

# Women in Football

## What can Prospect do for you?



Prospect is a union of over 140,000 members working as professionals, managers and specialists in a number of different industries, including in sport.

Our members come from a wide range of professions and include scientists, engineers, air traffic controllers, art gallery curators and archaeologists.

### Prospect in Sport

Our 'sport professionals' branch includes; football referees & assistant referees, cricket umpires, rugby referees, workers in grounds management & in club administration or hospitality.

Prospect is officially recognised by Professional Game Match Officials Limited (PGMOL) for the select group referees. This has allowed us to successfully negotiate improvements in contracts of employment and severance terms.



Frances Cusack from Prospect latest revision of this document: <https://library.prospect.org.uk/id/2018/00304>  
This revision: <https://library.prospect.org.uk/id/2018/00304/2018-02-21>

### Prospect working with WiF

Over the last year Prospect has been pleased to work with WiF on several events:

- Prospect hosted a workshop on sexism at work, looking at the hidden barriers women face in the workplace. This was followed by a short video [www.prospect.org.uk/at-work/equalities/unconscious-bias/](http://www.prospect.org.uk/at-work/equalities/unconscious-bias/)
- We held a special event at Prospect members' conference.
- A WiF conference hosted by the TUC to challenge the issue of sexism in football.

We have also given advice and representation to WiF members, who have joined Prospect. These include cases of:

- Constructive dismissal where the employee felt she was prevented from doing her job.
- A woman who was refused the role of a coach and was told the post was for men only.
- An employee facing disciplinary action and likely dismissal, where we negotiated a settlement and

### Winning equality

Prospect continually challenges unfair treatment of women in the workplace. Here is a selection of some of our recent legal victories.

- Amy Arnold works for an engineering company. She raised complaints about not getting equal pay and shortly after she applied for a promotion. The role was given to a less experienced male colleague. Prospect supported her in a successful sex discrimination claim to the Employment Tribunal.
- Prospect brought a claim of equal pay for 76 members in the Met Office. After 18 months of litigation in the tribunal and a breakthrough judgment in favour of the women, we negotiated a new pay system for all staff and additional compensation for the 76. The landmark deal will see the gender pay gap reduce to less than 1% and give significant pay rises for most of the workforce.



Members at the Met Office who won equal pay

- Ann Downie was dismissed because she was unable to work full time due to childcare responsibilities. Prospect brought claims of unfair dismissal and sex discrimination. The tribunal ruled in her favour and ordered compensation and reinstatement.

For more on these stories see [www.prospect.org.uk/news/index](http://www.prospect.org.uk/news/index)

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## What can Prospect do for you?



### Join Prospect

for advice support & representation at work

The more members we have the stronger our voice. Sign up today and receive 3 months free membership.

It is easy to join - [www.prospect.org.uk/join](http://www.prospect.org.uk/join) or call 0300 600 1878

### Legal Challenges

Prospect has a wealth of experience in representing members on a range of employment issues including; pay, contracts, respect at work & equality.

We seek to negotiate with employers to improve working practices and to create the best environment at work for our members. But where this isn't possible we use the law.

One example was our successful legal challenge to the compulsory retirement age of football referees at 48.

#### Breaking the bias barrier—how do we get beyond career stereotyping

Watch Prospect's short film exploring issues of gender & career choices. School children meet with women trailblazers, including England footballer Rachel Yankey.

Watch the video on our Vimeo channel at - <https://vimeo.com/251681989>

### Equality at work

We have a number of equality networks for members, including for women, LGBT, BAME disability and young professionals.

Prospect has a proud record of raising equality issues for women in sport. We have raised issues in the media where women match officials have been publicly belittled or abused by managers or the media.

### Employee or Worker?

It is a common misconception that only those working in traditional employment arrangements have legal rights at work.

But others working in 'atypical' working relationships will also have many legal rights. Many WiF members working, for example as footballers or referees, are likely to be 'workers' and will have rights such as the minimum wage, holiday pay and equality rights.

### Right to accompaniment

All workers have the legal right to be accompanied by a union rep at grievance or disciplinary hearings.

This right only extends to representation by a union official or a co-worker. Other external advisers, including solicitors, are not covered. So being a union member gives you access to expert representation.

### Other Legal Services

Working with our solicitors, Prospect offers members a range of legal services, including:

- Advice & representation on personal injury
- A legal helpline on any non-work issue (such as family law, housing issues or consumer queries)
- Initial advice on defamation
- A free will writing service
- Advice on clinical negligence claims.



Prospect Organiser Louise Staniforth & National Secretary Alan Leighton, have responsibility for our members in sport

### Know your rights

Prospect produces a range of guides to help members better understand their rights at work.

To download updates, briefings & guides visit [http://bit.ly/Emp\\_Legal](http://bit.ly/Emp_Legal)

