



Action taken

Report of action taken on motions submitted to
Prospect national conference, 16-19 May 2020



Introduction

Due to the 2020 national conference being cancelled as a result of the pandemic, this action taken lays out the actions decided by the National Executive Committee on motions submitted to conference.

Action taken appears in bold print. Motions noted as 'out of order' were based on decisions of the SOC to rule certain motions as out of order during Conference preparations and prior to cancellation.

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Resolution 1

Each Way Winner

This AGM notes that the owners of the large high street betting chain, Betfred also own a business, Health Assured, which runs employee assistance programmes providing organisations with wellbeing support services, including treatment for addictions such as gambling. It instructs the National Executive Committee to work with TUC and others to ensure that contracts with Health Assured, potentially covering tens of thousands of government employees, are terminated and replaced by services provided by organisations that do not make profits from the public purse for services to resolve problems that their owners create.

- <https://www.theguardian.com/society/2020/jan/16/betfred-owners-make-millions-from-company-treating-gambling-addicts>
- <https://www.theguardian.com/society/2020/jan/17/betfred-owner-linked-to-firm-that-advises-people-struggling-with-high-debt>

London and South East Regional Branch

Adopted as policy. We undertook research into the company background and raised the general sentiments of the motion with the TUC.

Resolution 2

Election Reform

Conference notes that the UK is one of only three major developed countries to use a First Past the Post voting system for general elections.

Conference believes that not only does this result in many people being disenfranchised, but that it results in an unbalanced political system, which, among other things results in Governments elected by a minority of votes pursuing agenda that are not conducive to the best interest of trade unions or trade unionists or to good, fair and balanced industrial relations.

Conference therefore resolves:

- To adopt a policy of opposing First Past the Post and instead to instruct the NEC to investigate moves to explore, select and introduce a new voting system for the UK and to report back to Branches in the next Annual Report.

London and South East Regional Branch

Whilst voting reform is a major national issue it would require the Union to devote considerable resource to a campaign and likely one which some members may regard as on the edge of our being politically independent.

In summary, the sentiments of this motion will not be pursued but of course we can return to the issue at the 2022 conference should the Branch wish to do so.

Resolution 3

Complaints Procedure

This Conference recognizes that the work of the National Executive Committee and the General Secretary is appropriately reported on in the Annual Report and Action Taken. However, where there is a dispute between member(s) and Union officials or HQ staff there is no such report. As servants of the membership, it is only right and proper, that members have recourse to complain about poor service, inaccurate advice or wrongdoings. Whilst this process does exist, it never gets reported on and consequently the membership is unable to judge the performance of the governing body of Prospect.

With a view to more openness and accountability this Conference instructs the NEC to annually publish the number of formal complaints received by the General Secretary's office; the number successfully resolved; the number still outstanding and the number unsatisfactorily concluded. Furthermore, Conference instructs the NEC to list, in generic terms, within GDPR compliance, the nature of complaints received.

London and South East Regional Branch

Prospect has a complaints procedure which has been endorsed by the NEC. The NEC concluded that there is no credible basis to judge 'successfully resolved' or 'unsatisfactorily concluded'. Such notions are multi-faceted and likely judged in different ways by either the complainant or the Union. The NEC concluded that distilling suitable criteria to judge 'success' is a particular impediment. GDPR does limit what we can or should disclose and the motion invites a focus on complaints without reference to the huge number of cases we work on for members at any given time. The complaints procedure is kept under review and because Prospect treat any complaints received carefully, it carries a notable administrative burden.

Resolution 4

The future of private sector trade unionism

Conference believes that the decline of collective bargaining coverage and trade union membership within the private sector is one of the significant challenges facing the trade union movement in the UK. Conference believes that this decline threatens the strength of the movement not just in the private sector but also in the public sector which risks isolation in the future. As one of the few trade unions with significant membership in both private and

public sectors, including a growing working membership in the private sector, conference believes Prospect is well positioned to lead thinking and develop best practice around organising in the private sector. Conference notes that the government is unlikely to reform the legislative framework around trade union rights in the near future and that therefore unions must develop new and innovative ways to grow membership.

Conference therefore instructs the NEC to:

- Use all available methods, including new regulations on worker consultation, to target new and growing areas of the private sector such as renewables, tech, and video games for recruitment campaigns;
- Work with other unions in the UK and abroad to develop and share best practice on private sector organising;- Continue to develop work on digital organising and messaging to more effectively target new industries for recruitment; and
- Continue to explore innovative models of organising, such as among freelancers and the self-employed, as pioneered in the Bectu sector.

National Executive Committee

This is an ongoing priority across Prospect with practical tools and organising opportunities being developed alongside our policy agenda. Prospect has led union efforts on digital technology, campaigns like the Right To Disconnect, and in the formation of the new sector. We have appointed a Senior Digital Organiser to lead new efforts in the tech sector and to support the wider union on use of digital tools to support recruitment and organising. We have continued to develop our work on PAL and in trialing freelancer organising in Prospect areas.

Resolution 5

Worker voice in the application of new technology

Conference believes that the development of new technologies, including artificial intelligence and machine learning, will transform the world of work in the years to come.

Conference notes that these technologies have the potential to create significant opportunities to improve the experience of workers in the UK, but that there are also significant risks associated with the misapplication of new technology, for example bias in algorithms or unacceptable monitoring of workers.

Conference believes that this technological revolution will only be successful if workers have a voice in the development, introduction, and operation of AI and

other technologies in the workplace. This voice can only be given effect if the trade union movement works to improve knowledge and understanding of technological developments.

Conference further notes that the developers of new technology are themselves workers, expresses solidarity with recent protests by tech workers at Google and elsewhere, and commits to campaign for collective voice for tech workers.

Conference therefore instructs the NEC to:

- Examine strategies for facilitating education about AI and other new technologies within Prospect and the wider trade union movement;
- Campaign for worker voice in the development, introduction, and operation of AI and other new technologies in the workplace, including through the use of new technology agreements in collective bargaining arrangements;
- Support campaigns to expand collective bargaining coverage in the tech sector, and explore strategies for building solidarity between tech workers and those impacted by new technology;
- Campaign for worker representation in all government bodies concerned with the impact of new technology on our economy and society; and
- Engage constructively with all political parties to develop policies regarding the future regulation of new technologies in the workplace.

National Executive Committee

Adopted as policy. This has and remains a priority for the union, with work coming under our Future of Work programme. This is progressing well and to date we have: produced new practical guidance for reps; undertaken webinars for reps and members; developed our media and external profile; established new web pages dedicated to this area; and supported individual Branches on issues such as data use, Right To Disconnect and surveillance. The work helped shapes and continues to work with our new Tech sector and Tech Workers Branch.

Resolution 6

Effective Regulation

Conference believes that effective, evidence-based regulation is vital to protecting our health, our safety and our natural environment, and provides an essential foundation for a well-functioning economy and a fair society. Conference applauds the dedication and expertise of members employed in safety, environmental and other regulators, whose hard work, in often challenging circumstances, protects and enhances all of our lives in countless ways. Conference also notes the fact that this is a collaborative enterprise, contributed to so many other members – such as those who help to deliver the science upon which their work is based, or those who contribute to the upholding of standards in their role as health and safety

reps, environmental reps, or more generally as advocates of good business and workplace practice.

Conference is concerned that the strength and effectiveness of social and environmental regulation in the UK faces a number of threats:

- Funding, staffing and pay in regulatory agencies has been hard hit by cuts over the past decade – with some budgets cut by as much as half and most subject to the public sector pay freeze and cap. There are no assurances that regulatory bodies will be given the resources they need in this year's Spending Review.
- Governments have been influenced by deregulatory agendas focused on minimising alleged "burdens" on business from regulation without taking adequate account of the benefits to our economy and society that regulation secures. Government Ministers have often indulged in negative rhetoric about regulation and have proposed another "Red Tape Challenge" which could further erode standards.
- The UK's exit from the European Union could compound these pressures. Many regulatory agencies will lose access to resources, information, expertise and other benefits of collaboration at the same time as needing to take on additional functions previously shared with or covered by cross-European agencies. Meanwhile the Prime Minister removed assurances on employment rights from the EU Withdrawal Act and has prioritised the need for the UK to "diverge" from – which many fear will simply mean undercutting – European regulatory standards in his negotiations for a new trade deal with the EU. Conference opposes the Government's plans to create a new Single Enforcement Body (SEB) for employment rights, bringing together functions currently undertaken by the Employment Agency Standard Inspectorate, the Gangmasters and Labour Abuse Authority, and by HMRC with regard to minimum wage regulation. A SEB could result in loss of focus, expertise, and resources available for frontline inspection in areas already woefully underfunded. This may be a particularly important issue for members in sectors such as broadcasting and entertainment, for example, where employment agencies play a significant role. Tackling the enforcement gap requires increased investment and powers for regulators, not a costly and distracting reorganisation.

Conference welcomes the work undertaken by the union to promote the value of regulation, and the work of members in regulatory agencies and associated areas, and instructs the National Executive Committee to:

- Continue to lobby and campaign for regulators to be adequately funded and staffed, and for their employees to be fairly rewarded;
- Ensure that the voices of members in regulated sectors as well as regulatory bodies are heard in debates about the future of UK regulation post-Brexit; and
- Create opportunities for members in different organisations and sectors to share and compare experiences and views of how regulators work and issues

such as the role of new technology or different funding models.

National Executive Committee

Regulation continues to be a priority for Prospect given both our membership and its importance to many of the sectors we operate in.

- **A workshop/seminar was held in March 2020 bringing together reps from a wide range of regulatory agencies and regulated industries to share experiences and perspectives in response to a research and discussion paper prepared in advance**
- **This has informed and strengthened a range of activities and interventions over the subsequent period, from submissions to Select Committees and Spending Review consultations, to blogs and social media output highlighting the social and economic costs and risks of underfunded and weakened regulatory frameworks**
- **Particular areas of focus have included:**
 - **work to highlight the risks to workplace health and safety resulting from eroding capacity and expertise at the HSE, particularly in the context of the Covid-19 pandemic;**
 - **a high-impact Branch-led campaign that has effectively highlighted the impact of funding cuts and pay constraints on the ability of Natural England to carry out its regulatory and other functions;**
 - **high profile lobbying and campaigning around the need for data protection and other relevant frameworks to be strengthened and more proactively applied to the rapid development of new data-driven and automated technologies into workplaces and workforce management systems.**

Resolution 7

Collective Defined Contribution Pension Schemes

Conference welcomes the announcement in the Queen's Speech that a Pension Schemes Bill will be introduced which includes provision for the introduction of Collective Defined Contribution (CDC) pension schemes. Where DB schemes are not available, CDC schemes have the potential to enhance the pensions landscape and produce better outcomes for members. For those who are currently in a Defined Contribution (DC) scheme, CDC schemes offer a viable alternative to annuity purchase which will allow individuals to receive a regular income in retirement but with potential for this income to be higher. The Pension Schemes Bill, currently only legislates for single employer CDC schemes and this narrows the scope of CDC and its ability for CDC to have a wider impact. Traditionally many Prospect members have been part of sector wide pension schemes, such as the Electricity Supply Pension Scheme (ESPS) but under the proposed framework, it would not

currently be possible to set up a sector wide CDC scheme. Conference therefore instructs the National Executive Committee to:

- Raise awareness of CDC with Branches where there is potential for implementation of a CDC scheme due to the size and scale of the employer
- Engage with and support Branches with DC pensions where there is an appetite to propose the introduction of a CDC scheme at their employer
- Campaign for the CDC legislation to be extended to allow multi-employer schemes.

National Executive Committee

The Pensions Minister, Guy Opperman MP, has now outlined the government's intention to introduce non-connected multi-employer pension schemes once regulations are in place for single employer and connected multi-employer CDC Schemes. The Union hosted a webinar for members on CDC Schemes for 2021 Pension Awareness Week and has published an updated Member Guide to Workplace Pensions, which includes a chapter on CDC Schemes.

Resolution 8

Conference dates

This conference resolves to amend rule 8.2 (1) by deleting the words '1 April and 15 June' and replacing with '1 May and 23 June'.

National Executive Committee

Rule change agreed via ballots of Branches closing date 10 November 2020.

Resolution 9

Subscriptions Indexation – Prospect banded rates

Conference recognises that the union must be able to make sound financial projections to ensure we are resilient and have the capacity to meet the needs of members. Conference also recognises that subscription increases must be sustainable when considered against various factors, including the prevailing inflation rate and the question of affordability for members. Taking this into account, Conference resolves to create a subscriptions index. This will cover the Prospect banded system, the 0.55% subscriptions maximum rate and retired members rate. The index will be applied from 1 October 2021 annually and will be the annual percentage increase in the Consumer Price Index (CPI) for the preceding April. The index will be subject to a minimum increase of 1% and a maximum of 3%. The minimum increase will allow the union to plan for a moderate revenue increase and the 3% maximum protects members should CPI inflation accelerate in the future. The thresholds of the subscription bands will be increased by the same index percentage as the subscription

rates. Conference notes that this does not apply to the percentage formula of earnings for the ESI members below the maximum rate and the Bectu 5 divisions where separate arrangements apply.

National Executive Committee

This motion was not pursued due to the cancellation of conference.

Resolution 10

Subscription increase of 2% to Prospect banded rates

Conference resolves that from 1 October 2020 for all Members covered by the Prospect banded system, subscriptions will increase by 2%. For reference this produces the following subscription rates and thresholds:

Subscription category	Monthly subscription	Annual subscription
Special rate	£1.31	£15.72
Band 1 £13,621 - £19,449	£7.26	£87.12
Band 2 £19,450 - £23,986	£9.99	£119.88
Band 3 £23,987 - £29,821	£12.71	£152.52
Band 4 £29,822 - £40,191	£16.10	£193.20
Band 5 £40,192 and above	£18.63	£223.56

National Executive Committee

This motion was not pursued due to the cancellation of conference.

Resolution 11

Retired members 2% subscription increase

Conference resolves that from 1 October 2020 subscriptions for Retired Members will increase by 2%. The subscription rate will be £43.56 pa.

National Executive Committee

This motion was not pursued due to the cancellation of conference.

Resolution 12

Introduction of Band 0 to Prospect banded rates

Conference resolves that from 1 January 2021 the Prospect banded rate system will have a band 0 inserted such that all working members whose income is at or below £13,620 will pay £60 pa.

National Executive Committee

Subscription change agreed via ballots of Branches closing date 10 November 2020.

Resolution 13

Bectu subscriptions reduction

Conference resolves that from 1 October 2020, the banded subscription rates for members whose income is at or below £20,000 will be reduced such that the first three bands of the subscriptions system will be as follows (with all of the other banded rates remaining unchanged):

Banded rate	Monthly subscription	Annual subscription
£12,501 - £15,000	£10.00	£120.00
£15,001 - £17,500	£11.25	£135.00
£17,501 - £20,000	£13.33	£159.96

Members who pay by the 1% of income system, who correspond to these income bands, will also pay these rates from 1 October 2020.

National Executive Committee

This motion was not pursued due to the cancellation of conference.

Resolution 14

Public Broadcasting

This Conference believes that the BBC, appropriately funded and providing a valuable public service is vital to the future of:

- A dynamic, diverse and successful creative sector
- Scrutiny and accountability of politicians and political processes
- Providing a bulwark against the worst excesses of partisan news reporting
- Creating the framework for informed public discourse.

Conference also recognises that the BBC's commitments to the arts, local radio, Scots Gaelic and Welsh language

services as well as education and learning combine to make for a vital and unique contribution to communities and civic life in the UK, particularly during these febrile political and constitutional times. In a post-Brexit Britain the BBC is a brand recognised and envied across the world whether that be for BBC productions licensed across the globe or the BBC World Service. It is a pipeline for developing skills and talent that benefit the whole of the creative industries in the UK and contributing to the benefits that brings to the economy. Suggestions that the BBC should be subject to a subscription based revenue regime or its success reliant upon advertising only serves to reveal a deep lack of understanding of what the BBC is, what it stands for and what it achieves.

Conference notes with deep concern a number of recent events including the Prime Minister refusing to be questioned during the pre-election leader debates, a ministerial boycott of flagship BBC news programmes, government level discussions on the future of the licence fee and the consultation on decriminalisation of non-payment of the licence fee. Conference recognises this for what it is; a concerted campaign to delegitimise the BBC with the twin aims of avoiding scrutiny and sacrificing a treasured public service on the altar of the free market. Conference also notes the Bectu Sector's continued warnings about further budget cuts becoming a reality with members seeing their jobs threatened as a direct consequence of the government's refusing to take responsibility for the policy and the cost of free TV licences for over 75's.

Public Service Broadcasting is crucial for our democracy. The BBC should be nurtured, protected and allowed to flourish and adapt in a changing media market. We cannot allow for it to have its very existence threatened by politically motivated attacks. Conference therefore instructs the NEC to campaign alongside members in the BBC and the Sector to:

- Engage the widest possible support for the BBC via the FEU, TUC, politicians, industry bodies and key opinion formers;
- Lobby for a publically funded BBC properly equipped to face the challenges of an increasingly digital market;
- Continue to campaign for the government to take on the cost of free licences for over 75's as part of a dignity in retirement welfare package;
- Resist any attempts to undermine the economic viability of the BBC either through an inappropriate funding model or attempts to decriminalise non-payment.

National Executive Committee

The BBC campaign was put on the back burner during the pandemic as the focus switched to supporting members, particularly freelancers, who were badly impacted and fell through the gaps of Government financial support schemes. The BBC also had to adapt to the circumstances and did a sterling job supporting parents educating children at home.

However late in 2021 the campaign was re-energised and we were able to respond quickly to the announcement from Nadine Dorries that the licence fee would be frozen

for the next two years and that it was her intention to end the licence fee altogether in 2027.

We are meeting with politicians and industry experts to lobby them about the importance of public service broadcasting in general and the BBC in particular. Our campaign will continue through 2022 (the BBC's centenary year) and beyond.

Resolution 15

Freedom to Work

This conference instructs the National Executive Committee to lobby the Government to promote the continued free movement of EU citizens within the UK and British citizens within the European Union after the UK leaves the European Union, regardless of their earning potential.

London and South East Regional Branch

The NEC supported the spirit of this motion. Unfortunately however the decision has been taken to end freedom of movement between the UK and the European Union with effect from 31 December 2020.

Prospect did consistently campaign for a fair immigration system that does not conflate the issue of salary level with skill or value to the economy. We made representations to the Migration Advisory Committee, Government Ministers and the Science and Technology Select Committee on this issue.

Nonetheless, the Migration Advisory Committee was asked by government to examine the benefits of an Australian Points Based system, rather than a more holistic assessment of the best migration system for the UK. As a result a decision was taken to introduce a points-based immigration system from January 2021.

The Government's position is set out at: <https://www.gov.uk/government/publications/uk-points-based-immigration-system-further-details-statement/uk-points-based-immigration-system-further-details-statement>

Resolution 16

Equality Representatives Facility Time

Conference congratulates the National Executive Committee (NEC) on the continuous work that they are doing to increase the awareness of the inequalities that exist in the modern world of work that affect our membership. Prospect has led many campaigns for example tackling the gender pay gap, unconscious bias and neurodiversity, while also making affiliations with other organisations like United Against Fascism and Show Racism the Red Card but just a few. These campaigns are beneficial in highlighting and educating members and employers on the inequalities which exist and how

we can put a stop to them with policy changes, initiatives and other tried and tested methods. However, the most appropriate representatives to carry out this role, equality representatives have no statutory rights to facility time - this needs to change to give the protection that other representatives have, to allow this important type of rep to continue.

Conference instructs the National Executive Committee to work with a range of trade union and employer groups; including the Trade Union Congress (TUC) and its affiliates, to formulate and deliver a campaign aimed at getting legislation to include the role of Equality Representatives.

Sellafield Limited

We have continued to support the TUC on the full range of equalities work, including recognition for the role of Equalities Reps. There has been little appetite from government to recognise statutory rights for equalities reps. We have also maintained our own programme on equalities, to support reps, including further work for Branches as part of our EDI activities. We want all reps to regard this as part of their union duties, whilst also supporting Equalities Reps. We will shortly be piloting a new course for Equalities Reps as well.

Resolution 17

Support the building of SMR within the UK as part of a balanced, low carbon alternative along with renewable development.

Conference welcomes the news from Rolls Royce that Small Module Reactors (SMR) are planned to be built and operating within the UK by 2029 to support the UK's need to achieve net zero emissions by 2050.

SMR are an alternative form of nuclear power generation that can be built quicker and cheaper than their larger counterparts; built in modules and at a 16th of the size, while still providing many jobs in an area during construction as well as continuing into the operation of the SMR.

Conference thanks Prospect Members, Representatives and the National Executive Committee for their support for the need for SMR to be used as a part of wider use of technologies as well as renewables to tackle the climate change targets.

Conference recognises that as several of the existing nuclear power plants are coming towards the end of their lives it is essential that further new nuclear power plants are built to replace the baseload energy that will be lost. Conference also recognises that this should be part of a balanced, low carbon energy policy including the development of renewables.

Conference therefore instructs the National Executive Committee to support the building of SMR within the UK

as part of a balanced, low carbon alternative along with renewable development.

Sellafield Limited

This has been taken forward as part of Prospect's lobbying for a whole systems approach to future energy policy and specifically in relation to lobbying around the Energy White Paper and its implementation. With TUC support, we have pressed Ministers to support the development of SMRs alongside a programme of new nuclear at scale.

Resolution 18

National Executive Committee to campaign on the improvement of the UK's policies on Maternity and Paternity leave

Maternity and Paternity leave are 12 weeks full rate equivalent and 0.4 weeks respectively. Conference notes a report produced by Yekaterina Chzhen, Anna Gromada and Gwyther Rees (2019), Are the world's richest countries family friendly? Policy in the OECD and EU, UNICEF Office of Research, Florence highlights what has been known for a while that the UK lags our European counterparts. In fact, the paper highlights we 4th from the bottom with only Cyprus, Greece and Switzerland below. The paper highlights many benefits of a country having good Maternity and Paternity policies:

- helps female employees maintain their earnings and attachment to the labour market
- help parents to find the right balance between their commitments at work and at home

NOTE: other benefits are highlighted in the paper.

This conference instructs the National Executive Committee to campaign on the improvement of the UK's policies, taking comparison from our European counterparts who are ranked higher in the table than ourselves.

Conference also instructs to refer to the final conclusions of the paper and take recommendations on board as part of a campaign.

Sellafield Limited

Prospect has continued to lobby and campaign for better maternity and parental leave benefits. There has been little appetite for this from government although the transformation on work due to the pandemic has opened a wider conversation about employment rights and flexible working. We are due an Employment Bill, although this is delayed, which will be a good place to highlight our demands, alongside other unions.

Resolution 19

Maximum consecutive terms on the NEC

This conference agrees to the following addition to Rule 9:

9.1 (5) No member of the committee shall serve more than 4 consecutive terms (8 years). Any member who has completed 4 terms shall be ineligible to stand for re-election to the NEC for a period of 4 years

BBC Yorkshire and Lincolnshire

NEC concluded that this motion should be opposed because it had the capacity to severely limit the accumulation of experience on the NEC. A maximum of four terms would particularly impact members who aspired to become members of the Presidential team and indeed President of the Union.

Given Presidential Team members also hold office for two year terms and there are three positions which representatives conventionally move through in each electoral turn, a maximum of four terms means a new NEC member would have to stand for the Presidential Team after just one term on the NEC.

In addition, the membership does give voice to its NEC choices every two years and the 2020 election showed how much turnover there can be as ten new NEC members were elected.

Resolution 20

Conference dates

This conference instructs the NEC to set up a sub committee from its membership with the aim of bringing a rule change to the 2022 conference which would provide for NEC elections from 2024 to be undertaken on a constituency basis.

BBC Yorkshire and Lincolnshire

The terms pre-judged any review as it specifically required a rule change to introduce a constituency based NEC and secondly, it failed to take account of the breadth of the Prospect NEC and membership.

Whilst accepting the logic of a constituency based Bectu Sector, Prospect as a whole is another matter. It would be simplistic to think the constituencies would be readily identifiable. Sector based would not be sufficient because many members are in other groupings and shifts in membership numbers would entail a constant process of calculating seats and numbers.

The current approach, of an NEC being elected to serve the entire membership irrespective of where the NEC member was located in the Union, was felt to have worked well and avoided many of the problems of factional or silo thinking that has affected other Unions.

Resolution 21

Environment

It is now accepted that the world is entering a climate and ecological breakdown, that can only be mitigated by swift and drastic action. The international community has agreed that we must prevent the global temperature from exceeding 1.5°C increase since pre-industrial levels; any more than this will lead to an unacceptable increase in coastal flooding, global wildfires, mass extinctions, crop failures and ecosystem collapse on land and in the oceans. Meanwhile, the natural world is being degraded at an unprecedented rate by human activity. Each new piece of data is adding to the urgency. The impact of climate change and ecological degradation is already being felt all over the world. The slower our response, the worse it will get and the more difficult and costly it will be to sustain the planet in a tolerable condition for us and future generations.

This Branch represents a world-class scientific research organisation. We cover all areas of science, including remediating ecological damage and finding better ways to harness, store and use energy. However, we are also a major consumer of energy and resources ourselves, so we have a vital role to play in minimising the harm done by all our activities. We are mainly publicly funded, and well placed to influence the public via our substantial outreach activities, so there is even more to be gained by showing our commitment to the environment in every possible way. Prospect should be instrumental in getting this message across from staff at all levels to the individuals with the power to act on it. Therefore Diamond Light Source Branch instructs the NEC to declare a Climate and Ecological Emergency and to:

- Campaign for a Just Transition, supporting workers and communities where an industry has to radically change or even disappear;
- Request continually improving sustainability policies, with milestones and roadmaps, from employers of all Branches;
- Campaign to make it a legal requirement for employers to have Environment Reps
- Encourage Prospect Environment Reps at all Branches, promoting Environment Reps training;
- Audit Prospect's and Bectu's own environmental and ecological performance;
- Form and fund a NEC advisory sub-committee;
- Produce an ambitious sustainability policy, with measurable outcomes, committing to be net carbon zero by 2030;
- Eliminate single-use plastic; Procure materials and equipment from sustainable and ethical sources, for all Prospect activities

Diamond Light Source

The NEC has adopted a wide-ranging programme of work on climate related issues, covering this motion and others in similar vein. This has included:

- **Declaration of a climate emergency and creation of a climate hub on the union's website:** <https://prospect.org.uk/climate-emergency/>
- **Lobbying for a clear roadmap and urgent implementation of policies and investment to achieve net zero carbon, including an immediate support for a green recovery;**
- **With the assistance of representatives, reviewing employer sustainability policies and action plans in order to facilitate sharing of good practice;**
- **An environmental training programme including, from autumn 2020, online introductory and more advanced modules for members and representatives with an aim of widening the scope of active involvement;**
- **Initiatives to reduce the use of single-use plastic, in particular from promotional items, and to reduce the use of other resources through a digital-first strategy;**
- **Campaigning for a Just Transition, including work through the TUC and an externally funded project with Community Union.**
- **Benchmarking Prospect's own carbon footprint to inform decisions on further action to progress a union-wide sustainability policy. Our carbon footprint reports are published on the website.**
- **We have pressed through the TUC for statutory recognition for environmental representatives. However, to date it has not been possible to make progress. We will continue to monitor and use any opportunity presented by the introduction of a new employment bill.**

For noting there is already an NEC advisory committee with responsibility for sustainability (the Science, Engineering and Sustainability Advisory Committee – SESAC) so it is not appropriate to set up a further committee but to continue and reinforce the work of our existing committee.

Resolution 22

Climate and ecological declaration motion

In 2018 the Intergovernmental Panel on Climate Change (IPCC) published a report stating that we have 12 years to avoid catastrophic climate change. The Intergovernmental Science-Policy Platform on Biodiversity and Ecosystem Services (IPBES) report from May 2019 finds that around 1 million animal and plant species are now threatened with extinction. The UN Food and Agriculture organisation has advised that we have approximately sixty years of harvest left at current rates because of soil degradation. Global warming, biodiversity loss and the ability to produce food affects all sectors of society, including our economy, jobs, food, health and the very air we breathe. Businesses and

organisations are responsible for the vast majority of our greenhouse gas emissions. The breadth and range of Prospect's membership means that it has both the ability and responsibility to lead by example and take action on the environment.

The Science Museum Group Branch instructs the NEC to publicly declare a climate and ecological emergency and take action by:

- Auditing Prospect's own carbon emissions and environmental impacts
- Producing a transparent, measurable and accountable sustainability policy that commits to becoming net carbon zero by 2030
- Forming an NEC advisory sub-committee on sustainability and allocating campaign funding
- Becoming single use plastic free and sourcing products and equipment from sustainable materials
- Campaigning for a just transition within carbon intensive industries so that no communities are left behind
- Promoting environmental rep training to all Branches
- Encouraging the appointment of environmental reps in all Branches
- Campaigning to make environmental reps a legal requirement for employers
- Requesting the provision of up to date sustainability policies from employers at all Branches.

Science Museum Group

The NEC has adopted a wide-ranging programme of work on climate-related issues, covering this motion and others in similar vein. This has included:

- **Declaration of a climate emergency and creation of a climate hub on the union's website: <https://prospect.org.uk/climate-emergency/>**
- **Lobbying for a clear roadmap and urgent implementation of policies and investment to achieve net zero carbon, including an immediate support for a green recovery;**
- **With the assistance of representatives, reviewing employer sustainability policies and action plans in order to facilitate sharing of good practice;**
- **An environmental training programme including, from autumn 2020, online introductory and more advanced modules for members and representatives with an aim of widening the scope of active involvement;**
- **Initiatives to reduce the use of single-use plastic, in particular from promotional items, and to reduce the use of other resources through a digital-first strategy;**
- **Campaigning for a Just Transition, including work through the TUC and an externally funded project with Community Union.**
- **Benchmarking Prospect's own carbon footprint to inform decisions on further action to progress a union-**

wide sustainability policy. Our carbon footprint reports are published on the website.

- **We have pressed through the TUC for statutory recognition for environmental representatives. However, to date it has not been possible to make progress. We will continue to monitor and use any opportunity presented by the introduction of a new employment bill.**

There is already an NEC advisory committee with responsibility for sustainability (the Science, Engineering and Sustainability Advisory Committee – SESAC) so it is not appropriate to set up a further committee but to continue and reinforce the work of our existing committee.

Resolution 23

Distribution of NEC Minutes

This Conference agrees the following addition to Rule 9: Rule 9.18. The Committee shall instruct the Secretary to draw up minutes of its proceedings which shall be issued to all Branch secretaries within fourteen days of the date of the meeting. The minutes should indicate a clear Committee decision on each item of business, and should offer a short summary of the information used by the Committee when reaching decisions. All motions put and seconded should be recorded. The Committee minutes shall be written in such a way as to be clearly understood by those who have not attended either the meetings so minuted or any previous meetings in which decisions referred to were also taken.

ITV Anglia

The motion would require an additional administrative burden that was not justified in the circumstances. NEC minutes are published on the website once they are approved. They are very rarely referred to by Branches but can be viewed as a means of scrutiny.

The motion in requiring the issuing of NEC minutes within 14 days must envisage a process whereby draft minutes are in some way approved for circulation to 649 Branches. They would necessarily be draft, as they would not have been approved until the next NEC meeting and the NEC meetings are generally 6-8 weeks apart. If changes to the minutes were then made they would need to be circulated again to the Branches.

At a time when our resources need to be focussed on industrial and policy issues directly affecting members, adding more administration to the process of minute distribution was not seen as a priority. However, the sentiment about the NEC minutes ensuring clarity of decision making was well understood by the NEC.

Resolution 24

Sustainability

Before he retired, the last Governor of the Bank of England, urged companies to prepare for the long term consequence of climate change. If companies are to survive they need to plan for long term stability with policies that recognise the move to a “carbon neutral” environment. Our own investment for the future is often tied up in our pensions which, in order to prepare for our own future, need to be sustainable over time as well as providing growth for our future personal needs. The Trustees are in a unique position to use the influence of our monies through the shareholding in major companies worldwide. Prospect, therefore, instructs the NEC to promote a policy of sustainability with Trustees and report back on responses and progress to Branches.

CMD Greater London East and Essex

Out of order – no action – SOC view was that motion scope was uncertain. Unclear instruction.

Resolution 25

Electricity (Protected Persons) (England and Wales) Pension Regulations 1990

This Conference is concerned that the Government proposes to amend the protected persons regulations as set out in the Electricity (Protected Persons) (England and Wales) Pension Regulations 1990.

The Government has consulted on its proposals and submissions were made by trades unions and other bodies. The majority of the submissions opposed the proposal to amend the Regulations. A number of submissions highlighted the fact that the Regulations already make provision for pension scheme members to relinquish protection, individually or collectively.

Therefore, this Conference instructs the National Executive Committee to:

- work and, where necessary, campaign to prevent any amendment to the existing Regulations; and
- submit a request to the House of Commons Business, Energy and Industrial Strategy Select Committee for the Committee to investigate and consider this matter.

Retired Members Group

This resolution was referred to the NEC for action along with a note expressing serious concern that changes to the Regulations set an unwelcome precedent.

The NEC acknowledged the sentiment that pension regulations should not be altered, but the NEC also noted the fact that working members are often faced with hard choices in real time in relation to pension provision and such members cannot be fettered in their response as this resolution contemplates. The NEC therefore concluded that no action will be taken in relation to this resolution.

Resolution 26

Pension Scheme Trustee Briefing and Training Events

This Conference notes that attendance at the briefing and training events organised by Prospect for Members who are pension scheme trustees has reduced in recent years. Conference agrees that such events provide an important means by which Prospect can make such Members aware of the union’s view on current issues impacting on the pensions industry and pension schemes. Accordingly, Conference instructs the National Executive Committee to promote these briefing and training events as widely as possible with a view to increasing attendance amongst Members who are pension scheme trustees.

Retired Members Group

The Prospect Pension Scheme Trustees conference has been advertised within Union mailing to union reps and to members of the Prospect Pension Trustee Network.

Resolution 27

Early Deaths Caused By Air Pollution

This Conference notes that the medical profession has stated that 64,000 early deaths each year in the UK are caused by air pollution. Prospect Members and their families are included in these figures. Conference believes that working to reduce these figures is one of many Climate Change challenges that we face. Conference agrees that having a dialogue with the Government that seeks to improve their manifesto Climate Change commitments will assist in reducing these unnecessary deaths. Conference believes that such a dialogue should include encouraging the Government to commit to:

- consult on the earliest date to phase out the sale of new conventional petrol and diesel cars;
- invest in improved public transport networks; and
- create a new a cycling infrastructure fund with mandatory design standards for new routes.

Conference supports the creation of improved public transport, cycling and walking routes and initiatives aimed at improving the uptake of electric vehicles. Conference agrees that these will be key factors in reducing congestion and air pollution. Conference believes that appropriate levels of funding from national and local government for all areas of the UK will be required in order to achieve these aims. Conference therefore instructs the National Executive Committee to take appropriate action to tackle these concerns and issues as part of the National Executive Committee’s wider campaigning work on Climate Change and to help to reduce 64,000 early and unnecessary deaths.

Retired Members Group

Work is in progress to campaign for investment in low carbon infrastructure, including charging points for

electric vehicles. The sentiments of the motion will be taken into account in continuing work on climate change.

Resolution 28

Rule change

This Conference resolves to make the following changes to the Prospect Rules:

- in Rule 16.1(1) delete “2.4(2)” and replace with “2.4(3)”; and
- in Rule 16.1(22) delete “2.4(3)” and replace with “2.4(2)”.

Retired Members Group

Rule change agreed via ballots of Branches closing date 10 November 2020

Resolution 29

Appreciation

2019 marked the 100th anniversary of both the instigation of Whitley councils and the formation of the Institution of Professional Civil Servants (IPCS), one of Prospect’s predecessor organisations. Conference notes that other predecessor organisations were formed before the IPCS, but, given these recent anniversaries, Conference places on record its thanks and sincere appreciation for the work, dedication and effort of all the past and present members, representatives and staff of Prospect and all of its predecessor organisations.

Retired Members Group

Note for record

Resolution 30

Uprating of Pensions and Benefits

This Conference instructs the National Executive Committee to campaign for the Inflation Index used to uprate pensions and benefits to be based on the principles laid down in the Household Inflation Index described by Astin and Leyland in their paper “Towards a Household Inflation Index” published in the Journal of The Royal Statistical Society in May 2015.

Retired Members Group

Prospect may in the future be supportive of an inflation index that genuinely uprates pensions in line with the increase in household expenditure, however, it is currently premature to do so as a lot of our members pensions are increased in line with RPI and the consultation surrounding the future of the RPI is still ongoing.

Prospect have submitted a response to the RPI consultation where we oppose the changes suggested by ONS. Our response can be found on the library if you have

not already seen this (<https://library.prospect.org.uk/download/2020/00801>).

The NEC therefore feels that this motion is premature and too prescriptive in terms of what measure of inflation the Union should support going forward. Furthermore, they believe that it would be prudent to wait for the outcome of the RPI consultation before aligning with an experimental index.

Resolution 31

Age Discrimination in Northern Ireland

This Conference notes that devolved Government was reinstated in Northern Ireland on 11 January 2020. However, Conference is concerned that Northern Ireland does not have legislation in place that outlaws age discrimination against older people by the providers of goods, facilities and services. This Conference instructs the National Executive Committee to campaign through all relevant avenues for the extension of all current UK age discrimination legislation to Northern Ireland.

Retired Members Group

We use our position on the Northern Ireland Committee of the ICTU to keep this item on the agenda in relation to potential legal changes. The pandemic has caused the prioritisation of other areas of concern within the employment and labour relations agenda. We will continue to ensure that the need for the NI Assembly to consider a review of equality legislation in this area is highlighted through our work with NIC ICTU and the Assembly.

Resolution 32

Future Trade Negotiations

This Conference notes the exchanges that took place between various politicians in the months prior to the 2019 General Election with respect to new trade deals following Brexit and whether the NHS would form part of such trade deals. Conference also notes the content of the 19 December 2019 Queen’s Speech. The background notes to the Speech, published by 10 Downing Street, included the following statement:

“As the UK leaves the EU, we will forge strong new trade deals with countries around the world. However, the NHS is not, and never will be, for sale. The Government is committed to the guiding principles of the NHS – that it is universal and free at the point of need. The price the NHS pays for drugs is not on the table.”

Whilst welcoming the above statement, Conference also notes that many countries proactively protect their national interests by passing laws that specifically exclude named entities from being included, or even discussed, as part of any trade deals they may enter into. Without legally binding enforcement mechanisms in place, there are

no guarantees that the NHS, or other parts of the public sector, will be “off the table” in any formal talks between the UK and other countries.

Therefore, in the light of the briefing note quoted above, Conference instructs the National Executive Committee to lobby the Government and the devolved administrations to pass law(s) that take the NHS, its wholly owned subsidiaries and other elements of the public sector, off the table before any formal trade negotiations begin.

Retired Members Group

Adopted as policy. Pursued with TUC and DIT in discussions on trade arrangements.

Resolution 33

Mileage Rates

Conference notes that the current mileage expense rate paid by Prospect has not increased for some years. Following many years of austerity combined with continued lower than inflation pay increases for many members, the lack of increase in rates is having a noticeable effect on Reps particularly where driving is the only option due to the remote nature of some locations required to visit. Increases were made quickly some time ago when fuel prices increased rapidly, however, fuel prices are now much higher and we have seen no further increase to the current 33p rate. Conference instructs the National Executive Committee and Prospect Finance Department to work together to increase the mileage rate to a figure that is equal to where it would be had we seen an inflationary rise and thereby easing the burden on the finances of many reps.

DfT

We have reviewed travel on union business for members and we can report that mileage has significantly reduced since the beginning of the pandemic. We have also reviewed the rates payable and have found that there is gap between HMRC rates and our rates and we will therefore consult with Branches.

Resolution 34

Environmental and Climate Change Action

The UKRI Branch instructs the National Executive Committee to declare a climate and ecological emergency and take action by:

- Encouraging the appointment of environmental representatives in all Branches
- Supporting environmental representatives to request the provision of up to date sustainability policies from employers at all Branches
- Auditing Prospect’s own environmental impact and climate emissions, and planning and implementing a

programme to reduce those impacts and to achieve net zero emissions by 2030

- Campaigning for a just transition within carbon intensive industries so that no communities are left behind
- Campaigning to make environmental representatives a legal requirement for employers.

UK Research and Innovation

The NEC has adopted a wide-ranging programme of work on climate related issues, covering the motion and others in similar vein. This has included:

- **Declaration of a climate emergency and creation of a climate hub on the union’s website: <https://prospect.org.uk/climate-emergency/>**
- **Lobbying for a clear roadmap and urgent implementation of policies and investment to achieve net zero carbon, including an immediate support for a green recovery;**
- **With the assistance of representatives, reviewing employer sustainability policies and action plans in order to facilitate sharing of good practice;**
- **An environmental training programme including, from autumn 2020, online introductory and more advanced modules for members and representatives with an aim of widening the scope of active involvement;**
- **Initiatives to reduce the use of single-use plastic, in particular from promotional items, and to reduce the use of other resources through a digital-first strategy;**
- **Campaigning for a Just Transition, including work through the TUC and an externally funded project with Community Union.**
- **Benchmarking Prospect’s own carbon footprint to inform decisions on further action to progress a union-wide sustainability policy. Our carbon footprint reports are published on the website.**

We have pressed through the TUC for statutory recognition for environmental representatives. However, to date it has not been possible to make progress. We will continue to monitor and use any opportunity presented by the introduction of a new employment bill.

Resolution 35

Climate

Prospect accepts the scientific consensus on the escalating climate emergency. Science demands more ambition to deliver the UK’s carbon obligations alongside engineering and technical expertise to provide practical solutions.

Prospect members provide the UK’s environmental and energy infrastructure: from the scientists who first discovered the hole in the ozone layer, through the advisers and regulators providing environmental stewardship and protection, to first responders in times of emergency. Our

core mission is to protect and support them at work, so they can use their expertise to lay the foundations of our sustainable future.

Many more of our members are passionate environmental advocates and activists. In summer 2019 Prospect, alongside other charities and unions, declared a climate emergency to recognise the serious issue facing us. But we recognise that there is more to do. Through the union, members can exercise collective strength, steer their workplaces to sustainable practice and sustainable business models, and lobby government for a credible response to this crisis.

Conference welcomes the UK commitment to achieving net zero emissions and calls for clarity on a pathway that will ensure that necessary measures are properly resourced and implemented as soon as practicable.

Conference acknowledges the work already being done around the union to campaign for a sustainable future, including by our growing network of environment reps, and recognises the need to step up our campaigning efforts in the face of this unprecedented global crisis.

Conference also acknowledges the critical work that is being done by Prospect to campaign for a just transition for those workers and their communities who will be impacted most by the move to a low carbon economy.

Therefore, conference instructs the NEC to:

- Utilise members' expertise to campaign for urgent action to address the climate emergency, including in the run up to the 2020 UN climate summit. .
- Ensure that the need for a just transition remains at the heart of our campaigning work on the climate crisis Guide and support Branches to embed environmental sustainability into their bargaining and organising agendas
- Progress a review of Prospect's own policies and activities in order to reduce environmental impact, prioritising actions that will deliver greatest impact.

National Executive Committee

We have:

- **Undertaken a analysis for 2019, 2020 and 2021 which have established a baseline for further action.**
- **Deliver an online environmental training programme as well as a series of short climate-focused webinars.**
- **Develop policy and workplace guidance on just transition. This includes a pilot project in partnership with Community funded by the Alex Ferry Foundation, examining the lessons learned from recent industrial change and action needed to promote worker voice and address the consequences of industrial change on people and communities. It also includes work through the TUC's Sustainable Development Advisory Committee.**
- **Encourage the appointment of environmental representatives and are working through the TUC in support of legal rights for environmental reps.**

Unfortunately, it has not yet been possible to make progress. However, we will continue to monitor and use any opportunity presented by the introduction of a new employment bill.

- **Developed policy on future energy systems, including investment in low carbon infrastructure with contributions from renewables and nuclear. This has benefited from the expertise and experience of Prospect members working in a range of sectors.**

Resolution 36

Scottish constitutional referendums

Conference instructs the National Executive Committee to support the call for referendums on Scottish constitutional matters to be put within the powers of the Scottish Parliament. Conference believes that the people of Scotland should be enabled to express their views on the Scottish Constitution by referendum and, furthermore, that the Members of the Scottish Parliament, who are elected by proportionate representation (reflecting the views of the electorate in Scotland) are in the democratic forum best placed to decide when and where to hold any such referendum. Conference commends the decision of UNISON Scotland to support "the sovereign right of the Scottish people to determine the form of government best suited to their needs".

Glasgow No. 1 Branch

Against the backdrop of the above, the NEC is sympathetic and supportive of the sentiment of the motion and in particular the principle that any UK Parliament must respect the mandate given by the people of Scotland in electing their Scottish Parliamentary representatives on the issue of a further referendum. In that context, the NEC concluded that Prospect take the motion forward as Remitted in order that we can implement the spirit and intent of the motion in terms of policy.

Prospect supports the contention that decisions about the form and timing of constitutional change in Scotland are ultimately a matter for the people of Scotland and that principle should be respected by the UK Parliament.

Resolution 37

2020 United Nations Climate Change Conference

Conference notes that the 2020 United Nations Climate Change Conference, also known as COP26, will take place in Glasgow between 9th and 19th November 2020.

Conference further notes that the UN Intergovernmental Panel on Climate Change warns that we must limit global temperature rises to 1.5 Celsius above pre-industrial levels by 2030 in order to limit the worst effects of climate change.

Conference further notes the warnings of former UN climate envoy and President of Ireland Mary Robinson that the United Kingdom Government is showing a "lack of coherence" in its preparations for the summit.

Conference further notes that despite her invitation to and attendance at three previous COP summits, the United Kingdom Government has refused the First Minister of Scotland, Nicola Sturgeon, a role at the summit.

This Conference instructs the National Executive Committee to urge the United Kingdom Government to:

- Recognise the critical importance of this summit in the global fight against climate change
- Avoid using the summit for political grandstanding
- Direct all appropriate resource and planning to making the summit a success

Glasgow No. 1 Branch

Prospect supports the contention that decisions about the form and timing of constitutional change in Scotland are ultimately a matter for the people of Scotland and that principle should be respected by the UK Parliament.

Resolution 38

Register of interests

This Conference instructs the National Executive Committee to create a register of interests for members of the Senior Management Team and the Presidential Team.

ITV Anglia

A register of interests for members of the Senior Management Team and the Presidential Team was created and is in use.

Resolution 39

Racism at Work

This conference notes that after the publication in 2019 of the TUC's Racism Ruins Lives report, Bectu Sector conference instructed Bectu's Black Member's Committee and Prospect's Equality Committee to conduct an urgent appraisal of the report. Conference notes that the report's findings show an alarming prevalence of racism in the workplace and that the report's findings include:

- Over 70% of Asian and Black workers who took the Racism at Work survey reported that they had experienced racial harassment at work in the last five years;
- 46% of respondents from a Black, Asian and Mixed heritage background, and 32% of non-White Other participants reported that they had been subjected to 'verbal abuse and racist jokes';
- 11% of Black, Asian and Mixed heritage employees stated that they had experienced racist violence at work;

- Over 90% of survey respondents identifying as Asian, Black and Mixed heritage and Other and 85% of White Other participants reported that their experiences of discrimination and harassment at work had negatively impacted both on their work and their personal lives;
- 50% of Black, Asian and Mixed heritage and 35.6% of White Other respondents stated that their experiences had a detrimental impact on their ability to do their job;
- 40% of Black, Asian and Mixed heritage respondents and 27.4% of White Other participants reported that they had been left feeling isolated from their colleagues; and
- Of the Asian, Black and Mixed heritage participants who reported experiencing racism at work, 55.6% reported that this had impacted on their mental health, while 28% declared that workplace racism had an impact on their physical health.

Conference notes that the report's findings suggest that BAME freelancers in the Film, Broadcasting and Theatre industries are particularly exposed. For example,

- Employees on non-permanent contracts were more likely to report racial harassment and discrimination by their employer than those with permanent contracts; and
- In comparison to participants working for large companies/ organisations (i.e. those employing more than 1,000 people), ethnic minority people working for small and medium-sized employers were more likely to report that they had experienced workplace racism.

Conference also notes that the report uncovers failings within Trade Unions in terms of how they represent and defend workers who are suffering racism. For example,

- Less than one-third of ethnic minority workers who took the Racism at Work survey had sought help from their trade union. Personal statements provided by ethnic minority participants reveal that racism and/ or xenophobia at the hands of a trade union member/ official was one of the main reason for this.

Conference instructs the NEC to:

- Ask Bectu's Black Member's Committee and Prospect's Equality Committee to complete their appraisal of the report within the next 6 months;
- Seek from Bectu's Black Member's Committee and Prospect's Equality Committee, as part of this appraisal, steps for campaigning action with regard to the recommendations given by the report for Government and Employers; and
- Seek from Bectu's Black Member's Committee and Prospect's Equality Committee, as part of this appraisal, changes to be made within Prospect and Bectu Sector with regard to the recommendations given by the report for the conduct of Trade Unions.

Yorks and Humber Freelance

This has been an invaluable policy that has helped shape Prospect's work on racism across the whole union, not just in Bectu. The motion helped initiative our work around a Race Action Plan and wider Equality Diversity and

Inclusion (EDI) strategy setting out practical action, in line with the motion, for members, reps and the union as a whole. The Race Action Plan was agreed by the NEC in Autumn 2021 and is overseen by the EOAC. Each sector is asked to agree its own plan. We have also appointed an Equalities Manager to co-ordinate the work of FTOs on equalities and to ensure this work engages Prospect networks and Bectu committees.

Resolution 40

Home Workers

Conference notes that home working has become increasingly common and is a result of our changing workplaces, advancing technology and company business practices. Between 1998 and 2014 the number of home workers increased from 2.9 million to 4.2 million. Today that number will be even greater.

At present under HMRC guidance employers are allowed to pay £34 a week, or £318 a month to an employee working regularly at home, without the employer having to justify the amount paid. It is not subject to income tax or national insurance. It is to cover "reasonable additional costs incurred" as a result of home working - mainly heating and lighting. This guidance came into effect from 2003 under section 137 of the Finance Act. This home worker's allowance has increased at a snail's pace – the rate was £32 a week in 2003 – and has not kept up with the reality of working from home, often at night and at weekends, often during periods of cold weather when heating cost's increase. It has barely kept up with the inflation and soaring utilities bills.

Conference instructs the NEC to campaign for employers to enhance the rate, and furthermore, to lobby Government to increase the rate and ensure it is reviewed at regular intervals.

Red Bee Media (Ericsson)

We have produced a range of briefing materials concerning the evolution of home working through the pandemic and have provide advice to Branches and members accordingly. We will keep this under review as the recovery phase begins.

Resolution 41

Diversity

This conference instructs the NEC to create a plan to improve the Union's diversity amongst the senior management team and report back to the next Prospect Conference.

National Theatre

A full EDI plan has been established for staff and representatives.

Resolution 42

Digital Literacy

That this conference instructs Prospect to make Digital Literacy training available to all reps in the first instance and then to all members.

National Theatre

Adopt as policy – CORE and Education Team are picking up. We have worked hard over the pandemic to expand our digital offering when in-person activity was not available and to ensure lessons from this are shared widely for reps and staff.

Resolution 43

Protection of Pension terms

Transitional protection arrangements that were put in place as part of the 2015 pension reforms for employees that fell between the option to stay in classic or have to move to alpha on a short time scale have now been judged as discriminatory following a court ruling and subsequent appeal. The implications of payments needing to be made by government as a consequence of this are estimated to be in the order of £4 billion pounds. This is unlikely to go down well with government who may be strongly tempted to seek other ways to get redress for the potential payment of £4bn at union members expense rather than from Treasury coffers. One potential area that might become a target could be pension lump sums which at present are untaxed. Applying tax to these could raise the Government substantial sums of money whilst having a massive impact on members pension plans.

We already know that the supposed 25 year guarantee that followed the last major pension upheaval is not to be trusted. National Executive Committee is instructed to closely monitor how the Government approaches the redress for any compensation payments to be ready to fight any other attack on pension conditions that could disadvantage members whilst working with other unions as necessary to take whatever action is needed protect advantageous existing pension conditions.

Forestry Scotland

Out of order – sectional interest

Resolution 44

Lyme and tick borne diseases

Lyme disease and associated tick borne diseases (Anaplasmosis, Babesiosis, Ehrlichiosis and Tickborne encephalitis) are one of the major threats facing outdoor workers. Increasing deer numbers and climate change leading to milder winters are allowing the tick population to grow. Evidence for a reasonably high percentage (>5%) of

ticks being infected is also emerging. Whilst employers have increased their efforts to inform staff, increased awareness/vigilance and physical measures to reduce the incidence of tick bites this still remains a major concern to outdoor workers and others visiting countryside areas.

Measures to test for this disease, to identify symptoms and what measures to take are still confused and appear to vary considerably from other countries in Europe who appear to have screening programmes and more robust diagnostic systems for investigating those bitten by ticks or showing symptoms that might be Lyme disease. Symptoms can be vague, varied and chronic symptoms are especially little understood.

National Executive Committee is instructed to raise the profile of this concern to employers to provide more definitive guidance on measures both employers and employees can take to protect against both tick bites and incidence of Lyme disease or other tick borne diseases. As part of this greater co-operation and knowledge sharing with equivalent employers in Europe should be encouraged, especially in relation to diagnostic and disease testing regimes

Forestry Scotland

Discussed and actions agreed at NEC H and S Committee.

- **Produce guidance document/briefing for reps on Lyme and tick-borne diseases.**
- **Produce web guidance for members**
- **Send letter to European forestry and relevant medical organisations seeking closer working**

Now completed – members' guidance published and connections made with ILO, which is developing guidance on biological hazards.

Resolution 45

Prospect Energy Club to provide only low carbon options

Prospect provides energy switching services to a large number of members via the Prospect Energy Club. In light of the urgency of dealing with climate change, Prospect should be doing all it can to encourage the use of green energy tariffs. Accordingly, Prospect Energy Club should only offer members 100% low-carbon tariffs.

Met Office

The NEC decided at its July 2020 meeting to terminate the Energy Club as it could not be provided on the basis specified in this motion. Providers do not operate 100% low carbon offerings through the site.

Resolution 46

Prospect Energy Club to prioritise low-carbon tariffs

Prospect provides energy switching services to a large number of members via the Prospect Energy Club. In light of the urgency of dealing with climate change, Prospect should be doing all it can to encourage the use of green energy tariffs. Accordingly, Prospect Energy Club should prioritise 100% low-carbon energy tariffs when offering tariffs to users.

Met Office

The NEC decided at its July 2020 meeting to terminate the Energy Club as it could not be provided on the basis specified in this motion. Providers do not operate 100% low carbon offerings through the site.

Resolution 47

Declare and act on climate emergency

In 2018 the Intergovernmental Panel on Climate Change (IPCC) published a report stating that we have 12 years to avoid catastrophic climate change. The Intergovernmental Science-Policy Platform on Biodiversity and Ecosystem Services (IPBES) report from May 2019 finds that around one million animal and plant species are now threatened with extinction. The UN Food and Agriculture Organisation has advised that we have approximately sixty years of harvest left at current rates because of soil degradation.

As a trade union, Prospect has a duty to the global labour movement and the workers of the world to lead by example when it comes to climate change. This lead will also catalyse recruitment and activation of climate-minded individuals, who may have not seen climate change as a union issue. We have a responsibility to make it a union issue, and to act in solidarity with our members already seeking to transform the sustainability of their employers.

This Conference instructs the NEC to declare a climate and ecological emergency. This conference further instructs the NEC to take action accordingly, with actions that may include:

- Auditing Prospect's own carbon emissions and environmental impacts.
- Producing a transparent, measurable and accountable sustainability policy that commits to becoming carbon zero by 2030.
- Becoming single-use plastic free and sourcing products and equipment from sustainable materials.
- Campaigning for a just transition within carbon-intensive industries so that no communities are left behind.
- Producing a new guide to bargaining for sustainability in the workplace.
- Campaigning to make environmental reps a legal requirement for employers.

- Encouraging the appointment of environmental reps in all Branches.
- Promoting the environmental rep training to all Branches.
- Encouraging the provision of up-to-date sustainability policies from employers at all Branches.
- Forming an NEC advisory sub-committee on the environment and providing campaign funding.

Met Office

A wide-ranging programme of work has been undertaken including:

- **Declaration of a climate emergency and creation of a climate hub on the union's website: <https://prospect.org.uk/climate-emergency>**
- **Lobbying for a clear roadmap and urgent implementation of policies and investment to achieve net zero carbon, including an immediate support for a green recovery;**
- **With the assistance of representatives, reviewing employer sustainability policies and action plans in order to facilitate sharing of good practice;**
- **An environmental training programme including, from autumn 2020, online introductory and more advanced modules for members and representatives with an aim of widening the scope of active involvement;**
- **Initiatives to reduce the use of single-use plastic, in particular from promotional items, and to reduce the use of other resources through a digital-first strategy;**
- **Campaigning for a Just Transition, including work through the TUC and an externally funded project with Community Union.**
- **Benchmarking Prospect's own carbon footprint to inform decisions on further action to progress a union-wide sustainability policy;**
- **Campaigning for statutory recognition for environmental representatives. It has not been possible to make progress to date. However, we will continue to monitor and use any opportunity presented by the introduction of a new employment bill.**

For noting, there is already an NEC advisory committee with responsibility for sustainability (the Science, Engineering and Sustainability Advisory Committee – SESAC) so it would not be appropriate to set up a further committee but to continue and reinforce the work of our existing committee.

Resolution 48

Limit speaking for unopposed motions

This Conference notes that National Conference is a hugely important part of our Union's democratic process. The opportunity to gather reps physically in one place is also hugely beneficial for reps themselves and the strength

of our Union. This Conference also notes that National Conference is very expensive, using up a large amount of the Union's income and taking reps away from their day jobs and their families. Thus, efficient use of time is paramount. The current rules for motion debate are good, they allow time for both sides of a motion to receive reasoned debate. Our Democracy must not be stifled. However, many motions which come to Conference garner almost unanimous support, sometimes with no-one wanting to speak against the motion. Unopposed "debate" wastes time that could be used discussing more difficult topics. This conference therefore resolves that the following text shall be adopted into an appropriate place in Standing Orders for future National Conferences: "Should there be no-one willing to speak in opposition to a motion, no more than one speaker in favour (in addition to the proposer) shall be allowed to speak before moving to the vote. The chair may permit up to two additional unopposed speakers at their discretion, but shall not do so unless they have reason to believe the outcome of any vote on the motion to be in doubt. Such reason must be stated to Conference on permitting additional speakers."

Met Office

Out of order – no action - Existing Policy and approach at conference.

Resolution 49

AWE BCC Motion to Declare a Climate and Ecological Emergency

In 2018 the Intergovernmental Panel on Climate Change (IPCC) published a report stating that we have 12 years to avoid catastrophic global climate change. The Intergovernmental Science-Policy Platform on Biodiversity and Ecosystem Services (IPBES) report from May 2019 finds that around one million animal and plant species are now threatened with extinction. The UN Food and Agriculture organisation has advised that we have approximately 60 years of harvest left at current rates because of soil degradation. Global warming, biodiversity loss and the ability to produce crops will impact on all sectors of society, affecting our economy, jobs, food and health. Businesses and organisations are responsible for a large proportion of our carbon emissions and have a responsibility to reduce them. If we don't act now, the consequences to our health, lives and economy will rapidly escalate with disastrous consequences, therefore, all sectors of our economy have a responsibility to become more sustainable. At AWE Branch we are campaigning for AWE to become more sustainable and reduce its carbon emissions, as every organisation should, and we wish for other Branches to do the same. AWE Branch Council wish to put forward a motion for Prospect to declare a Climate and Ecological Emergency as described below.

The AWE Branch Council Committee instructs the NEC to declare a climate and ecological emergency (recognising this is more than a crisis) and undertake the following actions:

- Form an NEC advisory sub-committee, which will make recommendations for action to the NEC, pertaining to environmental matters.
- Audit Prospect's own carbon emissions and environmental impacts, and produce a transparent, measurable and accountable sustainability policy that commits to becoming net carbon zero by 2030.
- Commit to becoming single use plastic free and sourcing products and equipment from sustainable materials
- Campaign for a just transition within carbon intensive industries so that no communities are left behind
- Campaign to make environmental reps a legal requirement for employers, encouraging the appointment of environmental reps in all Branches, and providing training for these reps.
- Requesting the provision of up to date sustainability policies from employers at all Branches

AWE

A wide-ranging programme of work has been undertaken including:

- **Declaration of a climate emergency and creation of a climate hub on the union's website: <https://prospect.org.uk/climate-emergency>**
- **Lobbying for a clear roadmap and urgent implementation of policies and investment to achieve net zero carbon, including an immediate support for a green recovery;**
- **With the assistance of representatives, reviewing employer sustainability policies and action plans in order to facilitate sharing of good practice;**
- **An environmental training programme including, from autumn 2020, online introductory and more advanced modules for members and representatives with an aim of widening the scope of active involvement;**
- **Initiatives to reduce the use of single-use plastic, in particular from promotional items, and to reduce the use of other resources through a digital-first strategy;**
- **Campaigning for a Just Transition, including work through the TUC and an externally funded project with Community Union.**
- **Benchmarking Prospect's own carbon footprint to inform decisions on further action to progress a union-wide sustainability policy;**
- **Campaigning for statutory recognition for environmental representatives. It has not been possible to make progress to date. However, we will continue to monitor and use any opportunity presented by the introduction of a new employment bill.**

For noting, there is already an NEC advisory committee with responsibility for sustainability (the Science, Engineering and Sustainability Advisory Committee – SESAC) so it would not be appropriate to set up a further committee but to continue and reinforce the work of our existing committee.

Resolution 50

GDPR Compliance

The General Data Protection Regulation 2016 (GDPR) is a regulation in law on data protection and privacy for all individuals. It is important that Prospect reps and members understand our role and Prospect policy in relation to personal data, especially Prospect membership data being accessed. This is crucial in ensuring compliance with the GDPR and the fair treatment of members.

The Prospect membership website enables Reps to receive personal data for members in form of work location, name, membership details and email addresses. This can be received by means of push system from the membership databases. The amount of information being pushed is excessive because it's not needed to carry out membership duties and can be requested directly on a case by case basis. It enables Prospect reps to have details of new joiners, leavers, suspended and transferred members. This information is useful but because it is pushed to email addresses, it now resides on personal email systems which are subjected to variety of cyber vulnerabilities including social engineering or attacks. Data breach can also occur if email servers are accessed or this data is sent out uncontrolled.

It's important Prospect TU further limits/restrict the access to membership data that is provided to membership and other reps. Restrict the amount of personal information being pushed via email systems. There is a need for mandatory training to enable Reps and members to understand what's expected under GPDR 2018 regulation and DPA 2018.

This Conference instructs Prospect NEC to review existing GPDR process, policy, training and ensure compliance/assurance. This will ensure Prospect is meeting its regulatory obligation and safeguarding with regard to membership data.

MOD: UKStratCom

We have already made changes on our GDPR handling of data in this regard. Our DPO regularly advises us on compliance. We will also ensure this is part of our new CRM project. We have provided guidance to reps and FTOs on GDPR and data use. The new CRM will ensure data minimisation when engaging with Branches, or when reps use the new system. Once this is live, a new set of webinars and training for reps will be provided. A GDPR update will be provided to the April 2022 NEC.

Resolution 51

Caring Responsibilities for Elderly Close Relatives

Prospect members often have to care for relatives who are ill. Unfortunately, it appears that many organisations do not have staff policies which give guidance and help to staff (or their managers) in this situation.

When it comes to the care of relatives, there is often no provision to make arrangements such as:

- temporarily work flexibly
- alter working patterns
- have access to special leave
- take time to attend appointments

This lack of help and guidance makes it extremely difficult for Prospect members to juggle work, caring responsibilities and other commitments. This is particularly concerning for members who have to care for elderly and/or disabled parents, partners and other close relatives for whom they are responsible.

Prospect members need help and this Conference instructs the NEC to campaign for all organisations where Prospect members work to have adequate guidance and staff policies to help staff who are caring for others.

British Library

New employment regulations for carers were expected to form part of the Employment Bill. Now we have learned that this will not be brought forward until 2022-23 at the earliest we will now look to intensify work to share employer best practice across Branches. The reshaping of the economy during COVID also makes this a priority in negotiating flexible and hybrid working arrangements. We will continue to provide guidance for reps and Branches on this issue.

Resolution 52

Heritage Sector Pay

For 10 years Prospect members working in the Heritage Sector have suffered from pay being capped and year on year have fallen behind on measures such as RPI. Despite the best efforts of reps and full-time officers to negotiate better deals for their members, the Chief Executives of many Heritage Bodies continually refuse to pay a cost of living increase to their staff while at the same time awarding five figure bonuses to Directors at the top of their organisations. After the years of this pay restraint many Prospect members in the Heritage Sector have reached breaking point and recently Industrial Action in relation to pay has been taken by The Science Museum and The Museum of London, while other Branches such as The British Library and The British Museum have rejected a pay offer and are considering taking action.

This situation with low pay increases in the Heritage Sector cannot continue and Conference instructs the NEC to launch a campaign highlighting the issues with pay that members in the Heritage Sector are facing while seeking to obtain much improved rises for the future.

British Library

The Heritage Group supports and applauds the work carried out by Branches and members in challenging the continuation of low pay in the sector. The industrial action conducted by several Branches in 2019 brought the issue

to the attention of the public and persuaded several employers to improve their pay offers. The action also supported the arguments made by Prospect through the long-running Heritage Group campaign to secure more resources for the sector.

Clearly the motion was written before Covid-19 and the pandemic has had a devastating impact on funding for the sector. The loss of self-generated income has caused the vast majority of heritage organisations to seek to drastically reduce costs and make significant numbers of staff redundant. The campaigning efforts of Prospect and other unions resulted in a Government "bail-out" for Arts and Culture of over £1bn but despite this redundancies have taken place and in many Government sponsored and other heritage organisations previously planned pay increases have not materialised. Prospect is continuing to press the UK Government and devolved Governments to further increase Government funding to secure jobs and to allow for pay increases but it is clear that this will be difficult. The Heritage Group will continue the campaign for better funding and pay through the coming years.

Resolution 53

Member Engagement – Video First Strategy

In order to better engage members, and provide more choices for consuming Prospect communications, conference instructs:

- The adoption of a 'video first' policy, to be introduced for all member and recruitment communications.

Because conference recognises that traditional email and paper delivery are not as effective for information, debate, instruction and inquiry as more modern AV alternatives such as Daily Motion, Podcast, TikTok, YouTube, Facebook, Instagram, Twitter and WhatsApp, plus messaging and still photo methods like Instagram.

Conference further notes that the usage of large screen format devices such as desktop and PCs is waning, whereas iPad and Mobile Phone factors are ubiquitous and always-on connected for most users, so comms must reflect this change in user consumption.

Hence conference instructs the following guidance for Branches and committees:

- That all newsletters and updates be presented in A/V form, in addition to traditional methods;
- That longer articles and documents be presented as a video summary first, with the option to select a comprehensive video where possible;
- That blog posting, twitter, and similar to be preferred for local Branch updates;
- That newsletters be re-branded, replacing the general term 'news' with contextual titles, available in multi formats.

CMD South

In some ways Covid has accelerated this process of change. Since March 2020 we have responded to lockdown by focussing on digital to keep in touch with members, provide means for engagement and to train/support reps. Our regular Prospect/Bectu Live webinar series has reached over 30,000 members during lockdown.

Over the next year we will be making more use of video and live content. This will be within our overall digital first approach. This involves investing in the skills and knowledge of our team so that we can make best use of technology, ensure it works across multiple employer platforms and to support reps in using it themselves.

Resolution 54

Pension Information and Guidance

Conference notes that the NEC has produced a members' guide to defined contribution pension schemes.

The soon to be introduced legislation of a new pension choice called Collective Defined Contribution (which is favoured by The Royal Mail and CWU) will change the options available.

The NEC is instructed to evaluate the range of choices available and produce up to date members' Guide(s) in a timely fashion. The guides should detailing a broad set of realistic income options, members should have at their disposal, when considering how to live comfortably in retirement.

CMD South

The union has replaced the existing Member Guide on Defined Contribution with a Member Guide on workplace pensions which includes a chapter on Collective Defined Contribution Pensions. The guidance on options in retirement and adequacy has been reviewed by the NEC pensions advisory committee.

Resolution 55

Promotion of Climate Change emergency campaigns

This conference instructs the National Executive Committee to promote and support regular campaigns and actions by members to address the Climate Change emergency. Conference recognises progress already made by Prospect, for example, Prospect's 'Briefing Climate Change – Prospect's position (2019-01302)', and policy pamphlets on 'A sustainable future for UK energy' and 'Act now to re-energise UK renewables'.

Public Health England

Prospect has worked to promote and support climate actions. A climate hub has been set up on the website and summarises activity: prospect.org.uk/climate-crisis

Resolution 56

Nuclear Power

This Conference recognises that there is a real climate emergency and supports the work that Prospect has been doing to build understanding of the challenges posed by climate change and the importance of securing a just transition for workers most directly affected by the drive to decarbonisation. Conference also recognises that the transition to a zero carbon energy footprint for the UK cannot be achieved without nuclear power.

Nuclear power presents a low carbon, high energy solution with an ethical supply chain which does not have negative environmental impacts but does offer fair, unionised work nationally and internationally. Conference instructs the NEC to campaign for nuclear new build, including the potential for small modular reactors, as part of the UK's future energy mix and for nuclear to be accepted by the UK and international bodies such as the EU as a renewable energy source.

Conference further instructs the NEC to consider submitting a motion along these lines to the TUC Conference in 2020.

EDF Energy

This motion is being taken forward by the Energy Sector Executive Committee as part of Prospect's work on future energy systems and in representations to government on energy policy. An emergency motion to the 2020 TUC Congress included commitment to a replacement nuclear programme.

Resolution 57

Climate Change

This conference applauds the NEC for the work that it has done in recognising the climate emergency and in seeking to take practical steps to help move to a low carbon future. These steps have included:

- Engaging key stakeholders and politicians on key issues by producing documents such as "A sustainable future for UK energy", "Act now to re-energise UK renewables" and "What happened to all the green jobs";
- Launching a major campaign to highlight the need for more investment in the environmental workforce;
- Working with the TUC to produce a joint statement demanding a just transition for energy workers;
- Arranging seminars for members, across the union, on the importance of just transition
- Reinvigorating training for Prospect environmental representatives.

This Conference recognises, however, that there is still much to do and instructs the NEC to:

- Encourage Branches to work with their employers to reduce their carbon footprint. All employers could do

more, for example, to reduce the need for travel but in the energy sector, in particular Branches could work with employers to ensure that they are moving more quickly to a low carbon future;

- Further develop the resources and training available to environmental representatives and to strongly encourage all Branches to identify and appoint environmental representatives;
- Encourage Branches to share best practice on agreements reached with employers to reduce the carbon footprint;
- Continue working with Branches to capture the expertise of our members across the union in dealing with the climate emergency;
- Develop the campaign with employers, the Government and other stakeholders to ensure that low carbon policies, including the development of renewables and new nuclear, are put into place.
- Ensure that Prospect itself, leads the way in developing sustainable ways of working.

EDF Energy

The motion recognises that a significant amount of work has already been undertaken in support a low carbon energy policy with contributions from renewables and nuclear energy. Other calls in the motion are being pursued including:

- **Lobbying for a clear roadmap and urgent implementation of policies and investment to achieve net zero carbon, including immediate support for a green recovery;**
- **With the assistance of representatives, reviewing employer sustainability policies and action plans in order to facilitate sharing of good practice;**
- **An environmental training programme including, from autumn 2020, online introductory and more advanced modules for members and representatives with an aim of widening the scope of active involvement;**
- **Initiatives to reduce the use of single-use plastic, in particular from promotional items, and to reduce the use of other resources through a digital-first strategy;**
- **Campaigning for a Just Transition, including work through the TUC and an externally funded project with Community Union.**
- **Benchmarking Prospect's own carbon footprint to inform decisions on further action to progress a union-wide sustainability policy;**
- **Campaigning for statutory recognition for environmental representatives. It has not been possible to make progress to date. However, we will continue to monitor and use any opportunity presented by the introduction of a new employment bill.**

Resolution 58

Supplier of Last Resort

Conference notes with concern, the negative impact on some energy suppliers through their Supplier of Last Resort obligations. Since January 2018 some 17 energy suppliers have started and gone out of business, obligating remaining suppliers to bear uncollected costs. For example the costs to EDF Energy in 2019/20 alone are expected to be nearly £10m. Such costs to energy suppliers, not only EDF, cannot but have a negative pressure on members jobs, pay and conditions as well as applying upward pressure on energy prices for the customer.

Conference instructs the NEC to pursue this matter with OFGEM and to press for potential energy suppliers to be required to demonstrate more effectively that they are sufficiently sustainable to meet their obligations to the Customer and regulator, not least of which is evidently the suppliers' Renewables Obligations.

EDF Energy

Out of order – no action as sectional interest.

Resolution 59

Exploration of a new more proportional voting system for the UK

Conference notes that the UK is one of only three major developed countries to use a First Past the Post voting system for general elections.

There is consensus among experts that First Past the Post leads to unrepresentative governments and suppresses turnout at general elections.

This corresponds exactly with the UK's experience. Parties with platforms supporting worker's rights have collectively received the majority of votes in 18 of the last 19 general elections, yet parties with policies undermining both worker protections and trade unions have been in power for 63 per cent of this time. This has created one of the most unequal societies in the developed world, with some of the most restrictive trade union laws.

Conference believes we need a government to reshape society in the interests of workers and our communities. But it is imperative to realise that the current voting system offers no protection against later governments tearing up these hard-fought gains as they have in the past. For example, the Trade Union Act 2016 was brought in by a party which won a majority with 36.9% of the vote.

Conference further notes that the world's most equal and progressive societies all use forms of Proportional Representation which prevent rule by a minority and lock in the hard-won victories of worker's movements.

The Boundary Commission has proposed changes to the electoral system we currently use to reduce the number of constituencies. It is likely that this will further lock in the

dominance of parties with policies for undermining worker protections and trade unions. Such changes will have to be agreed by parliament and it is likely that arguments for and against a new voting system will be raised.

Conference considers that the executive should be prepared for such debates and therefore instructs the executive committee, when the issue is raised, to:

- To adopt a policy of opposing First Past the Post and instead supporting moves to explore, select and introduce a new more proportional voting system for the UK.
- To call for all parties to do the same and to commit to including the voting system for general elections in the remit of their planned constitutional convention.

UK Intellectual Property Office

The NEC, whilst having sympathy with the intent of this motion to achieve more pluralistic and arguably representative government, the fact is we are faced with a government with a substantial majority and the prospect of voting reform ahead of the next general election in 2024 is minimal.

In addition, it is hoped that the Branch will understand that the events since March 2020 have created an enormous workload for the Union and the NEC concluded we must focus our finite resources on industrial and key policy issues. Whilst voting reform is a major national issue it would require the Union to devote considerable resource to a campaign and likely one which some members may regard as on the edge of Prospect being politically independent.

Resolution 60

Stopping exploitation within supply chains

Labour laws, wages, pensions and job security are under attack in too many countries. Unsafe and poor working conditions lead to significant social and economic losses and are linked to environmental damage, but this is the reality in most countries. According to the international trade union confederation, 60 percent of global trade is driven by big businesses which maximise their profits by exploiting workers in their supply chains. These workers pay the price in the form of slavery, child labour, forced overtime in unsafe work for low wages, precarious short-term contracts, anti-union discrimination and inequality. They also have to live with the pollution these exploitative systems cause in their neighbourhood.

All large and medium sized companies and public bodies should take all necessary measures to identify, prevent and mitigate incidences of modern slavery and human rights abuses within their supply chains, should inspect sites used by their supply chain and work with the local workforce to fix the hazards, they should not exploit insecure work, they should ensure that all workers within their supply chain are paid enough to enable them to live with dignity, they should

ensure that companies in their supply chain allow collective bargaining and they should be transparent about all this.

Some companies are taking responsibility for tackling this scandal. However, worker's rights at home or abroad mean little or nothing to the heads of too many major corporations. All corporations should avoid exploitation within their supply chains. The Government has published advice regarding tackling some of these issues: <https://www.gov.uk/government/publications/transparency-in-supply-chains-a-practical-guide>

Stopping such exploitation within supply chains of the organisations we work for is both the moral thing to do and in our own self-interest since it addresses the race to the bottom encountered in far too many industries. Conference instructs the NEC to:

- Support Branches in engaging with their employers to achieve this,
- With the TUC, engage with the Government and other organisations to help bring this about,
- Develop guidance to support members who take a stand professionally/in their work role regarding engagement with countries or organisations which undermine these principles.

UK Intellectual Property Office

Adopted as policy. Extensive engagement with TUC and ministers throughout the pandemic. No employment bill has yet been issued for Parliamentary scrutiny.

Resolution 61

Rule change

Prospect's national biennial conference is the primary forum determining Prospect policy, as enshrined in Prospect rule 8.1(1) within the current Rulebook June 2018. Branches therefore have a reasonable expectation that the NEC will follow the instruction/s within conference resolutions.

Prospect rule 9.1(2) states the NEC is '...solely responsible for interpreting policy laid down by Conference...'. This allows the NEC to interpret a resolution's instruction(s) and potentially modify implementation of an instruction. There are presumably good reasons when the NEC decides to modify a resolution instruction, but currently the relevant Branch is not informed of such a decision. The proposed rule change seeks to improve transparency of NEC decision making.

This conference therefore resolves to amend Rule 9.1(2) by inserting the following new sentence within the middle of the rule:

"However, whenever the National Executive Committee decides to modify implementation of an instruction within a conference resolution then the relevant Branch responsible for that resolution shall be notified."

The new Rule 9.1(2) to therefore read:

“The committee shall between National Conferences be solely responsible for interpreting policy laid down by Conference and determining policy if no such policy exists. However, whenever the National Executive Committee decides to modify implementation of an instruction within a conference resolution then the relevant Branch responsible for that resolution shall be notified. The Committee shall also be responsible for the interpretation of these rules between national Conferences.”

EFRA

Out of order – Inappropriate instruction. Conference owns Resolutions not Branches

Resolution 62

Employers recognition of lay reps skills

Lay reps play a vital role in the efficacy of Prospect union, by volunteering their time to promote a healthy and safe work environment, protect workers' rights, provide workplace support, recruit new members, and much more. These roles provide opportunities to develop strengths, experiences and behaviours (terms being used within Civil Service Success Profiles recruitment¹ and private sector employers) that can contribute to the rep's professional development but are not always recognised in their performance review by their employer. Whilst the Prospect website states that 'Many reps find that the experience they develop as a rep enhances their negotiating skills and this in turn has a positive impact on their own professional/personal development',² no further support or guidance on how to achieve that is currently provided.

Conference instructs the NEC to develop a guidance document on how an employee can promote the skills gained through working as a lay representative in a performance review and/or job applications, for example under the Civil Service Success Profiles Framework. This would assist reps in ensuring their experience gained as lay reps can be effectively communicated within performance review documentation and curriculum vitae.

EFRA

The policy has been welcomed by CORE and sets a direction of travel for the union to work towards. Whilst progress has been limited by the pandemic, we have tested new vocational skills courses for Reps in partnership with the Co-op College. The DCR has reported back to the Efra Branch on this work. This builds on idea in the motion about recognised, career skills. This adds to our work around issues like problem solving, effective communications, empathic listening and presenting effectively. The wider issue of ensuring compliance with employer recognition is a more difficult question as it is diverse.

1. <https://www.gov.uk/government/publications/success-profiles>

2. <https://prospect.org.uk/get-involved/become-a-rep/>

In summer 2022, following completion of the Co-op College trial, we will evaluate progress, and how we can bring these skills together, how we communicate this and can 'sell' it in as a career skill.

Resolution 63

Lay rep volunteer recruitment and personal skills benefits

Lay reps are volunteers undertaking work on behalf of Prospect and its members. Without the network of c.4000 lay reps Prospect would not be the successful union it is today. But many Branches and Sections continually struggle to recruit lay reps.

Prospect's existing Reps Handbook (May 2019) focuses on what benefits lay reps can bring to the union. But the handbook is almost silent regarding the benefits being a rep can bring to lay rep volunteers, those benefits include learning new skills and team working.

The National Council for Voluntary Organisations' (NCVO) report 'Time Well Spent' [January 2019]³ is an in-depth analysis of why people in the UK volunteer.

The report highlights factors that attract people to volunteer, including (section 6.2) the benefits to the individual of becoming a volunteer; (section 8.2.2) offering a flexible approach to getting involved is important; and (section 7.1) why volunteers continue in the role. All these findings can be tailored to Prospect's needs and improve Prospect's ability to recruit and retain volunteer lay reps.

This conference instructs the NEC to assess the relevant findings of the NCVO report concerning the personal benefits of being a lay rep and embed these findings into rep recruitment literature and within a revised Reps Handbook.

Further the NEC is instructed to ensure the personal benefits are highlighted within training courses provided for lay reps.

EFRA

As with motion 62 on lay rep skills, this has been a welcome motion to inform the development of our offer to support reps. We have reviewed the NCVO document and adopted some of its approaches with regards to reviewing our reps training, our online training provision, bite-size offer and vocational skills work. This work has been slowed by the pandemic, but we have tested some areas of this with our new reps recruitment campaign (our 'superheroes' campaign).

3. <https://www.ncvo.org.uk/policy-and-research/volunteering-policy/research/time-well-spent>

Resolution 64

Disabilities – improving recruitment and progression

This conference believes that many employers are still not doing enough to support their employees with disabilities. 19% of the working-age UK population has a disability.^{4,5} Many people are suffering unnecessarily and hiding their disability because it is viewed as a barrier to recruitment and/or progression, and even a reason for being unable to continue in employment. Those who have a disability do not always get the support to which they are legally entitled under the Equality Act 2010, be it financial support for an assessment of the disability or to provide reasonable adjustment to their working environment.

This conference instructs the National Executive Committee to apply pressure on those employers where Prospect represents members to seek to ensure these employers place supporting workers with disabilities as a priority.

Further, the NEC should seek to ensure employer progress on the following:

- A target of at least 90% of employees recording their disability status (including those who report no disability)
- Employers working towards achieving the same proportion of people with disabilities in the workplace as exists in the working age population from which the workforce is drawn.

EFRA

This is being overseen through our work in our EDI Strategy and is coordinated by our new Equalities Manager. We are nearing completion of a review of our disability resources, including update on neurodiversity with a view to:

- **Producing updated resources for Branches**
- **Looking at a workshop for Branches to assess progress and issues**
- **Launching Prospect Disabilities Network.**

Resolution 65

Environmental policies – examples of best practice needed

Organisations should all have environmental policies in order to minimise their environmental impact and support a just transition to a low carbon society. Employers of Prospect members have a wide breadth of environmental policies, some of which are exemplary, and others are merely small sub-sections of wider Health, Safety,

4. https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/692771/family-resources-survey-2016-17.pdf

5. House of Commons Library, Briefing Paper No. 750, 3 January 2020, entitled: People with disabilities in employment.

Environment and Quality (HSEQ) policies with little ambition.

Embedding environmental principles in organisations policies provides an effective mechanism to improve sustainability, reduce environmental impact and reduce organisational greenhouse gas emissions.

Prospect has relaunched the environment reps network and provided training courses for environmental reps, but these do not include any guidance on how to scrutinise and improve employers environmental and sustainability policies.

Conference instructs the NEC to produce guidance on environmental and sustainability policy best practices in the workplace and incorporate this guidance in training for environmental reps.

EFRA

Prospect is committed to providing environmental workplace guidance. We have put in place a work programme including:

With the assistance of representatives, reviewing employer sustainability policies and action plans in order to facilitate sharing of good practice;

Revamping the environmental training programme including, from autumn 2020, online introductory and more advanced modules for members and representatives with an aim of widening the scope of active involvement.

Course content is under regular review with the aim of maximising its value for workplace representatives.

Resolution 66

Laboratories sustainability scheme

Prospect member employers include many organisations with laboratories. Laboratories are resource-intensive spaces with many challenges in terms of sustainability and environmental impact. Many universities are signed up to the National Union of Students (NUS) Green Impact awards which encourage academic employers to make changes to improve sustainability and reduce environmental impact, with bronze, silver and gold levels of award, and categories specifically for sustainable laboratories.

For institutions outside academia there is little available in terms of sustainability certification besides ISO certification, and guidance can be hard to come by. Organisations normally comply with legal requirements (for example, waste disposal) and those set out in ISO standards where applicable, but more ambition is needed and there is currently no recognition for organisations with laboratories outside of academia that go further to reduce their environmental impact.

Conference instructs the NEC to:

- identify certification schemes available outside of academia addressing sustainability in labs

- identify, with the help of lay reps, which members' employers would be eligible to sign up, and encourage them to do so.

Further, should no such certification schemes exist the NEC is instructed to explore the possibility of working with the NUS, other unions and the TUC to develop a similar sustainability scheme for labs outside of academia.

EFRA

Discussed and actions agreed meeting of NEC SESAC.

- **Identify certification schemes – reps/members in organisations with laboratories to supply information about any certification schemes their employers use, and commentary on their effectiveness**
- **Assess the suitability for laboratories – establish a small working group, representative of diverse laboratories, to evaluate the schemes we have identified**
- **Publish a summary of findings as part of a short reps' guide.**

A review of relevant certification schemes and participating Branches has been completed. A survey of relevant reps and members is underway. A partner organisation, likely to be LEAF, will be approached for collaboration on basis of survey responses.

Resolution 67

Prospect travel policy guidance to reps and staff - sustainability

In 2019 the UK government became the first major economy to pass a legally binding target of net zero emissions by 2050. Greenhouse gas emissions from road transport currently make up a fifth of UK emissions with aviation accounting for 3% of the EU's total emissions. Changes in the use of transport must be implemented in order to achieve these targets. Current Prospect travel guidance is essentially cost-orientated and, although it encourages the use of public transport wherever possible, currently taxis are the only mode of transport that must be justified. Air travel and driving are both permitted without justification.

Conference instructs the NEC to produce revised travel and events guidance for Prospect lay reps and employees placing environmental sustainability at the centre of the policies. Through this revised guidance, to be produced as soon as practicable, the following new elements will be added:

- justification is required for using domestic air travel;

- when organising events tele-conferencing should be provided if appropriate (with suitable equipment made available to facilitate this where possible);
- guidance favouring event locations situated close to public transport links with 'how to get there' information included in event information packs.

Further, where air travel continues to be used by Prospect employees and lay reps, the NEC should investigate the practicalities of options for carbon offsetting and report back to Branches with their findings by the end of October 2020.

EFRA

Adopt as policy. Lockdown has radically changed how we undertake events and the amount of travel. This work will initially be considered as part of Prospect's environmental and energy audit work agreed by the NEC. We will then implement findings and new guidance as we begin to re-introduce in-person events again.

Resolution 68

Catering at Prospect events

The recent Inter-governmental Panel on Climate Change (IPCC) Special Report on Climate Change and Land notes that to meet our climate change commitments, we need to address issues related to agriculture – how we produce, consume and distribute food must change. The report also states that we need to change our eating habits by consuming more legumes, grains and vegetables and less animal-based protein as a means of reducing climate impacts of food production.

At Prospect events such as training courses and meetings at New Prospect House, lunch provision includes by default meat and fish dishes, with some vegetarian options. Vegan options are provided only on request. Noticeably at these events vegetarian options are often the first to be eaten and meat is often left over. If the majority of options were, by default, vegetarian and vegan then the carbon footprint and food waste from events would be reduced, catering would be more inclusive and may also be less expensive.

Conference instructs the NEC to update Prospect's catering policy such that catering provided for union meetings and events is by default vegetarian, including vegan options, with meat and fish options being provided only on request.

EFRA

Catering facilities at NPH ceased in 2020 due to the restrictions enforced by the Covid pandemic. We are continuously reviewing suppliers and venues that we use, so that we can meet our carbon footprint obligations.

Resolution 69

Gig economy, employment rights and training investment

We hear so much about how well the economy is doing and how low unemployment is – but is it all good news? Economic success is not built on expanding the number of low skills jobs with few employment protections. Zero hours and minimum employee protections do not offer a secure and prosperous future for the rising numbers of people in the UK workforce. The race to the economic bottom is not the answer for a post-EU Britain.

This conference instructs the NEC to campaign for full employment rights and protections for those employed in 'gig' and 'zero' hours type work, and separately to lobby government for more investment in vocational training to meet the current and future needs of a high-value high-skills economy.

EFRA

DGS Bectu Sector Secretary wrote to Branch explaining we need to be clear on the nature of low paid self-employment in the gig economy and how that differs to some of the experiences of our freelance membership working in the creative industries

Resolution 70

Expanding UK woodland - trees and biosecurity

It is widely accepted that planting trees is a means of offsetting CO2 emissions. With Government policy and many NGOs supporting new tree plantings on a significant scale there will be a need for imports of young trees to meet demand, as the UK industry does not have the capacity to meet demand. The risk of importing into the UK non-indigenous pests and diseases is high unless fit for purpose biosecurity measures are in place at UK points of entry. But politically motivated cost cutting and reduced regulatory requirements would undermine government efforts to prevent the introduction of these pests and diseases and their resultant major negative effects on the natural environment.

This conference instructs the NEC to campaign for an increase in resources allocated to UK plant health biosecurity activities at points of entry in order to minimise the possibility of new non-indigenous tree pests or diseases being introduced into the UK.

EFRA

Discussed and actions agreed at NEC SESAC:

- **Identify a small group of members with an interest in plant health, biosecurity, forestry etc., from a range of our Branches (and regions), to develop a campaign narrative.**
- **Invite interested Branches to field delegates to an (online) campaign-planning workshop, to devise**

tactics and build engagement for a national union campaign.

A review of relevant issues and existing campaigns on the issue has been completed. FOIs and PQs are being prepared with the aim of helping to draw attention to issues highlighted in the motion, with a provisional plan for an intervention to coincide with 2022 National Invasive Species week.

Resolution 71

Gender equality

The Athena SWAN Charter⁶ was established in 2005, originally to encourage and recognise commitment to advancing the careers of women in science, technology, engineering, maths and medicine (STEMM) employment in higher education and research. This has since expanded to recognise work undertaken to address gender equality more broadly, and not just barriers to progression that affect women. The Athena SWAN Charter provides organisations with a robust procedure to identify areas for improvement and enact change with respect to staff representation at work, career progression and the working environment for all staff.

Some employers where Prospect is recognised are already going through the process of applying for accreditation and this should be encouraged by Prospect. Conference instructs the NEC to identify which of the employers of Prospect members are eligible to sign up to the Athena SWAN charter and to encourage those eligible employers to work towards this if they are not already doing so.

EFRA

Discussed and actions agreed at NEC SESAC.

- **Survey Branches to establish which employers are (or are not) signed up to Athena SWAN, and what effect it has on gender equality (with comparisons to workplaces that don't subscribe)**
- **Publish a reps' guide to Athena SWAN, including union organising and negotiating tactics to bring it out of the HR office and maximise its effect.**

This is being taken forward under the oversight of SESAC. A list of Branches signed up to Athena SWAN has been assembled, and a review of potential issues has been completed. Relevant Branches and reps will be surveyed to inform the development of new published guidance.

6. <https://www.ecu.ac.uk/equality-charters/athena-swan>

Resolution 72

Career development for less privileged members

Conference notes the recent registration for charitable status of K.E.Y. Sessions Ltd. (Charity No. 1179800) and their main objective:

“The advancement of education for the public benefit in England and Wales by establishing a workshop and creating resources (in the forms of various media) to provide insight into various professions, to offer career guidance to state-school educated students and to provide access to professional and social capital to students from less privileged backgrounds.”

As trade unionists we hold equal opportunity for all as a key tenet of our aims. This charity could provide practical ways to help Prospect achieve that aim for its members.

Conference instructs the NEC to engage with the charity with a view to forging links between Prospect and K.E.Y. Sessions to achieve common goals concerning career progression for members from less privileged backgrounds.

EFRA

We have developed a range of free, live, vocational career/digital/craft/wellbeing/management-leadership sessions, plus have a range of digital recordings available to members: <https://members.prospect.org.uk/help-at-work/vocational-training>

Plus our careers support website: <https://careersmart.org.uk/your-career/career-development>

There is still a discount available for union members wishing to do an undergraduate degree: <https://www.bbk.ac.uk/student-services/fee-payment/discounts>

Resolution 73

Reinstatement of closed Branch railway lines - funding

The Beeching Report of 1963 resulted in the closure of much of the UK railway network. The social and economic impacts of those closures continue through to the present day. Beeching assumed that “the car was the future the train the past”. Today the car is recognised as a significant contributor to both air pollution in general and global warming. The axing of railway Branch lines connecting many small towns to the wider network resulted in relative geographic and economic isolation for many parts of the country. Beeching’s separate 1965 report arguably resulted in the dominance of links north-south contributing to the London centric economy of today.

Government has announced funding to facilitate the re-opening of some lines. But that funding is insufficient to achieve the level of re-instatement of old lines needed to make a real difference in many parts of the country.

This conference calls upon the NEC to lobby for significantly increased government funding for local inter-community

rail links in the regions on the grounds of environmental benefits and facilitation of regional and local economic development.

EFRA

There has been a welcome increase in funding made available to Scottish local authorities for investigating re-opening, and real progress being seen as exemplified by the Leven line, a similar improved outlook is also noticeable in Wales. Sadly the amounts available to support feasibility studies and line re-opening in England remain woefully short of what is required. Prospect continues to work in partnership with affiliated Unions and the TUC/STUC on this matter.

Resolution 74

Increase publically owned social housing

Many of Prospect’s members and potential members, especially younger workers, are on below average earnings. In many UK locations finding accommodation within these employees’ means is a financial challenge. Affordable rented housing is getting harder to find especially in major cities. Proposals for rent controls abound but there is evidence that it may in fact exacerbate the problem. The surge in demand for rented accommodation has resulted in increases in rental costs against little in the way of increases to salaries for many people.

Social housing, publicly funded, publicly built, publicly managed and publicly retained needs to be re-introduced on a wide scale by government, reversing the collapse in provision of such housing during the Thatcher years. This conference calls on the NEC to campaign for a significant increase in publicly owned and publically managed social housing throughout the UK.

EFRA

We always support TUC policy in this area and have representation on the young workers committee.

Resolution 75

Disability/stress - training to lay reps and help lobbying MPs

This conference recognises that lay reps face increasing challenges when dealing with members in relation to stress and mental health issues and with employers in relation to correct policy implementation.⁷

Members with disabilities are notably more at risk of developing mental health problems when faced with employers who fail to meet their legal obligations to those disabled employees.

7. See separate supporting document concerning the situation in Natural England

In addition, when reps are unable to intervene early in stress cases then by the time they do intervene the affected members may be suffering long-term physical and mental health conditions and have become disabled as a result.

For lay reps representing members who suffer from stress linked to mental health issues and other disabilities and who feel they are being discriminated against, the workload is immense. We believe additional support and training is needed from Prospect if reps are going to be successful in getting positive outcomes for members and if reps themselves are not to suffer from mental ill health due to the stress of dealing with such cases. Academic research⁸ outlines the issues that need to be recognised before the correct support can be given and the challenges that may arise when negotiating with employers, which highlights why specialised training for reps is urgently needed.

Conference therefore instructs the NEC to seek to ensure:

- Provision of tailored disability training for lay reps with an emphasis on stress linked to mental health issues and other disabilities, enabling reps to fully understand the legal obligation employers have towards disabled employees; ensure they are more aware when discrimination is occurring in the workplace; speak more confidently to Prospect's negotiators and get the legal support they need to support members.
- Prospect to support lay reps and co-ordinate activity so they can lobby MP's and present evidence to improve MP's understanding of the problems faced by members affected by stress due to having disabilities. In parallel lobbying for the strengthening of the Equality Act which is needed to ensure members are better protected and not discriminated against.

EFRA

We have picked some up this up already in our vocational training and are looking at how we can develop further skills in this area. Given the political circumstances, we think there is a risk in lobbying for the Equality Act to be amended but should look at how we support members to lobby MPs about their circumstances. During the pandemic we have focussed on advice, tips and guidance for reps and members on mental health and stress. This has included updated webpages and a series of webinars, including with MHFA. We are currently producing a Reps Mental Health Statement for the NEC alongside further guidance for reps.

Resolution 76

Remitting Motions

This Conference instructs the National Executive Committee to set up a team to review the current process

8. Hidden and unprotected? An evaluation of the reasonable adjustment duty in the public sector - from a social justice perspective – Debbie Gosman 2016 [MSc dissertation, University of Exeter. Debbie Gosman - Prospect NE Section lay rep. A joint action research project undertaken with NE PCS trade union and NE HR]

around Motion Remission, then submit a proposal to the 2022 conference for agreement. It is clear to anyone attending the 2018 National Conference, that the amount of debate on remittance was frustrating to delegates and very time consuming. It is far too easy to propose remittance and then second it, hence making debate mandatory. By either encouraging people to think twice about suggesting remission, or, insisting that multiple delegates second such proposals, Conference could then fully focus on debating the pros and cons of motions proposed. This is not about removing the ability to propose remission, but rather make them more focussed and relevant to conference. Such changes could also enable more motions to be debated, as there are always some that are culled due to a lack of time.

BT London Central East and South

SOC undertook a review and issued guidance.

Resolution 77

Health Monitoring

Conference is very concerned about the use and potential uses of technology by employers to monitor their employees' health, well-being and fitness and the consequent ability to take action, even disciplinary action, against those deemed through their lifestyles to be a potential cost or burden .

This problem, although currently minor has the potential to become much more significant. The NEC is thus instructed to work with the TUC and with employers to raise awareness of the issue and further to seek to ensure that technology is not misused or abused in this way.

CMD Midlands Wales and West

The issue of surveillance and health monitoring has been a significant issue during the pandemic. Prospect has been one of the leading trade unions in this area. We are members of the TUC AI Working Group and work through Uni Global Union to share best practice and to campaign for limit on this kind of software.

Resolution 78

International Work

In a world increasingly run by and for Trans National Corporations it becomes ever more important for Unions to co-operate on an international level.

The UK's departure from the EU only makes this more important and in an environment where our members find themselves working outside the UK our links to international affiliates better enable us to support members wherever they might be working.

The NEC is thus instructed to continue to work with European and International affiliates (such as UNI) and to broaden and strengthen our participation in and

with appropriate International organisations wherever appropriate opportunities arise.

CMD Midlands Wales and West

Adopted as policy. We continue to play a full role in the affiliations.

Resolution 79

Rule change

This conference agrees the following change to Rule 8.17 (4):

Replace "Rule 8.19" with "Rule 8.18"

The amended rule to read:

8.17 (4) Notice of such a motion setting out the terms thereof shall, save as provided in paragraph (6) of this Rule and in Rule 8.18, be given to the General Secretary not later than midday on the day occurring 13 weeks before the date on which the relevant Conference is to commence its sittings

CMD Midlands Wales and West

Rule change agreed via ballots of Branches closing date 10 November 2020.

Resolution 80

Rule change

This conference agrees the following change to Rule 8.2 (3):

Replace "15 weeks" with "22 weeks"

The amended rule to read:

8.2 (3) The National Executive Committee shall give not less than 22 weeks notice in writing to every Branch and the Retired Members Group of the place and date of the National Conference.

CMD Midlands Wales and West

Rule change agreed via ballots of Branches closing date 10 November 2020.

Resolution 81

Harmonisation of Conference Practice

Conference notes the wide and varied practices in the organisation and running of conferences at various levels within this Union.

Conference instructs the NEC to work with the Union's Standing Orders Committees at National, Sector and Divisional levels and with any other relevant bodies to seek to harmonise, wherever practicable, the rules, constitutions and standing orders together with any other relevant

guidance governing and guiding conferences at all levels within this Union.

CMD Midlands Wales and West

Adopted as policy. Allocated to SOC

Resolution 82

UK Trade and Labour Standards

Conference endorses the TUC's policy statement: "We will fight to make sure that the UK's Brexit trade deals protect labour standards and good jobs". The NEC is instructed to campaign accordingly, in press releases, on the Prospect web site home page, and in all relevant publicity material.

CMD Greater London East and Essex

We have highlighted the issues raised in these motions, particularly in the run up to the 31 December 2020. The delay of the Employment Bill, is concerning and we will continue to raise issues around employment rights both as a union and collectively through the TUC. We developed a Brexit hub on our website to provide information to members (<https://prospect.org.uk/Brexit/>). However, there are still remaining regulatory issues we will monitor as certain grace periods expire on some border checks. It is also likely that because of Covid other issues have not emerged as quickly as they otherwise might, and we will act on them as they do.

Resolution 83

Agency Worker Regulations from Day One

Agency Worker Regulations (AWR) came into effect in October 2011 with the aim of ensuring the protection of temporary agency workers through the application of the principle of equal treatment provisions. Some equal treatment provisions (notably pay and annual leave) apply after an agency worker has been continuously employed for 12 weeks on an assignment, whilst some rights apply from day one, such as access to vacancies and facilities.

Since 2011 there has been an explosion in the use of temporary contracts and assignment based hiring in the IT and tech sector, and beyond. The expansion in the use of agencies and temporary work can mean a string of insecure short term contracts with multiple employers where huge swathes of the population never get the chance to benefit from Agency Worker Regulation after 12 weeks because they aren't in a role or with an agency for 12 weeks.

This has had a devastating effect on workers in the UK and is a major contributor to in-work poverty from continuously lower wages and benefits, and workplace burnout from continuously receiving the most basic leave entitlements. IT and tech sector workers and many of our other Prospect members doing atypical work including agency work deserve the same rights as those directly employed by an employer, not after 12 weeks but from day one.

Therefore, this Conference instructs the National Executive Committee to campaign for and politically lobby the UK Government and relevant devolved administrations for a change to the current 12 week qualifying period for Agency Worker Regulations, and for AWR rights to apply from day one.

CMD Scotland and Northern Ireland

Adopt as policy. We have continued to work through and with the TUC, supporting unions for the introduction of rights outlined in the motion and to highlight the damaging impact of insecure working conditions.

Resolution 84

Pension Auto Enrolment Threshold

Pension automatic enrolment was phased in from 2012, starting with the largest UK employers. All eligible workers should have been automatically enrolled in their employer's workplace pension scheme by 1 February 2018. It makes it compulsory for employers to automatically enrol their eligible workers into a pension scheme. The employer must also pay money into the scheme.

Employees must earn £10,000 a year to benefit from automatic enrolment and employer contributions. Since 2012, there has been an explosion in the use of temporary contracts and assignment based hiring in the IT and tech sector, and beyond. The expansion in the use of agencies and temporary work can mean a string of insecure short term contracts with multiple employers where the £10,000 earnings threshold and auto enrolment conditions might not be met. This has had a devastating effect on workers in the UK and is a major contributor to 'pension poverty'. IT and tech sector workers and many of our other Prospect members doing atypical work including agency work, temporary assignments and those who find themselves in low paid employment or reduced hours deserve the same pension rights and benefits as those who are eligible for auto enrolment and employer contributions to their pension scheme.

The £10,000 threshold is not fit for purpose in today's world of work. Therefore, this conference instructs the National Executive Committee to campaign for and politically lobby the UK Government and relevant devolved administrations to abolish the £10,000 threshold for pension auto enrolment and employer contributions, so that all atypical, contract and agency workers can receive equal pension benefits to those paid over £10,000 per year in typical workplaces.

CMD Scotland and Northern Ireland

The Union has made a submission to the Work and Pensions Select Committee reflecting union policy on automatic enrolment reform, pensions for the self-employed and the gender pension gap. The Union position on these matters has been shared with the Labour Shadow Pensions Minister. Senior Deputy General Secretary, Sue Ferns has written to the Pensions Minister, Guy Opperman

MP, urging the government to implement automatic enrolment reforms.

Resolution 85

Prospect National Executive Committee to declare a climate and ecological emergency

In 2018, the Intergovernmental Panel on Climate Change (IPCC) published a report stating that we have 12 years to avoid catastrophic, man-made climate change. The Intergovernmental Science Policy Platform on Biodiversity and Ecosystem Services (IPBES) report from May 2019 finds that around one million animal and plant species are now threatened with extinction. The UN Food and Agriculture organisation has advised that we have approximately sixty years of harvest left at current rates because of soil degradation. The consequences of the Climate Emergency are happening now and will continue to worsen under a 'business as usual' approach; extreme weather events, increasing incidences of droughts, floods and wildfires are causing mass migration and accelerating the rate of biodiversity loss.

Today, the socio-economic consequences of the Climate Emergency are directly affecting those communities least responsible for the climate crisis. As a trade union, Prospect has a duty to the global labour movement and the workers of the world to not only demonstrate our solidarity to workers affected by the Climate Crisis, but to directly campaign against inaction. This will also catalyse recruitment of climate-minded individuals in to the union movement.

As a world-leading botanic garden and centre for plant conservation, science and education; Royal Botanic Garden Edinburgh (RBGE) staff work collaboratively with people all over the world to conserve plants. The Climate Emergency and Biodiversity Crisis are therefore of direct, urgent concern to us. Therefore, the RBGE Branch instructs the Prospect NEC to publicly declare a climate and ecological emergency and take action by:

- Auditing Prospect's own carbon emissions and environmental impacts;
- Producing a transparent, measurable and accountable sustainability policy that commits to becoming carbon zero by 2030;
- Campaigning for a just transition for workers within carbon intensive industries so that they have highly skilled, well paid, green jobs and that no communities are left behind;
- Lobbying for investment in green/low carbon technologies and Carbon Capture and Storage technologies to help decarbonise industry;
- Campaigning to make environmental reps a legal requirement for employers.

Royal Botanic Garden Edinburgh

A wide-ranging programme has been undertaken to take forward the demands in this motion, including:

- **Lobbying for a clear roadmap and urgent implementation of policies and investment based on a whole systems approach to achieve net zero carbon, including an immediate support for a green recovery;**
- **With the assistance of representatives, reviewing employer sustainability policies and action plans in order to facilitate sharing of good practice;**
- **An environmental training programme including, from autumn 2020, online introductory and more advanced modules for members and representatives with an aim of widening the scope of active involvement;**
- **Campaigning for a Just Transition, including work through the TUC and an externally funded project with Community Union.**
- **Benchmarking Prospect's own carbon footprint to inform decisions on further action to progress a union-wide sustainability policy;**
- **Campaigning for statutory recognition for environmental representatives. It has not been possible to make progress to date. However, we will continue to monitor and use any opportunity presented by the introduction of a new employment bill.**

Resolution 86

Immigration rules

Conference instructs the National Executive Committee to campaign for effective and proportionate UK immigration rules. It may be appropriate to have a system based on skills rather than salary, or for key skills such as health and care workers to be exempt from minimum salary thresholds. The independent Migration Advisory Committee (MAC) has recommended lowering the salary threshold for skilled migrants to £25,600. This does not go far enough, and particularly with the removal of freedom of movement for EU citizens, still risks causing a shortage of suitable staff in key roles. For example, £25,600 is halfway up NHS Band 5, leaving several roles below the threshold including Dental Nurses, Healthcare Assistants, and Nursing Associates.

Department of Health

Prospect has responded to consultations initiated by the Migration Advisory Committee (MAC) and briefed Parliamentarians on our concerns about the Government's proposals, which conflate salary with skill level and will impact the availability of staff in some roles.

Resolution 87

Open Standards

Push for open standards for IT across government. Shared resources and systems for maximum efficiency together

with objectively measured system performance instead of buying everything in from sub-contractors.

Department of Health

Out of order – no action as no proper instruction

Resolution 88

Mental health first aiders

The Health and Safety Executive has published a report that shows some evidence Mental Health First Aid training raises employees' awareness of mental ill-health conditions, although there was a lack of evidence regarding positive impact on the mental health and wellbeing of employees.

Conference instructs the National Executive Committee to research the effectiveness of Mental Health First Aiders in the workplace.

If the evidence shows a positive impact, then all reasonable steps should be taken to improve access to Mental Health First Aiders in the workplace, including working with Branches to negotiate with employers, and campaigning for a statutory requirement to provide Mental Health First Aiders.

Department of Health

Discussed and actions agreed at NEC H&S Committee.

- **Interviewed reps from a range of Branches across sectors that have MHFAers in the workplace to gauge experience and impact of programmes.**

Report based on research for April NEC 2022 with expectation guidance will be published subsequently.

Resolution 89

Flexible season tickets

Conference notes that more employers are now enabling workers to be able to work from home via better use of remote working technology and implementing flexible working policies. This clearly then enables the employer to make savings by reducing the office space available to workers. However although working more hours from home can save on commuting times to the workplace, invariably commuting costs via public transport remain the same. No savings can be made by season tickets, even though full use is not being made of them. The alternative of paying for individual day tickets for the days when required to attend

the workplace will often cumulatively be more than the season ticket price.

Conference instructs the NEC to lobby and work with public transport providers to explore creative and lower cost ticketing/fare solutions for part-time and flexible working employees to get to their workplace.

Department of Health

Adopt as policy. Media coverage suggests that train operators will be expected to introduce more flexible season ticket arrangements reflecting the expected changes in working patterns as the recovery from the pandemic begins. If this proves to be the case, then the sentiments of the motion will be discharged.

Resolution 90

Minimising single-use plastic

Conference notes the positive steps taken by Prospect to improve our union's environmental impact.

Any of us who have set up a recruitment stall will be all too aware that the majority of our freebies are not only plastic, they also come in a small plastic bag. This is neither responsible nor sustainable.

Conference instructs the National Executive Committee to review Prospects policies, and to ensure that environmental impact is considered. Specifically, promotional items should be useful or informative, ethically sourced, recycled where possible, and not individually wrapped in plastic unless essential for health or safety reasons.

Department of Health

Prospect has taken action to minimise single use plastics. This practice has ceased for new promotional items.

We have also completed carbon footprint reports for 2019, 2020 and 2021 which help provide a benchmark for further action.

Resolution 91

Long hours working culture

The approach taken by Prospect towards highlighting the move of our work culture towards 24/7 work has been noted, in particular the "fight for your right to switch off". This is often manifested in the workplace as an unspoken expectation that employees work to meet targets/deadlines at the expense of their non-work time.

Conference instructs the National Executive Committee to take all reasonable steps to challenge this always switched on culture, and to minimise the impact on the mental health and wellbeing of staff. This may include (but not limited to):

- Working with Branches to review the current flexible/ workplace policies
- Campaigning for the legal right to work only during contracted work hours.

Department of Health

Discussed and actions agreed at November 2020 meeting of NEC H and S Committee:

- **Continue to campaign for and promote the "right to disconnect"**
- **Continue to support Branches in reviewing flexible working policies.**

Resolution 92

Prospect National Executive Committee to declare a climate and ecological emergency

In 2018, the Intergovernmental Panel on Climate Change (IPCC) published a report stating that we have 12 years to avoid catastrophic climate change. The Intergovernmental Science-Policy Platform on Biodiversity and Ecosystem Services (IPBES) report from May 2019 finds that around one million animal and plant species are now threatened with extinction. The UN Food and Agriculture organisation has advised that we have approximately 60 years of harvest left at current rates because of soil degradation.

We're already seeing devastating climate impacts: unprecedented flooding in India and Mozambique, dry water wells in Africa, coastal displacement in Asia, wildfires and floods in North America, and crop failure in Latin America. Vulnerable communities least responsible for the climate crisis are already paying the highest price. As a trade union, Prospect has a duty to the global labour movement and the workers of the world to lead by example when it comes to climate change. This lead will also catalyse recruitment and activation of climate-minded individuals, who may have not seen climate change as a union issue. We have a responsibility to make it a union issue, and to act in solidarity with our members already seeking to transform the sustainability of their employers.

Therefore, this Conference instructs the National Executive Committee to declare a climate and ecological emergency, and take action by

- Auditing Prospect's own carbon emissions and environmental impacts;
- Producing a transparent, measurable and accountable sustainability policy that commits to becoming carbon zero by 2030
- Becoming single use plastic free and sourcing products and equipment from sustainable materials

- Campaigning for a just transition within carbon intensive industries so that no communities are left behind
- Produce a new guide to bargaining for sustainability in the workplace
- Campaigning to make environmental reps a legal requirement for employers
- Encouraging the appointment of environmental reps in all Branches
- Working only with renewable energy tariffs for the Prospect Plus Energy Switch
- Encouraging the provision of up to date sustainability policies from employers at all Branches
- Forming an NEC advisory sub-committee on the environment and providing campaign funding

We hope conference will note the urgency of this matter, and work with us to push Prospect to respond responsibly to the ongoing climate and ecological disaster.

National Library of Scotland

A wide-ranging programme of work is already underway including:

- **Declaration of a climate emergency and creation of a climate hub on the union's website: <https://prospect.org.uk/climate-emergency/>**
- **Lobbying for a clear roadmap and urgent implementation of policies and investment to achieve net zero carbon, including an immediate support for a green recovery;**
- **With the assistance of representatives, reviewing employer sustainability policies and action plans in order to facilitate sharing of good practice;**
- **An environmental training programme including, from autumn 2020, online introductory and more advanced modules for members and representatives with an aim of widening the scope of active involvement;**
- **Initiatives to reduce the use of single-use plastic, in particular from promotional items, and to reduce the use of other resources through a digital-first strategy;**
- **Campaigning for a Just Transition, including work through the TUC and an externally funded project with Community Union.**
- **Benchmarking Prospect's own carbon footprint to inform decisions on further action to progress a union-wide sustainability policy;**
- **Campaigning for statutory recognition for environmental representatives. It has not been possible to make progress to date. However, we will continue to monitor and use any opportunity presented by the introduction of a new employment bill.**

It did not prove practicable under the current regulatory framework to recast the Energy Switch programme as requested in the motion. The NEC therefore took a decision to end it.

For noting, there is already an NEC advisory committee with responsibility for sustainability (the Science, Engineering and Sustainability Advisory Committee – SESAC) so it would not be appropriate to set up a further committee but to continue and reinforce the work of our existing committee.

Resolution 93

Prospect National Executive Committee to declare a climate and ecological emergency

In 2018, the Intergovernmental Panel on Climate Change (IPCC) published a report stating that we have 12 years to avoid catastrophic climate change. The Intergovernmental Science-Policy Platform on Biodiversity and Ecosystem Services (IPBES) report from May 2019 finds that around one million animal and plant species are now threatened with extinction. The UN Food and Agriculture organisation has advised that we have approximately 60 years of harvest left at current rates because of soil degradation. We're already seeing devastating climate impacts: unprecedented flooding in India and Mozambique, dry water wells in Africa, coastal displacement in Asia, wildfires and floods in North America, and crop failure in Latin America. Vulnerable communities least responsible for the climate crisis are already paying the highest price.

As a trade union, Prospect has a duty to the global labour movement and the workers of the world to lead by example when it comes to climate change. This lead will also catalyse recruitment and activation of climate-minded individuals, who may have not seen climate change as a union issue. We have a responsibility to make it a union issue, and to act in solidarity with our members already seeking to transform the sustainability of their employers.

Therefore, this Conference instructs the National Executive Committee to declare a climate and ecological emergency, and take action by

- Auditing Prospect's own carbon emissions and environmental impacts;
- Producing a transparent, measurable and accountable sustainability policy that commits to becoming carbon zero by 2030
- Becoming single use plastic free and sourcing products and equipment from sustainable materials
- Campaigning for a just transition within carbon intensive industries so that no communities are left behind
- Produce a new guide to bargaining for sustainability in the workplace
- Campaigning to make environmental reps a legal requirement for employers
- Encouraging the appointment of environmental reps in all Branches
- Working only with renewable energy tariffs for the Prospect Plus Energy Switch

- Encouraging the provision of up to date sustainability policies from employers at all Branches
- Forming an NEC advisory sub-committee on the environment and providing campaign funding

We hope conference will note the urgency of this matter, and work with us to push Prospect to respond responsibly to the ongoing climate and ecological disaster.

National Library of Scotland

Out of order – no action – duplicate motion

Resolution 94

Properly promote the Welsh language in Prospect

Since the re-branding exercise members and staff in Wales have been experiencing difficulties in obtaining the necessary bi-lingual materials we need to be able to adequately promote the union in Wales. In Wales we have a government that works with the trade union movement and which has an open-door policy when it comes to industrial relations. The Welsh Government is in the process of introducing new Social Partnership legislation which will strengthen relationships with trade unions across Wales and has already passed the Welsh Language Act. Through this it also actively promotes the Welsh language and is proactively encouraging more people to learn and use the language in the workplace.

The Welsh Language Standards were published by the Welsh Language Commissioner in March 2016. These are a set of legally binding requirements which apply to Welsh Government and all of its sponsored bodies. As part of this policy we are unable to place any promotional posters, leaflets or other materials in any public building in Wales unless it is bi-lingual with the Welsh language first. Prospect was the first to implement a Welsh language scheme as a union, but we still face frequent issues with the lack of bi-lingual material, and especially so since the introduction of the new branding. We have previously produced posters in Welsh for Branches and also had some materials translated by Prospect, but it is not at a consistent level of service provision that we can rely on and that our competitor unions provide to their reps and this is negatively impacting recruitment figures. This significantly disadvantages us as a union at a political level, when working with employers and in terms of our recruitment opportunities.

Welsh Government has also recently adopted “Cymraeg 2050”, its strategy to have over a million Welsh speakers by 2050, and for the Welsh language to be in use across all bodies, sectors and communities in Wales. Welsh is a living, vibrant part of Welsh culture and business life. It is recognised as one of Wales’ treasures. Therefore this Conference instructs the National Executive Committee to instruct Prospect to ensure that all promotional posters and leaflets have an additional bilingual version produced which complies with the Welsh Governments language standards and (where space on the product allows) to produce bi-lingual versions of any merchandise produced to allow Welsh Branches to use these materials in all Welsh

workplaces. This will show our members in Wales how we support the Welsh language and will greatly aid our reps in their efforts to actively grow our membership in Wales.

Welsh Government

Branch written to providing assurances as to the processes for translating material into Welsh and these processes ensure that the right materials can be prioritised that are needed by Welsh speaking members.

Resolution 95

Sustainability as a priority

This Conference believes that environmental sustainability is, and should remain, a key priority for Prospect, the National Executive Committee and all of our representatives and members. In 2018, the Intergovernmental Panel on Climate Change (IPCC) published a report stating that we have 12 years to avoid catastrophic climate change. The Intergovernmental Science-Policy Platform on Biodiversity and Ecosystem Services (IPBES) report from May 2019 finds that around one million animal and plant species are now threatened with extinction. The UN Food and Agriculture organisation has advised that we have approximately 60 years of harvest left at current rates because of soil degradation. What are the consequences of this? Global warming, biodiversity loss and the ability to produce crops will impact on all sectors of society, affecting our economy, jobs, food and health.

Businesses and organisations that employ Prospect members are responsible for the vast majority of our carbon emissions. If we do not act now, the negative consequences to our health, lives and the global economy will rapidly escalate with disastrous consequences. These are key issue for all unions, union members and the organisations that they work for. Therefore, all sectors of our economy have a responsibility to become more sustainable.

Accordingly, this Conference instructs the National Executive Committee to declare a climate and ecological emergency. In addition, this Conference instructs the National Executive Committee to take such steps as it sees fit in response to the emergency including:

- auditing Prospect’s own carbon emissions and environmental impacts;
- producing a transparent, measurable and accountable sustainability policy that commits to becoming net carbon zero by 2030;
- becoming single use plastic free and sourcing products and equipment made from sustainable materials;
- campaigning for a just transition within carbon intensive industries so that no communities are left behind;

- facilitating training for, and encouraging the appointment of, Environmental Representatives in all Branches;
- making the provision of up-to-date sustainability policies by employers at all Branches; and
- form an NEC Sub-advisory committee.

Archaeologists

A wide-ranging programme of work has been undertaken including:

- **Declaration of a climate emergency and creation of a climate hub on the union's website:** <https://prospect.org.uk/get-involved/climate-emergency/>
- **Lobbying for a clear roadmap and urgent implementation of policies and investment to achieve net zero carbon, including an immediate support for a green recovery;**
- **With the assistance of representatives, reviewing employer sustainability policies and action plans in order to facilitate sharing of good practice;**
- **An environmental training programme including, from autumn 2020, online introductory and more advanced modules for members and representatives with an aim of widening the scope of active involvement;**
- **Initiatives to reduce the use of single-use plastic, in particular from promotional items, and to reduce the use of other resources through a digital-first strategy;**
- **Campaigning for a Just Transition, including work through the TUC and an externally funded project with Community Union.**
- **Benchmarking Prospect's own carbon footprint to inform decisions on further action to progress a union-wide sustainability policy;**
- **Campaigning for statutory recognition for environmental representatives. It has not been possible to make progress to date. However, we will continue to monitor and use any opportunity presented by the introduction of a new employment bill.**

For noting there is already an NEC advisory committee with responsibility for sustainability (the Science, Engineering and Sustainability Advisory Committee – SESAC) so we would not intend to set up a further committee but to continue and reinforce the work of our existing committee.

Resolution 96

Mental health and well being of representatives

Conference acknowledges the importance of the vital work done by Prospect and our representatives to promote and improve mental health and well-being in the workplace. However, Conference notes with concern the lack of specific guidance and advice for workplace representatives in

relation to these important issue. Accordingly, Conference instructs the National Executive Committee to:

- produce and sign a clear pledge and policy document aimed at supporting and promoting the mental health and well-being of all representatives;
- provide, online access for representatives to hints, tips, links etc aimed at promoting mental health and well-being whilst acting as a representative;
- include clear guidance in the general Prospect training courses for representatives on maintaining mental health and well-being whilst acting as an advocate for members; and
- provide access, internally or externally, to a specific mental health awareness training course and encourage all representatives to attend.

Archaeologists

Discussed and actions agreed at November 2020 meeting of NEC H and S Committee:

- **Produce policy for approval**
- **Produce guidance document for reps on looking after their mental health. Promote document once completed in reps newsletter.**
- **Produce a video to accompany the guidance**
- **Distribute guidance to trainees on reps one course and encourage trainers to highlight the video**
- **Continue to run and promote Prospect's mental health awareness course and encourage reps to attend**

Draft pledge in final stages of completion- it is hoped can be published prior to Conference with accompanying material.

Resolution 97

Conference dates

Conference notes the Prospect Rule Book published in June 2018 states that:

"Branch rules 4.8

1. *For the purpose of this part of the Rules, "the Rules of the Branch" and "Branch Rules" includes the Rules, constitution and any other document, however described, containing regulations for the conduct of Branch business.*
2. *Every Branch shall have Rules for the conduct of its business.*
3. *The Rules of the Branch and any amendment thereof shall not take effect until they have been approved by the National Executive Committee.*

4. *The National Executive Committee shall provide model Rules for the guidance of Branches. Until such time as the Rules of the Branch (not being amendments of such Rules) take effect in accordance with Rule 4.8 (3), the business of the Branch shall be conducted according to such model Rules.*
5. *Where there is a conflict between the National Rules and the Rules of the Branch the National Rules shall prevail and the Rules of the Branch shall be construed accordingly, save for provisions contained in an instrument or transfer of engagements or an instrument of amalgamation."*

The model rules referenced here were published on the 12th September 2008 (according to the meta data on the Prospect Library). This is over 10 years ago. Since then Prospect has grown in membership numbers and demographic significantly. Conference notes that the model rules are out of date and can place limitations on how memberships interact and guide their Branches. This is particularly apparent in section 13 and 14:

- "13.(a) voting on any question shall, save as otherwise provided by these Rules, be on a show of hands*
- (b) if, immediately following the declaration of the result of voting by a show of hands, at least 10% of the delegates demand a card vote, then that question shall be decided on a card vote provided that no question which has not been included in the agenda and no emergency motion shall be decided on a card vote*
- (c) the Standing Orders Committee shall appoint such tellers as it requires from the names of volunteers submitted by the sections.*
- 14.(a) when voting by a show of hands, each delegate shall have one vote;*
- (b) on a card vote, delegates appointed by a section and present at the time at which the vote is taken shall have between them as many votes as there are members belonging to the section."*

The number of members of a section shall be computed as in Rule 5. Many Branches have dispersed and diverse memberships who communicate mainly through email, websites and social media. Many cannot attend Branch ADC's for a variety of reasons, and only allowing voting on Branch matters (such as motions and elections) is not inclusive.

Conference instructs the NEC to:

- consult with Branches over their needs
- review the model rules
- amend the rules as required

Archaeologists

This is being considered by the Rules Revision Working Group and final action to be taken to April 2022 NEC.

Resolution 98

Resources to ensure Equality Act 2010 is followed in terms of temporary and long term adjustments

Life impacting disabilities are protected by the Equality Act 2010, yet as someone with such a condition I see very little evidence of that enabling me to break the glass ceiling imposed on me by others due to my condition. This manifests itself in various forms which are difficult for individuals to counter. However, there are two aspects could be assisted by Prospect for its members:

- The insistence on companies imposing occupational health services on the long term disabled which leaves our members in limbo. I have heard managers and HR insisting that our members "force OHS on others". Many of our members are eloquent and knowledgeable about our conditions and able to articulate what we need with the help of our health care professionals.
- Ignoring fit notes from GPs when they do exist. The EA 2010 and subsequent changes in employment law should mean that OHS is absolutely unnecessary when a fit note clearly states what a member requires. Failures of businesses to act reasonably in such circumstances is disastrous to conditions such as mental health conditions, metabolic conditions, asthma and epilepsy which can all be aggravated by stress.

All of our members need the chance to thrive in our industries through the sharing of knowledge, resources and strategies. Conference calls on the Prospect NEC to work with other trade unions in the UK and the businesses in which our members work to establish resources to help our members with support to grow and succeed.

BT Suffolk

Prospect and the TUC support the social model approach to disability, which would mean that where we identify barriers at work and find ways to make society inclusive and accessible to all. BT has adopted this approach as well. We have producing more guidance online and looking at best practice to share via webinars to help reps.

Resolution 99

Casework Management System

Conference recognises the work of lay representatives throughout the union who undertake the majority of personal case work.

While it is recognised Prospect has a case management system which is used by Prospect staff, conference believes a similar case management system should be provided via a secure, online, system to allow the recording of casework undertaken by lay representatives. The system should, as a minimum, incorporate reporting functions which will allow for anonymous, high level, statistics to be extracted on the number and type of cases undertaken by lay representatives on both a national and a Branch level.

Conference instructs the National Executive Committee to undertake a scoping / feasibility study to investigate the setting up of such a system and report back on progress – including system selection and a project plan for implementation by 31st December 2020.

Environment Agency

This motion was withdrawn by Branch.

Resolution 100

Gathering evidence to lobby against regression of employment and health and safety standards post EU Exit

Conference notes the changes made to the European Union (Withdrawal Agreement) Bill on 19th December 2019 which include;

- A set Implementation Period (referred to in the Withdrawal Agreement as the 'transition period') until 31 December 2020 and
- An amendment to the EU (Withdrawal) Act 2018 resulting in there no longer being a Schedule to protect workers from regression of employment or health and safety standards (below the EU standard) at the end of the Implementation Period.

The impact of these changes mean there is no longer a guarantee that British workers' rights will not fall below our European counterparts beyond 31 December 2020. While Government has indicated this issue may be addressed via an Employment Bill entitled 'Protection for workers', there is no requirement of Ministers when introducing a Bill on workers' rights to publish a written "statement of non-regression" which effectively removes Parliamentary scrutiny. Conference instructs the National Executive Committee to gather relevant evidence with which to inform the debate and to enable lobbying of parliament against the regression of employment and health and safety standards (below that of the EU) post 2020.

Environment Agency

Discussed and actions agreed at November 2020 meeting of NEC H and S Committee

- **Monitor developments associated with Brexit. Produce reports for NEC H and S sub-committee when developments occur.**
- **Raise concerns and work with relevant TUC bodies to address erosion of rights**

Ongoing/completed – union monitors consequences of Brexit on ongoing basis and topic standing item on NEC H and S committee meetings

Resolution 101

Just Transition for Energy

This Conference acknowledges the recognition already made that the move to a low carbon economy must be accompanied by a just transition for energy workers and their communities affected by this change. The joint union conference in Autumn 2018 produced a sensible list of transition demands that would help mitigate the worst effects and prevent the devastation caused when other large industries suffered fundamental changes and decline. Now we need to start working towards ensuring that these demands are met. Therefore this Conference instructs the NEC to use its best offices to put in place strategies whose aim is meeting these demands set out by the joint trade unions.

Scottish and Southern Energy

A discussion paper setting out a Just Transition strategy was published in autumn 2020 and is being pursued through Prospect's involvement with the Green Jobs Task Force and in political representations. A Just Transition report, undertaken jointly with Community Union, was published in January 2021, setting out lessons from experience in the UK and internationally. This is also being pursued in representations to employers and government. A Just Transition framework has been drafted as a basis for engagement with employers.

Resolution 102

Attracting Younger Members

Conference recognises the need for a strong union, now more than ever! We need to ensure that our union remains strong and sustainable into a future where workers rights, pay, terms and conditions could come under significant threat as the effects of Brexit take effect under the present government. Attracting and retaining new members, especially younger members, is essential to the future to our union now and into the future.

Conference is also fully aware of the financial hardships that many young people face through debts from studying; getting on the housing ladder; renting etc. Therefore, we need to establish a sustainable proposition that is appealing to young people to join Prospect.

Conference instructs the NEC to investigate innovative ways to recruit and retain young members in a sustainable way by considering the following: offers and/or phased subscriptions rates for potential young members together with the means to finance this in a sustainable manner e.g. to reconsider the possibility of an additional upper band to the existing subscription structure.

Air Traffic Systems Specialists

This work has been considered by CORE and the Young Workers Committee. During the pandemic, Prospect reviewed its support for apprentices, including signing up

to the NUS/Apprentice Discount card, to provide extra benefits to members in this area. We have also recruited a new Young Workers Organiser who is working with the YWN committee in innovative ways to recruit and organise young workers. We will also see the return of the YWN residential school in May 2022.

Resolution 103

Climate crisis impact on Workers

Conference notes the increasing recognition in society that we face a climate crisis with the UK Government recently committing to net zero carbon by 2050. Conference notes that radical measures will be required to achieve this target that will have affects for members in the communities where they live and in their workplaces. As employers introduce measures to mitigate and reduce their organisational carbon footprint, there is concern that without proper consultation that these measures could adversely affect or have a disproportionate impact on the employees of these companies.

Conference instructs the NEC to ensure that the employer response to the 2050 Net-zero Carbon target and its impact on employees is part of the national bargaining agenda across industry sectors and to campaign with the TUC and other appropriate organisations that share our values to ensure that the impact on employees of measures introduced by employers are just and proportionate.

Air Traffic Systems Specialists

This is being taken forward as part of Prospect's extensive programme of environmental work, including through training and provision of guidance to representatives.

A Just Transition framework has been drafted as a basis for engagement with employers.

Resolution 104

Aviation - Just Transition

Conference notes that Aviation plays an important role in the global economy facilitating business, leisure and family connections. In an era where so-called "flight shaming" has gained prominence in some countries, we also recognise that in many circumstances there are insufficient or inadequate alternatives to travelling by air. Conference agrees that the Aviation industry has a role to play in reducing Carbon emissions globally, but also recognises that the Aviation industry is a significant employer here in the UK through manufacturing, airlines, airports, logistics, construction and other companies in the supply chain, as the Aviation industry responds to the pressure to reduce Carbon emissions, it is important the impacts on staff working in the industry are adequately addressed

Conference instructs the NEC to ensure that we work with employers in the Aviation industry to engage on the 'Just

Transition' agenda as it responds to net-carbon zero by 2050.

Air Traffic Systems Specialists

Progress on 'Jet Zero' – the government's strategy framing the aviation industry's contribution to Net Zero stalled while government and industry were diverted by crisis management of the dramatic impact of COVID-19 on the industry. In concert with the TUC, Prospect has repeatedly pressed for direct union involvement on the Jet Zero Council established to advise the DfT. To date, this has been denied. We are also in the process of rebooting the Aviation Group of Prospect Branches to enhance its lobbying and campaigning activity post-Brexit. We plan to develop a comprehensive position on the industry's contribution to Net Zero, the changes required and the need for a Just Transition, which will be framed in consultation with the NEC SESAC so as to ensure alignment with Prospect's wider national policy.

Resolution 105

Political Affiliations

That this conference instructs the NEC to form a working party to survey the members in relation to political affiliations to find out which political parties, if any, our members would prefer Prospect to affiliate to, and report the findings back to Branches with an outline and timetable of any resulting action to be taken.

Royal Opera House

Out of order – Contradicts Rule 1.3(6)

Resolution 106

Prospect National Executive Committee to declare a climate and ecological emergency

Despite the real and pressing threats to workers' rights and well-being posed by austerity politics, Brexit and various other recent political developments, we would like to bring the NEC's attention to the much greater threat posed by the ongoing climate and ecological crisis. The transition to a zero-carbon economy in the UK will happen. It must happen, as the business-as-usual alternative will lead to climate change and biodiversity loss on a scale that will end civilisation as we know it. Despite assurances from current governments and policymakers that the changes will be minor and that our lifestyles will be able to continue unchanged, just with a lower carbon footprint achieved via technical developments, more and more people are recognising that this is unrealistic. The move to a zero-carbon economy will entail profound changes to the way we travel, to what we eat and to how our homes and workplaces function. Our lives will change. In addition, this transition will occur against a backdrop of ongoing climate change. We are already starting to see these impacts in our own communities as severe all year-round flooding becomes

more frequent and our summers get drier and hotter. Many of us have families or friends in regions that have been much harder hit, with wildfires or hurricanes. We are currently only at a global average of around one degree Celsius of warming and it's heading up, meaning these impacts will only get worse in our lifetimes.

These material changes will precipitate changes in the way we think about our lives, our families, our work and about our place in the world and our expectations of it. The psychological and social impacts of climate change may well be harder to deal with than the physical impacts. Therefore, the James Hutton Institute Branch instructs the Prospect NEC to take action by:

- Reducing Prospect's own greenhouse gas emissions by adopting the reduction targets for the UK based on the 'Climate fairshares' methodology. This calls for a 54-64% reduction in emissions based on 2013 levels by 2025.
- Forming a climate and ecological Emergency working group which includes representatives throughout the Union. The objective of the group would be to gather the latest climate science and to develop engagement events where members can share their thoughts and feelings on the climate crisis. It is envisaged that this would create a valuable space for thought, reflection and deliberation on how we as a Union and our workplaces can collectively respond to the crisis.

James Hutton Institute

A wide-ranging programme of work is already underway including benchmarking Prospect's own carbon footprint to inform decisions on further action to progress a union-wide sustainability policy. The Fair Shares methodology was considered, but not taken forward as it is wide-ranging in scope, with a strong focus at national level action. Prospect's carbon footprint reports are published on the website.

The NEC supports the need to bring together members from across the union to reflect, deliberate and share thoughts on how workplaces can respond to the climate crisis. However, Prospect already has a Science, Engineering and Sustainability Advisory Committee (SESAC), with a remit to respond to the NEC on these issues.

Resolution 107

Green New Deal

To prevent the worst effects of climate change, we must keep global temperature rises below 1.5°. Over 1°C–2°C of warming has taken place, causing floods, droughts, heatwaves, pollution, and hundreds of thousands of deaths. The poorest – particularly in the Global South – suffer most. Tackling climate change is thus indivisible from social, racial and economic justice. Just 100 companies are responsible for the majority of carbon emissions, and the wealthiest 10% are responsible for 50% of global lifestyle emissions.

That Prospect already has a climate change position in place, but that its target of net zero by 2050 and lack of detail on how it plans to enforce that transition are not ambitious enough to tackle the climate crisis. The challenge we face will require investment and innovation unlike anything seen before but anything less is insufficient to ensure a liveable world for future generations. The UK historical emissions and current per capita emissions are among the highest in the world and so the UK has a moral duty to lead the way in cutting its carbon production

In order to ensure job and commercial security into the future, we must transition to green industry and a green economy – there are no jobs on a dead planet. Therefore, this Conference instructs the National Executive Committee to lead the way by affiliating to the Campaign Against Climate Change Trade Union Group and moving its operations to net-zero by 2024 and working with Prospect Branches to demand actions be taken by their respective industries, in order to meet a net-zero carbon emissions target of 2030 or sooner. A reasonable working timescale should be negotiated with industries to implement the actions, with the union utilising whatever means available and necessary to force them if needed. These actions include, but are not limited to:

- Commitment to net-zero carbon emissions by 2030 or sooner unless absolutely practically impossible.
- Investigate and report baseline emissions to understand a company current impact.
- Larger companies must sign up to the Science Based Targets initiative towards a 1.5% trajectory with a target of 2030 or sooner.
- Make public all emissions data and carbon reduction pledges, updated at least annually.
- Rapidly phase out all reliance on fossil fuels.
- On the path towards meeting these climate targets, employers must work closely with employees and the union to ensure a just transition.
- Practicing socially responsible investment and partnerships, by divesting from, refusing sponsorship from, and ending partnerships with companies that have not set Science Based Targets for emissions reduction.

Writers Producers Directors

A wide-ranging programme of work on climate-related issues is already underway.

However, the NEC opposed the specific terms of this motion:

It is not clear that affiliating to the Campaign Against Climate Change (CACC) Trade Union group would add value to Prospect's existing work which is evidence-based. The CACC does not by its own admission address the question of how best to achieve emissions reductions, despite the important implications for jobs and skills, though it does actively campaign against the aviation industry and sectors such as biomass and coal where Prospect members are employed. This contravenes the trade union ethos of 'nothing about us without us'. Such

sectors should, of course, contribute to the achievement of net zero. However, this should be on the basis of Just Transition policies that enable the workers affected to move into high quality employment. It is worth noting therefore that no union with relevant industrial interests is nationally affiliated to this group

The CACC also criticises Prospect's lack of specificity about the pathway to net zero. In fact, the union has not adopted the legally binding target date of 2050, but has consistently argued that decarbonisation should take place as soon as is reasonably practicable. In doing so we, along with other reputable commentators, recognise that it is likely to take longest to decarbonise heat.

Prospect can, and does, seek to influence government and company actions. In August 2020 Prospect published a campaigning pamphlet on 'Green recovery for the UK energy sector' and in December we published 'A Just Transition for the UK Power Sector'. Achieving net zero will require immediate action across all key technologies and policy areas and full engagement across society and end consumers. We are actively seeking that engagement across all parts of our union, for example through webinars.

Active consideration is being given to socially responsible investment but the consequences of divestment or refusing sponsorship from partners that have not adopted science based targets need to be very carefully considered.

Resolution 108

Internet TV Station

This Conference notes that, in the immediate aftermath of the May 2015 General Election, the annual conference of Prospect Bectu sector backed the establishment of an internet TV station based on trade-union values and support to fill the gap in news and programmes left by corporate media. It further notes that the recent December 2019 general elections proved that an internet TV station to promote union values is much needed to represent the 6.2 million union members and their families in the country. Three freelance members of the Bectu Sector Writers, Producers and Directors Branch driving this project have since met TUC union officials, including Prospect, Unite and the General Federation of Trade Unions and organisers of media co-ops to further this project. Given the difficulties in raising money to properly explore and launch this project and increasing need for more representative media, this conference instructs the National Executive Committee to seek funding for such a pilot. It notes that 100,000 would cost an average 69 pence each for Prospect 145,000 members. The union should seek to raise that by an appeal to its individual members, if it cannot be raised from existing funds.

Writers Producers Directors

Meeting held with the project team. Previously shared ideas and contacts for funding but we are not in a position to finance this directly ourselves. These pressures have become even greater with the health pandemic and switch to remote work and digital support.

Resolution 109

Racism Ruins Lives report

This conference notes that after the publication in 2019 of the TUC's Racism Ruins Lives report, Bectu Sector conference instructed Bectu Black Members Committee and Prospects Equality Committee to conduct an urgent appraisal of the report and its recommendations. Conference notes that the reports findings show an alarming prevalence of racism in the workplace, including racial harassment, verbal abuse and racial violence. The report can be accessed at: <http://hummedia.manchester.ac.uk/institutes/code/research/projects/racism-at-work/tuc-full-report.pdf>

Conference also notes that the report uncovers failings within Trade Unions with regard to how they represent and defend workers who are suffering racism, with less than one-third of ethnic minority workers who took part in the survey saying that they would seek help from their trade union when faced with racism at work.

Conference instructs the NEC to:

- Ask Bectu Black Members Committee and Prospects Equality Committee to complete their appraisal of the report within the next 6 months and submit this to the NEC.
- As part of the appraisal conference instructs Bectu Black Members Committee and Prospects Equality Committee to say what steps for campaigning action are necessary with regard to the reports Recommendations for Government.
- As part of the appraisal conference instructs Bectu Black Members Committee and Prospects Equality Committee to say what steps for campaigning action are necessary with regard to the reports Recommendations for Employers.
- As part of the appraisal, conference instructs Bectu Black Members Committee and Prospects Equality Committee to say what changes should be made within Prospect and Bectu Sector with regard to the reports Recommendations for the Trade Union Congress and trade unions.

Yorkshire and Humberside freelance

Out of order – no action – unclear instructions

Resolution 110

Qualified information technology professional

This Conference instructs the National Executive Committee to examine the advantages of employing a qualified information technology professional or team, to manage, support and improve the unions online member services, and bring them in line with the requirements of 21st century workers. In order to achieve this, this conference instructs the NEC to actively consult with membership on the services required; such as the provision of modern teleconferencing and forums for those unable to attend meetings in person; the creation and provision of services such as member apps for the collection and sharing of information among freelance workers; the enabling of Branches to maintain attractive and functional Branch websites – possibly integrated with the Bectu and Prospect website; and specifying where appropriate the purchase or commission of third party products and services suitable for these tasks.

Camera Branch

NEC considered the instruction therein and concluded that the Union currently has an IT team with the requisite qualifications. In addition, under the auspices of the Ambition Improvement Programme, the Process and Digital Delivery Group is overseeing the future implementation of a Client Relationship Management (CRM) Project.

Further to NEC approval of the partner Trillium, we have progressed to developing the new CRM and expect to go live in late April 2022.

Resolution 111

Industry category options

Many new members to our Branch, other new live events Branches and theatre freelance Branches are often placed in the London Production Division or Regional Production Division as a default. This is because they have not been able to provide the information on the online form that the Bectu membership department needs to put them in the correct division and Branch. Conference calls on Prospect to prioritise the development of dropdown industry category options and dropdown common job title options for freelancers on the join pages of the Bectu website. The categories should match those used on the new Bectu membership forms, so new joiners can select the industry they mainly work in (i.e. film/TV, theatre, live events).

London Venue Technicians

Out of order – no action – Sector interest

Resolution 112

Public Liability Insurance

Freelance members really value the Public Liability Insurance they can purchase through their Bectu membership. In order to buy the insurance, members have to call the Bectu membership department. To renew their insurance each year, members also have to call the Bectu membership team, which creates a huge amount of work for the team in late March when everyone calls up to renew. Other PLI providers have an option to renew online and the London Venue Technicians Branch would like Bectu PLI to be accessible online to members as well as on the phone. Conference calls on Prospect to provide the ability to purchase and renew Bectu PLI (including the additional custody and control limit add-on) online.

London Venue Technicians

Out of order – no action – Sector interest

Resolution 113

Independent governance

That this conference recognises the hugely important role that the BBC plays in the nation, and that the continued under-funding and political interference in the running of the BBC is undermining its credibility with the general public. Therefore, this conference instructs the National Executive to campaign for and lobby government for a truly independent governance for the BBC and a form of funding independent from government interference. That funding should be sufficient to enable the BBC to provide the range of programming for which it is renowned, both in the interests of information and entertainment, across all current media formats and platforms. That funding should additionally take account of potential development in the field of new media as new forms of communication develop.

North West Freelance and Independents Branch

To be addressed as part of the wider BBC campaign

Resolution 114

Conference dates

This conference notes the concerns that in any post-Brexit review of working conditions, changes may be made which will be detrimental to the rights of working people. This conference also recognises that freelance and other casualised workers do not currently enjoy the rights of workers who are employed on staff contracts. This is due in the main because of the distinction in UK law between a Worker and Employee and the rights associated with each category. 'Bogus' self-employed people are further disadvantaged. For example, some rights enjoyed by 'employees,' but not applicable to 'workers,' are: time

off for Maternity, Paternity, and Trade Union duties; protections during pregnancy, unpaid time off for emergencies, opportunity to request flexible working. This conference notes that there is an extremely high proportion of freelance workers in the creative industries and an increasing use of casualised workers across all industries.

Employers explain that they need the flexibility that casualised workers provide, to remain competitive. This conference believes that employers should not be able to do this at the expense of workers' rights and all categories represented in the workforce should be treated equally. Therefore, this conference instructs the National Executive to campaign for rights for all workers and lobby government to ensure all workers enjoy the rights currently accorded to employees, that the arbitrary distinction between 'employees' and 'workers' is ended and that rights currently enjoyed are not lost due to any post-Brexit review.

North West Freelance and Independents Branch

We have actively worked with the TUC and taken our own initiatives regarding the protection of employment rights post Brexit. In particular, the reported review of employment rights has been stopped due to trade union pressure, but we need to remain vigilant because the government will return to this agenda.

Resolution 115

Bloody Good Employers

At TUC 2019 Prospect supported a fringe event hosted by On the Ball and Bloody Good Period aimed at raising the profile of menstruation as a trade union issue.

Since then Bloody Good Period have started work to campaign with employers to get menstruation recognised as a workplace welfare issue.

HSE Branch has now committed to work with The Health and Safety Executive to include menstrual provision to be recognised as a workplace welfare issue under The Health and Safety at Work Act 1974, on a par with adequate toilet and washing facilities. This means in practice that HSE have been asked to:

- Review policy on welfare to include facilities for those menstruating in expectations of workplace provision.
- Review enforcement expectations and inspector training in relation to menstruation as a workplace welfare issue.

Conference instructs the NEC to:

- Work with Bloody Good Period to support and promote their 'Bloody Good Employer' campaign
- Review the guidance available to reps in relation to workplace welfare and where appropriate include reference to menstruation as a workplace welfare issue.

Health and Safety Executive

We have promoted this campaign via our member emails, to reps and on our website. We have also ensured that

Prospect as an employer is in line with its provisions in our own facilities.

Resolution 116

Funding for HSE

HSE is a world class regulator. This is recognised by members in HSE but also more broadly by Prospect members working in industries regulated by HSE. However, under funding and loss of staff means that our members are finding it increasingly difficult to work in the way they would expect. The paradox is that government, when it suits them, acknowledges the skills and expertise of our members.

Now, following Brexit and the aftermath of Grenfell, HSE has to now increase its capacity to regulate the production and supply of chemicals and it has to set up a brand new regulator, the Building Safety Regulator. HSE's CEO has been clear that the HSE will receive enough funding to support expansion in these two areas, but she has also talked about having to make decisions about what might not get done to manage the pressures of the increased demands. Conference instructs the NEC to:

- Support campaign activity to highlight the historic poor resourcing of HSE and activity to increase funding for HSE's core regulatory activity.
- Work with others to lobby and campaign for sufficient funding for new activities to ensure that HSE does not have to cut back its existing regulatory activity whilst expanding its role.

Health and Safety Executive

We have continued to lobby on the issue of health and safety at work and the role of the HSE. The General Secretary has given evidence on the issue in Parliament and we have been able to highlight the need for long term funding of the HSE on a number of occasions. A campaign website has been produced alongside a briefing for politicians.

Resolution 117

Regulatory Landscape post Brexit

A significant amount of the UK's social, labour and environmental protections have been based in EU directives. For example, in H andS a lot of the most commonly used regulations are the UK enactment of EU directives. (COSHH, Manual Handling, Vibration, Provision

and Use of Work Equipment, Construction Design and Management).

However, the enabling Act of Parliament for all these regulations is the Health and Safety at Work etc. Act 1974, a piece of domestic legislation that pre-dates entry into the EU.

In practice the standard set for health and safety protections come from the Act, not from the regulations. The regulations merely help explain to employers what 'reasonably practicable' looks like for them.

Conference instructs the NEC to:

- To work with others to defend all legislation that provides social, labour and environmental protections for our members
- Look for examples in other regulatory regimes where underpinning standards are set by legislation that has not been derived from EU directives
- To use information about the origin and benefits of the legal frameworks in place to protect our members.

Health and Safety Executive

In line with the motion on trade and post-Brexit standards, we have highlighted the issues raised in these motions, particularly in the run up to the 31 December 2020. The delay of the Employment Bill, is concerning and we will continue to raise issues around employment rights both as a union and collectively through the TUC. We developed a Brexit hub on our website to provide information to members (<https://prospect.org.uk/Brexit/>). However, there are still remaining regulatory issues we will monitor as certain grace periods expire on some border checks. It is also likely that because of Covid other issues have not emerged as quickly as they otherwise might, and we will act on them as they do.

Resolution 118

Labour Party affiliation

This conference notes with concern the statements and actions of the current government in respect to their industrial strategy. This is affecting all industrial sectors with export opportunities and inward investment potentially reducing. Conference also acknowledges the consequential fears over job losses, pay and workers' rights. Conference believes that we need an effective opposition to counter policies that are detrimental to our members' livelihoods. Conference further notes that the Labour Party has a new leader and direction and that Prospect should have a 'seat at the table' to ensure that the Labour party continues to secure and support all of our members' jobs. It is noted that the Labour Party was formed by the trade unions to ensure working people had a voice in parliament, that other public service unions are affiliated to the Labour Party and that Prospect should not be afraid of affiliating. It is important that our members' livelihoods and views are understood by all in the Labour Party. In this context conference instructs the National Executive Committee to

take steps to affiliate to the Labour Party to ensure that the Labour party understands our members concerns and that it supports all workers across all industrial sectors.

North West Freelance and Independents Branch

Out of order – Contradicts Rule 1.3(6)

Resolution 119

Public Liability

Freelance members really value the Public Liability Insurance they can purchase through their Bectu membership. In order to buy the insurance, members have to call the Bectu membership department. To renew their insurance each year, members also have to call the Bectu membership team, which creates a huge amount of work for the team in late March when everyone calls up to renew. Other PLI providers have an option to renew online and the London Venue Technicians Branch would like Bectu PLI to be accessible online as well as on the phone. Conference calls on Prospect to provide the ability to purchase and renew Bectu PLI (including the additional custody and control limit add-on) online.

London Venue Technicians

Out of order – no action – sector interest

Resolution 120

Certification

That this Conference recognises the difficulties in recent years concerning the certification of members of Bectu who work as Grips. Whereas it is undeniable that there is an appetite, both in the industry and the wider general public, for certification, registration and regulation, particularly in fields of work which affect public safety, it must be accepted that changes to the culture of qualification, can lead to employment problems for those who have yet to qualify at the higher levels but have years of experience actually doing the job. Concerns have been raised by members of the North West Freelance and Independent Branch that the regime for acquiring certification as Grips seems to be co-ordinated by a small number of members of Bectu/Prospect in the LPD. NWF+I Branch members were alarmed to find that a training regime had emerged in Yorkshire in recent weeks, whose existence was unknown to those who would be most affected by its activities.

This enterprise seems to have evolved from the London Grips Branch without involving or notifying the Regional Branches in any discussion. Apart from a threat to the balance in the employment of freelance Grips in the North, there now appears to be an anomaly in the traditional geographical culture of the RPD and the craft-based structure of the LPD, wherein an LPD Branch is operating in the territory of RPD Branches. There is also the possibility that Bectu endorsed training may prevent members to continue earning a living in the craft that they have been

practising for years. Conference, therefore calls on the NEC to establish an early enquiry into the involvement of Bectu formerly, and Bectu/Prospect latterly, in the certification of Grips, specifically, the recruitment of trainees, the funding of the schemes, the roles of those Bectu members involved in the administration and training delivery, the protection of existing members jobs and the progress of those who have received training and certification.

North West Freelance and Independents Branch

Out of order – no action – sector interest

Resolution 121

Protecting the NHS

With news reports of an uncertain future for the NHS, the London Venue Technicians Branch would like to see Prospect campaign in support of securing that future. Many of our members cannot afford to lose the NHS, particularly freelancers and those in precarious work. Conference calls on Prospect to campaign on protecting the NHS from further cuts and privatisation.

London Venue Technicians

We continue to work with the TUC in support of unions with members in the health service and have provided our solidarity to their attempts to protect the service and the staff that work therein.

Resolution 122

Prospect Trustees

Conference, in accordance with the provisions of Rule 11.5, resolves to appoint Philip Hooley as a Prospect Trustee.

National Executive Committee

Rule change agreed via ballots of Branches which closed on 10 November 2020

Resolution 123

Prospect Trustees

Conference, in accordance with the provisions of Rule 11.5, resolves to reappoint Philip Kemball as a Prospect Trustee.

National Executive Committee

Rule change agreed via ballots of Branches which closed on 10 November 2020

Resolution 124

Prospect Trustees

Conference, in accordance with the provisions of Rule 11.5, resolves to reappoint David Simpson as a Prospect Trustee.

National Executive Committee

Rule change agreed via ballots of Branches which closed on 10 November 2020

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Report of action taken on motions submitted to
Prospect national conference, 16-19 May 2020

