

Prospect@Ofcom

Looking ahead

Your Prospect@Ofcom branch reps Pat Tarpey, Chloe Lydon-Griffin and Claire Hood met with Negotiating Officer Sue Bucksey and Ray Muir, the branch's Organising Official, to agree actions for the branch for the coming year.

Prospect will shortly be meeting with Ofcom to discuss pay and we will be using the results of the survey you completed to help us with that. Our thanks to all that participated in our survey.

The survey will help shape what we do dependant on what interests you, but one initiative identified for the year ahead is to talk to members about specific workplace issues throughout the year. One of our priorities will be disability rights and reasonable adjustments to help empower members.

HeartUnions week - new member offer!

All new members joining Prospect during HeartUnions week (13-19 Feb) will receive three months free membership, so now has never been a better time to talk to your colleagues about joining Prospect.

Prospect has been busy representing members over the last year in Ofcom. Be sure to talk to colleagues about membership and the individual support and advice Prospect can provide.

Alongside our HeartUnions week offer, our member recruit member incentive is still running, so every new member you recommend will see you receive a £10 high street voucher or a donation to charity.

Ofcom's diversity drive

Creating a workplace environment that is fair, where everyone can reach their full potential and bring their authentic self to work, requires organisational awareness about who you are, to better understand how the decisions that are made impact on your working life and experiences. With the right information the organisation can improve everyone's experience at work and the better data Ofcom has about you means they can assess whether:

- ⇒ they are attracting talented people from a diverse background, or whether certain barriers exist that are holding back talent, and suppressing even better organisational and individual outcomes
- ⇒ the internal policies are having the desired outcomes, e.g., creating a great workplace and tackling discrimination
- ⇒ design policy, process, and practise with every colleague in mind
- ⇒ Ofcom is as diverse and inclusive as the organisation can be, and effective in offering equality of opportunity and treatment to different groups.

Therefore, Prospect supports Ofcom's diversity drive to encourage the self-declaration of all diversity data. So please, after reading this head straight to Workday and update your diversity details. Any data collected will be stored securely and confidentially.

Only a small number of system and HR operational colleagues have security clearance to see the diversity details and the data resulting from your input will be totally anonymised and used for the intended purpose; for reporting purposes only to help assess equality, equity & inclusion in Ofcom.



www.prospect.org.uk/join

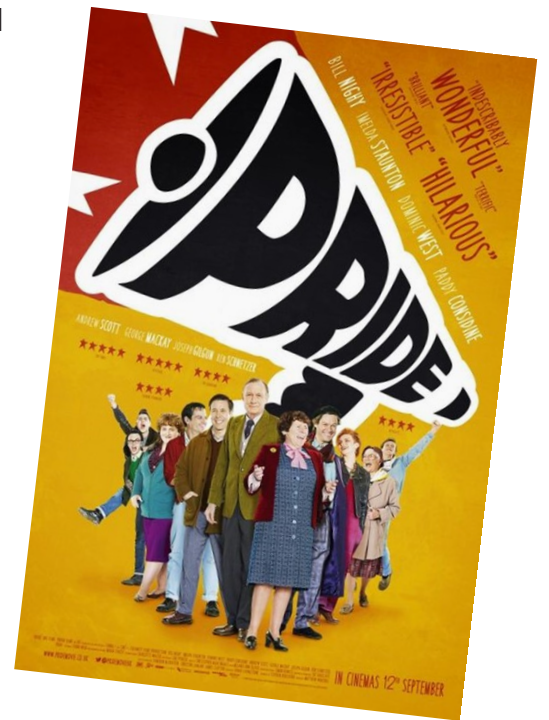
To mark the combined celebrations of LGBT+ history month and HeartUnions week, Prospect are proud to be screening the film *Pride* (2014) in every Ofcom office during HeartUnions week which runs from the 13-19 February.

More information on HeartUnions week can be found here:

<https://www.tuc.org.uk/heartunions>

Based on a true story, *Pride* takes place in the summer of 1984, when the National Union of Mineworkers was on strike and a group of gay and lesbian activists in London decided to raise money to support the striking miners. It is a brilliant comedy-drama about how the activists travelled to a small mining village in Wales and formed a surprising but ultimately triumphant partnership.

At a time when LGBT+ activists and trade unions are both fighting for their communities, this film is a great reminder of the importance of solidarity, as well as an absolute joy to watch, so please do pop along to your local screening!



There will be biscuits, some pride-themed Prospect merchandise, and a Prospect member who will be available to talk to you about the benefits of being part of your trade union including how you can join. The added benefit for anyone who does join next week is that they will get their first three months of Prospect membership for free.

The date and time of the streams is below.

Office	Date	Time	Location
Baldock	Tue	11-1	Conference room
Belfast	Weds	12-2	Main foyer
Birmingham	Tuesday	12-2	Main foyer Kitchen
Cardiff	Tue	11-1	Boardroom
Edinburgh	Thu	12-2	Main foyer
London	Tue	12.30 – 14.30	Watershed
Manchester	Weds	12-2	Break out area
Warrington	Tue	10-12	Boardroom

