefing

Prospect National Conference Motion Equality Legal Briefing Bulletins published by Prospect for representatives and members are an essential tool in equipping members with information that they can use in their workplaces. For example, the monthly pay bulletin produced by Prospect's Research Department is useful to representatives when they begin to think about pay negotiations. Whilst the Equality Act 2010 remains in place, there are frequent updates regarding case law. A regular legal briefing focusing on equality, with legal explainers or clarifications of how cases impact employment law and workers, would empower members further in their equality work. Conference instructs Prospect to publish a quarterly equality legal briefing for equality committee / network members and branch representatives.

Northern Live Events Network

Late Motion

127

Homeworking Allowance

The branch instructs Prospect to lobby HMRC for an increase in the working from home tax relief allowance, which is currently £6 per week.

Since its welcome introduction in March 2020, many people have been able to offset a small part of their energy and internet costs whilst their employers asked them to work from home.

Post-pandemic many employers have decided to downsize offices and reduce their own overheads, effectively passing these on to staff in an exchange for more flexible working arrangements.

However, the cost-of-living crisis and removal of caps on energy pricing mean the current allowance has not kept pace with inflated household bills, which further impacts on working people's finances.

We would like to see HMRC increase the allowance to meet these real terms costs, or at least keep pace with inflation, and would like Prospect to actively campaign for this change.

National Lottery Fund Branch

Late Motion

128

4 day working week

The branch instructs Prospect to lobby Government departments, specifically Cabinet Office and DCMS to commit to the roll-out of a 4 day working week (32 hrs pw) without loss of pay across organisations that fall under their remit either on an initial trial basis or on a more permanent footing.

In the UK, evaluation of a pilot of the 4-day week which involved the participation of 61 companies across a range of sectors and sizes and around 3000 workers, reported that:

- companies revenue increased
- staff leaving rates fell by 57%
- levels of anxiety, fatigue and sleep issues decreased
- 39% of employees reported feeling less stressed
- 71% had reduced levels of burnout
- mental and physical health improved
- sick days reduced by 64%
- 62% of staff found it easier to coming work with social life
- 60% reported an increased ability to combine paid work with their caring responsibilities.

The pilot trialled various models best suited to participants way of working. This included Friday's off, staggered, decentralised, annualised, and conditional structures. The scheme is currently being trialled by South Cambridgeshire District Council and via Scottish Government body - South of Scotland Enterprise.

The UK government has recently rejected calls for a four-day working week, saying that the public deserve public services throughout the week; where it has worked - it has only benefited a small number of small companies. However, as we can see the findings from the pilot projects have shown that 92% of the companies who participated in the pilots reported huge benefits. The research also clearly showed a number of different models can be successfully applied without adversely impacting on the quality or levels of service. Today, 89% of those companies still operate a 4 day working week and 51% have made the change permanent. 157 companies are now officially accredited under the 4 Day Week Campaign's accreditation scheme, which continues to grow, while aYouGov poll of 1,028 British business leaders revealed that almost two-thirds were in favour of a shortened week, with many agreeing that its introduction could significantly improve the UK's productivity. Over the past 100 years, Unions have successfully fought for reduced working hours, and for the two day weekend. We believe that it is now time for the next step – that of the 4 day, 32-hour week.

National Lottery Fund Branch

Late Motion

129

National Appeals Committee Ginny Braginton

Conference, in accordance with the provisions of Rule 3.1 of Appendix 1, resolves to nominate and re-appoint Ginny Braginton as a member of the National Appeals Committee.

National Executive Committee

Withdrawn

General information

Credentials for delegates

Delegates attending the National Conference must collect credentials at the registration desk at The International Convention Centre (ICC), between 5.00pm- 6.30pm on Saturday 8 June.

Registration will also be available on Saturday 8 June at 9.30pm-10.00pm and Sunday 9 June 8.00am -9.00am. Delegates will only be admitted to the Conference Hall on production of their credential cards. There will be a smart card reader allowing admittance into the Conference Hall and close control of persons admitted to the floor of the Conference. It is essential to ensure that only properly accredited delegates can participate in voting.

Electronic voting

This year, we will be continuing with the use of electronic voting in place of card votes. Each delegate will be issued with a smart card, which will also be their credentials and will allow them admittance into the Conference Hall. Handsets will be provided in the Conference Hall and each smart card will need to be inserted into the handset. At the beginning of each Conference session, the Conference chair will ask delegates to insert their card and register their attendance. The Conference chair will also instruct the delegates when to use the electronic voting pads where applicable.

Deputies

Your attention is drawn to Rule 8.6 and Rule 8.7 (1) and (2):

“8.6 A Branch and the Retired Members’ Group may appoint a deputy from amongst its members for each delegate whom it elects to any Conference and, where a delegate is unable to attend any session of Conference, a deputy so appointed may attend as if the deputy had been elected a delegate.

8.7 (1) A member of the National Executive Committee or the Standing Orders Committee may not be a delegate.

(2) A delegate appointed under the provision of Rules 8.4 and 8.6 to any National Conference shall not be appointed, or act as a scrutineer, teller, or steward at that Conference.”

In Circular 2023/01281 of 29 November 2023, branch secretaries were asked to submit names and addresses of deputies by 11 March 2024. It is possible that the exigencies of official employment or ill-health will necessitate last-minute rearrangements.

If new deputies have to be appointed, then details of the change should be notified to headquarters as quickly as possible. If the reason for the appointment does not arise until immediately before Conference and emergency steps have to be taken by the branch, the deputy concerned must bring clear and official authorisation of appointment without which it will not be possible to be accredited. Failure to provide the proper authorisation to the Scrutineers will mean that the deputy will not be allowed on the Conference floor.

A deputy who is accredited should sign the credential card and should show on the credential card the name of the delegate for whom they are deputising. Should it be necessary for a delegate to depart before the end of the Conference, their smart card may be transferred to another member of the delegation.

This must be done formally, however, and any delegate wishing to do so must make arrangements through the Conference Office. **Conference documents must not be passed directly to a deputy.**

Conference hall

Conference will take place in Hall 3 in the ICC.

Time

To ensure a prompt start, please take your seat five minutes before the start of each session..

Stewards

Stewards are on duty at the Conference Hall and may be asked to convey communications to the Standing Orders Committee or the Conference Organiser.

Seating in conference hall

A list showing the seats allocated to each delegation will be included in the accreditation pack available at Conference. Delegations should ensure that they are in these seats when votes are being taken, whether by a show of hands or an electronic vote. If delegates are sitting in other parts of the hall, their votes will not be counted.

Hints for speakers

The problems of catching the President's eye worries some delegates. The President does try to survey the whole hall. It will help if a delegate who wishes to speak could immediately on the conclusion of a speech, rise and wave the agenda, indicating by showing the inside of the agenda cover that they wish to speak for or against the motion.

Delegates who are selected to speak by the President should make their way to the rostrum. Speak in the direction of the microphone in your normal voice and do not worry about volume, which will be adjusted by the sound engineer.

For recording purposes, it is essential that before you speak you should pause a moment while the sound engineer switches on the appropriate microphone. You should then give your name and the name of your branch using its full title without abbreviations.

If you have written out your speech, it would be helpful if you could hand a copy to the Chief Steward. It should be marked at the top with the number of the motion, your name and the name of your branch.

Credentials

Please wear your credential card at all times. At the end of the Conference, please return it to the stewards.

Mobile phones

Mobile phones must be switched off in the hall.

Accommodation

Delegates may wish to know that the National Executive Committee and full-time officers will be staying at the Hyatt Regency Hotel. The Standing Orders Committee can be contacted at the Leonardo Royal Hotel..

Facilities for people with disabilities

All levels of the ICC are accessible via a lift and ramps are located at any area where there are steps. Toilets for people with disabilities can be found on all levels.

Facilities – time off for conference duties

Under the agreements in many employing organisations, delegates should be granted special paid leave. Members of the Standing Orders Committee, scrutineers, tellers, stewards and trainee delegates should also be granted paid special leave. Members in these categories will be sent a communication from Prospect confirming their appointment. This must be produced when applications for special leave are submitted.

In all cases, applications for special leave must be submitted to your department or employing organisation in the usual way. As in the past, the granting of special leave is at departmental discretion taking account of the needs of the work. Any difficulty should be reported to your full-time officer immediately.

Expenses

Delegates wishing to submit expenses at Conference should hand in a completed expense form (enclosed with conference papers) to one of the Stewards. Payment will be made directly into bank accounts via BACS transfer as soon as possible. Delegates should ensure that they have their bank sort code and account number with them. It will assist the speedy payment of expenses if the delegate's name is in block capitals and the delegate's membership number is shown.

Please attach receipts for all items being claimed. Any expenses not submitted at Conference may be claimed from the Rochester Row office within six months.

Social events

There will be a registration drinks reception on Saturday 8 June at the ICC.

There will also be a social dinner event for everyone at the ICC on Monday 10 June.

Parking facilities

Parking is available at various hotels.

Conference key staff contacts



Nicola Duffy – Director of People & Operations

Mobile: 07918 748001

email: Nationalconference@prospect.org.uk

Nicola is a member of the senior management team and is responsible for National Conference.



Janine Kelly – National Conference Coordinator/Senior Executive Assistant

Mobile: 07483 134126

email: Nationalconference@prospect.org.uk

Janine is responsible for coordinating Conference logistics and liaising with delegates on travel and accommodation.



Paul Xuereb – Head of Technology and Data, Information Technology

Paul is responsible for our IT infrastructure at National Conference and can assist with technical queries. Paul can be found in the Conference office.



Simon Crosby –
Senior Graphic Designer

Simon is responsible for all Conference visuals and will be in the main hall with the AV team.



Nick Linsdell –
Graphic Designer

Nick is the official Conference photographer and can be found in and around the main hall and fringe meetings.

Harassment: a serious note

Conference is a good opportunity to meet new people, find out more about the union and to build friendships with colleagues across the union. But, a quick note, on ensuring everyone gets the best out of conference.

Respect and equality are at the heart of what we do as a union. Every delegate to conference has a right to respect and dignity. Harassment of any kind will not be tolerated.

Prospect has published a code of conduct which we hope you have already seen. If not, please take the time to read it before attending National Conference <https://library.prospect.org.uk/download/2021/01219>

What is harassment?

Harassment is unwelcome and inappropriate behaviour that violates another person's dignity, or creates an intimidating, hostile, degrading, humiliating, or offensive environment.

Harassment may relate to the victim's conduct, or personal characteristics such as race, gender reassignment, or religion.

Harassment can take many forms, including:

- Verbal abuse, mockery, innuendo, patronising or inappropriate remarks
- Unwanted physical contact, physical threats, or assault
- Leering, lewd gestures, pestering or spying
- Circulation or display of offensive material
- Bullying, isolation, non-cooperation, or exclusion from social activities.

Harassment is not always intentional: it is defined by its effect on the victim. We must consider the effects of our language and behaviour on the people around us, considering diverse values, cultures and experiences. Conference must be safe and welcoming to every attendee..

Conference is a working environment. We should all expect, and demonstrate standards of behaviour at least as high as in our own workplaces. As a rule of thumb, if you wouldn't do, or say it in front of someone who could fire you, leave it at the front door.

What to do

If you feel you are subjected to, or witness harassment at conference, you can:

- Tell the perpetrator that their behaviour is unacceptable, and ask them to stop
- Inform them that they will be reported to a Prospect officer
- Report it to: **Nicola Duffy, Director of People and Operations** – 07918 748001
Andrew Pakes, Director of Communications and Research – 07980 551212

All reports will be treated seriously, sympathetically, and in the strictest confidence.

A note on sexual harassment

Recent high-profile sexual harassment scandals, and the Me Too movement, have changed the terms of the conversation about sexual harassment. The problem of sexual harassment is not new – what's difference is that more victims feel able to speak up about their experiences.

In response to this new climate, Prospect has reviewed our policy and guidance on sexual harassment. We advocate a holistic approach to dealing with sexist workplace cultures, treating sexist behaviours as a continuum. Supposedly 'low-level' sexist behaviours, in themselves, build-up to create an intimidating environment, and also create a sense of permissiveness towards more extreme sexual harassment. Prospect will not tolerate sexist 'banter': not in our members' workplaces, and certainly not in our own ranks.

Prospect stands at Birmingham

Communications

Visit us and see how you can develop your branch and increase engagement with members and non-members. We will have a range of communications resources for you to take back to your branch and use. This will cover digital communications, as well as in person. Experts will be on hand for you to help you develop a plan for your branch and identify what resources we may have to help.

Defence Sector

Launched in 2024 by the Shadow Minister for Defence Procurement, Prospect's Defence Sector is for members from all our MOD, private sector and Arms Length Body defence branches and workplaces. With a continued remit, from the Defence Industry Group, to expand our influence and membership in private sector defence, the Sector now encompasses the MOD with a key target being to expand our representative base.

We're working with Government, opposition, employers, and our members to make sure we keep UK defence jobs in the UK and we're shaping defence strategy to the benefit of current and future members.

We have been highlighting the staffing shortfalls in MOD and campaigning for better terms to both retain and attract the skills we need to run a modern defence organisation for the UK. Our campaigns include issues around procurement and defence industrial strategy as well focussing on combatting the sexual harassment of women in the MOD.

We have grown in the private sector, with new recognition agreements and organising objectives stretching across professional roles in areas as diverse as submarines design to AI and combat air simulators.

With a renewed commitment from Government to expand defence considerably in the second half of the decade and with a growing worldwide threat, it has never been more important to ensure those working in the defence of the country have the best representation, best conditions and are valued by the employers who rely on them.

The Defence Sector of Prospect cover the whole of defence and the whole of the UK so if you're in the sector or want to learn more about our work, come and meet us at Conference 2024 on the Defence Sector stand.

Education & Skills and Organising

Please visit our Education & Organising stall in the foyer, Kathryn Sharratt (Education & Skills Officer) and Sam Gipson (Senior Organiser) will be on hand to chat through our new branch courses for 2024, how to assess the health and development of your branch, generally develop your branch organising, as well as focussing your branch agendas, and advice on recruiting reps and engaging members.

Heritage

Across all the unions in the UK, Prospect is the only one to have a dedicated Heritage Sector. Despite constant challenges in this sector, we have consistently promoted the importance of culture, and supported our members with the backup of initiatives across this sector.

Previous campaigns led us to the 'cool heritage' seminars and sector-wide surveys which identified the extent of the funding issues and how these have impacted heritage bodies for more than a decade.

At this conference, we're promoting our heritage workers' pay campaign, themed around the cost-of-living crisis to highlight impacts for heritage sector workers, where there is a preponderance of highly qualified but often low paid members.

We look forward to discussing our campaigning activities since its launch, including support from important political allies. Our campaign will continue to highlight and celebrate our Heritage Sector members and the essential work they do which impacts both our wellbeing and the national economy. We welcome delegate's support in raising awareness of this important campaign within their branches and beyond.

Do come and see us!

Member services at Birmingham



Thompsons Solicitors *(Conference sponsor)*

Every year, Thompsons Solicitors secures more than £150 million in compensation for trade union members.

Prospect members can access free, specialist legal services as part of their membership.

Members using the union legal service keep 100% of their compensation – whatever the injury, however complex the claim. The legal scheme covers:

- Personal injuries, at or away from work, on the roads or on holiday
- Serious negligence
- Special terms for conveyancing, probate and powers of attorney.

Members' families are also covered for personal injuries away from work.

As well as 100% compensation, members are also guaranteed experienced lawyers who understand their needs and a legal team that can work with the union to increase the chances of a successful claim.

Thompsons Solicitors has proudly only ever acted for workers who have been injured or mistreated, and never for employers or their insurers.

During its 100-year history, Thompsons has won countless landmark cases and secured key legal reforms. It continues to work in solidarity with the labour and trade union movement today, using the law to fight for the rights of working people.

Members can access the legal service by calling 0800 587 1278 or visiting www.thompsonstradeunion.law.

Quilter Financial Advisers

Quilter Financial Advisers *(Conference sponsor)*

Help your members achieve their financial aspirations.

Whether investing to save for retirement or a rainy day, putting some protection in place for family or getting advice on your mortgage, speaking with Quilter Financial Advisers can help you and your members to turn these complex issues into a personalised plan.

Why not ask us to organise a financial planning webinar or telephone surgery for your members.

Quilter Financial Advisers is a part of Quilter Financial Planning, who are a part of Quilter plc, a UK focussed full-service wealth manager.

Speak to us TODAY in the exhibition hall to find out more or call us on 08000 85 85 90.

Approver Quilter Financial Services Limited & Quilter Mortgage Planning Limited. March 2024.

Map and directions

The ICC (International Convention Centre)
8 Centenary Square
Birmingham
B1 2EA

Travelling by road

Take the M1 from A400, Outer Circular, Avenue Road and A41, follow the M1 and M6 to Aston Express Way/A38 in Birmingham. Continue on A38. Take Great Charles Street and Sheepcote Street to Broad Street/A456.

Travelling by rail

There are 3 stations to choose from; Birmingham New Street, Birmingham Moor Street and Birmingham Snow Hill. All are just a short walk from the ICC with New Street Station being the closest.

Travelling by air

Birmingham Airport has a train station connected to the terminal, which takes 10 minutes to arrive into Birmingham New Street. Easyjet, Flybe and Aerlingus fly to and from numerous European locations. Visit their websites for further information.

BIRMINGHAM CITY CENTRE

Prospect Conference Hotels

- LR** Leonardo Royal Hotel Birmingham
- B5** Hilton Garden Inn
- B5** Holiday Inn Birmingham
- E6** Hyatt
- C5** Hampton by Hilton
- E6**

Attractions

- E6** Birmingham Hippodrome
- D4** Crescent Theatre
- A5** Ikon Gallery
- H6** Custard Factory
- B6** Fireways Leisure Centre
- B5** **ICC CONFERENCE VENUE**
- B5** The Alexandra Theatre
- E6** The Electric Cinema
- E6** Utilita Arena Birmingham
- A4** Sherborne Wharf
- B5** Heritage Narrowboats
- E7** Library of Birmingham
- F6** Pen Museum
- E5** Thinktank Birmingham
- C4** Science Museum
- D4** Town Hall

Shopping Centres

- F5** Bullring & Grand Central
- G6** Bull Ring Markets
- E4** Five Ways Station
- B7** Martineau Place
- B1** Piccadilly Arcade
- F5** The Mailbox
- E5** The Square
- E3** Snow Hill Station

Transport information

- Transport for West Midlands www.tfm.org.uk 0345 303 6760
- West Midlands Metro www.westmidlandsmetro.com 0345 835 8181
- www.nationalrail.co.uk 0345 748 4950
- www.traveline.info 0871 200 2233

Visitor information

- Tourist Information at the Library of Birmingham www.accessible.co.uk 0121 632 1526
- F5**

Get in touch

- www.facebook.com/visit_bham
- [@visit_bham](https://twitter.com/visit_bham)
- [@visit_bham](https://www.instagram.com/visit_bham)
- tourism@wmgrowth.com

www.visitbirmingham.com

key to symbols

- Ar gallery
- Bars
- Business
- Casualty
- Chinatown
- Education
- Hotel
- Leisure
- Library
- Museum
- National Trust
- Music venue
- Part of Birmingham
- Restaurants
- Shopping





AGAINST



UNION FOR THE FUTURE

National Conference 2024

AGENDA

Birmingham • 8-11 June

#ProspectConf24

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