



Gender pay gap



REPORT 2018

Prospect is committed to achieving a positive gender balance across the union and, whilst we still have some way to go, it is good to see that we have made positive progress over the year to April 2018. We have put a number of programmes in place to support our continuing work, and will actively consider other appropriate measures. Our aim is to further reduce the gender pay gap for the current year.

What is the Gender Pay Gap?

The Gender Pay Gap is the difference in pay between men and women explained through various statistics.

The Gender Pay Gap is different from Equal Pay

'Equal Pay' is about a man and a woman receiving equal pay for the same or similar job. Prospect is committed to Equal Pay and in consultation with the GMB (our recognised trade union) carries out pay and benefit reviews at regular intervals and evaluates job roles and pay grades as necessary to ensure a fair structure through our job evaluation scheme.

Mean Pay Gap

The mean gender pay gap is the difference in the average hourly pay for women compared to men working at Prospect.

Median Pay Gap

The median represents the middle point of a population. If you separately lined up all the women at Prospect and all the men, the median pay gap is the difference between the hourly rate for the middle woman compared to that of the middle man.

The reason we report the median pay gap as well as the mean pay gap, is because this mitigates against the overall result being skewed by the very highest and lowest rates.

Prospect's Gender Pay Gap (5 April 2018)

- The mean hourly gender pay gap for Prospect is 18% compared to 22% in 2017.
- The median hourly gender pay gap for Prospect is 28% compared to 29% in 2017.

Prospect's latest revision of this document: <https://library.prospect.org.uk/id/2019/00575>
 This revision: <https://library.prospect.org.uk/id/2019/00575/2019-03-27>

What are the underlying causes of Prospect's gender pay gap?

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

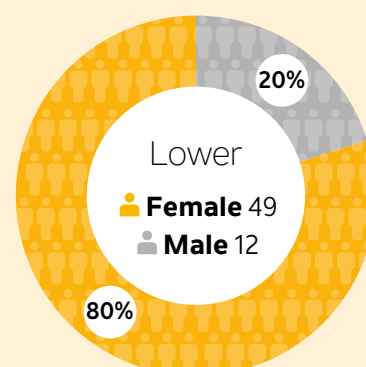
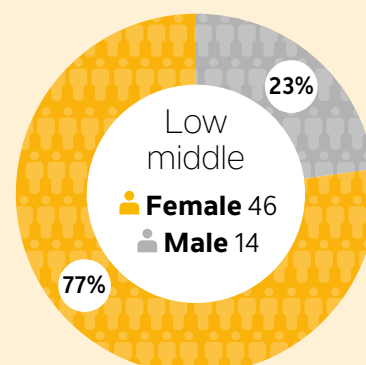
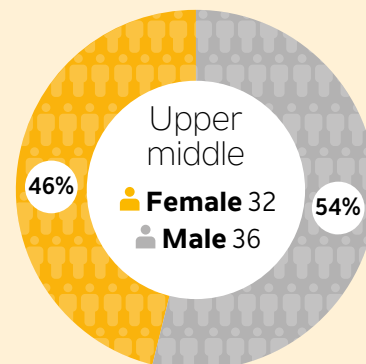
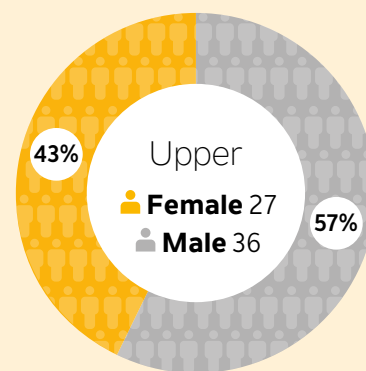
The male/female split in the lower quartile has improved slightly over the year (from 84%/16%) and lower middle quartile has changed from 74%/26%. We did not expect these ratios to change significantly as there is low attrition in these grades, due to the family friendly policies we have in place, which particularly support women. The majority of women who go on maternity leave return to our employment.

Employee pay at Prospect is divided into grades, which involves progression to the maxima via defined steps which are achieved annually. The tables below show the mean and median gender pay gap by grade. This year we have included the hourly rates to demonstrate the difference in pay between men and women by grade is marginal but largely favours women.

This is not reflected in Prospect's overall pay gap, due to there being more men in the higher grades (B – GS). At the time this data was captured there was a higher proportion of men on our Senior Management Team (grades A to GS), however we expect there to be an even split when our next report is published.

Overall, Prospect continues to have a gender pay gap as a greater proportion of our female employees tend to be in administrative roles, which are our lower graded posts (G, H & I). However there is noticeable improvement to the mean pay

Prospect's hourly pay quartiles by gender



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Table A – Median Gender Pay Gap by Grade

Grades	Number of Males	Male Median	Number of Females	Female Median	Median Pay Gap
GS	1		0	£0.00	100.0%
A+	0	£0.00	1		-100.0%
A	4	£45.43	1		-4.3%
B	8	£37.76	4	£38.81	-2.8%
C	7	£33.05	7	£33.70	-2.0%
D	33	£30.26	24	£31.19	-3.1%
E	14	£25.35	9	£25.49	-0.6%
F	14	£22.17	28	£22.17	0.0%
G	5	£19.81	29	£18.86	4.8%
H	8	£15.63	45	£17.22	-10.2%
I	3	£14.44	4	£15.63	-8.2%
NS	1				100%

*The hourly rate for the GS, A+, A and NS have been removed as the individuals can be identified

Table B – Mean Gender Pay Gap by Grade

Grades	Number of Males	Male Mean	Number of Females	Female Mean	Mean Pay Gap
GS	1		0	£0.00	100%
A+	0	£0.00	1		-100%
A	4	£44.96	1		-5%
B	8	£38.22	4	£38.53	-1%
C	7	£33.95	7	£34.59	-2%
D	33	£30.24	24	£30.92	-2%
E	14	£25.59	9	£25.88	-1%
F	14	£22.02	28	£21.78	1%
G	5	£19.09	29	£19.47	-2%
H	8	£16.70	45	£17.08	-2%
I	3	£14.70	4	£15.63	-6%
NS	1				100%

*The hourly rate for the GS, A+, A and I have been removed as the individuals can be identified

where the mean pay gap was 3% and 1% respectively.

Way forward

Prospect's gender pay gap is improving; however more work still needs to be done. We have already made improvements to our recruitment practices including:

- Mandatory unconscious bias training with additional training for managers.

- Gender 'blind' shortlisting for posts.
- Equality monitoring from application through to employment.
- Systematic use of gender neutral language to attract a wider range of applicants.
- Use of online training which can be accessed to suit flexible working patterns.

We are committed to building an inclusive culture and are proud of our flexible working practices as well as our family friendly policies, including our generous maternity, paternity and parental leave provisions.

We will continue to monitor:

- the proportions of men and women applying for jobs and being recruited;
- the proportions of men and women applying for and obtaining promotions;
- the proportions of men and women leaving the organisation and their reasons for leaving;
- the numbers of men and women in each role and pay band;
- take-up of flexible working arrangements by gender and level within the organisation;
- the proportion of men and women who return to their original job after a period of maternity or other parental leave; and the proportion of men and women still in post a year on from a return to work after a period of maternity or other parental leave.

We will continue to work closely with our GMB representatives and consider any proposals they put forward that will assist us in closing the gap.

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

Signed

Mike Clancy
28th March, 2019



New Prospect House,
8 Leake Street, London SE1 7NN
T 0300 600 1878
E enquiries@prospect.org.uk
prospect.org.uk