



# Gender and ethnicity pay gap 2024 report

Prospect is committed to achieving a positive gender and ethnicity pay balance across the union. We have taken steps to make positive progress since reporting our first gender pay gap in 2017. Prospect is also committed to making progress in relation to the ethnic diversity of our staff, so reported our ethnicity pay gap for the first time in 2020.

It should be noted, however, that in this reporting period Prospect employed fewer than 250 staff. Consequently, minor changes in staff grading and turnover tend to have amplified effects on data outcomes.

## What is the pay gap?

The gender pay gap (GPG) shows the percentage difference between average hourly earnings for men and women in Prospect and the ethnicity pay gap (EPG) shows the percentage difference between hourly earnings based on declared ethnicity. The mean and median pay gap percentage will either be a positive or negative number. If positive, the GPG is in favour of men and if negative, it's in favour of women. For the EPG, if positive, the pay gap is in favour of White/White British and if negative, it's in favour of other ethnic groups. A zero-result means that there is no gap.

## Gender pay gap versus equal pay

GPG is different to equal pay which is the legal requirement to pay men and women the same pay for the same or

like work or work of equivalent value. Prospect is committed to equal pay and in consultation with the GMB (our recognised trade union) evaluates job roles and reviews pay grades as necessary to ensure a fair structure.

## Relevant employees

The gender and ethnicity pay gaps are calculated based on all Prospect employees, including those on leave and receiving full maternity/parental/sick pay but excluding employees that were paid less than their full usual pay due to maternity/parental/sick leave.

As at the April 2024 snapshot date, there were a total of 231 relevant employees (2023: 234).

## Mean pay gap

The mean pay gap is the difference in Prospect's average hourly pay. It is calculated by dividing the overall

pay for the group measured by the number of employees in that group.

## Median pay gap

The median is the difference in the hourly rate between, for example the median man and median woman, expressed as a percentage of the median man's figure. Similarly, the median ethnicity pay gap is the difference in the hourly rate between the median white employee and median BAME employee. The median represents the middle point of a population – in this context from highest to lowest paid.

We report the median as well as the mean pay gap because this mitigates against the overall result being skewed by the very highest and lowest rates.

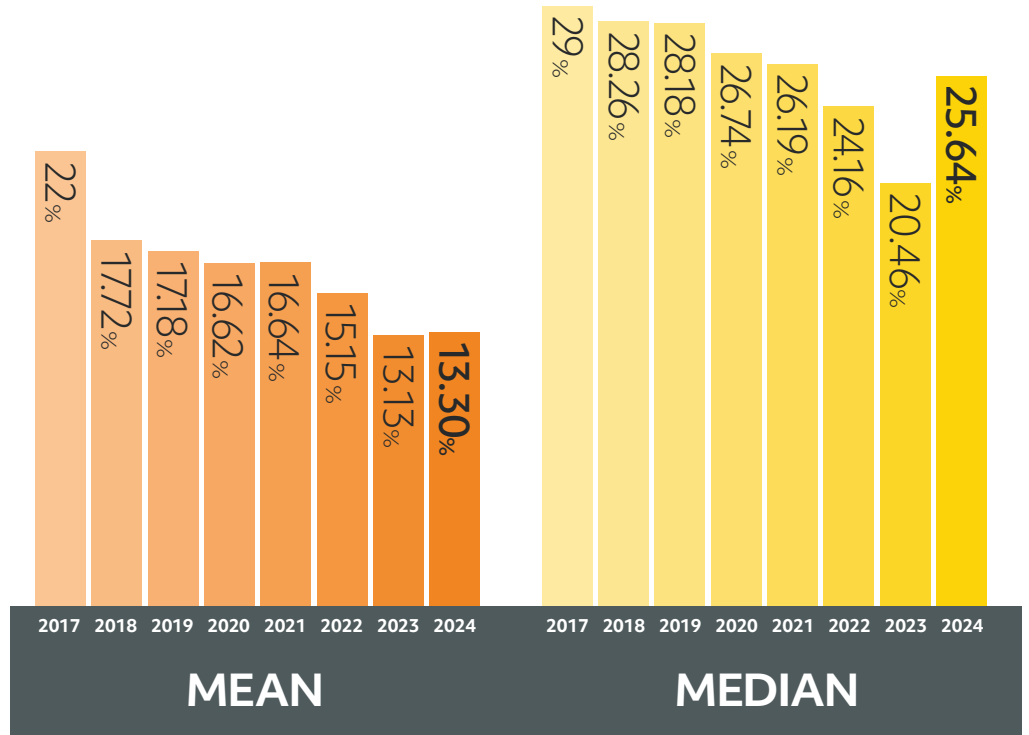
Prospect does not pay bonuses to staff, so we do not report on this.

## Prospect's gender pay gap results

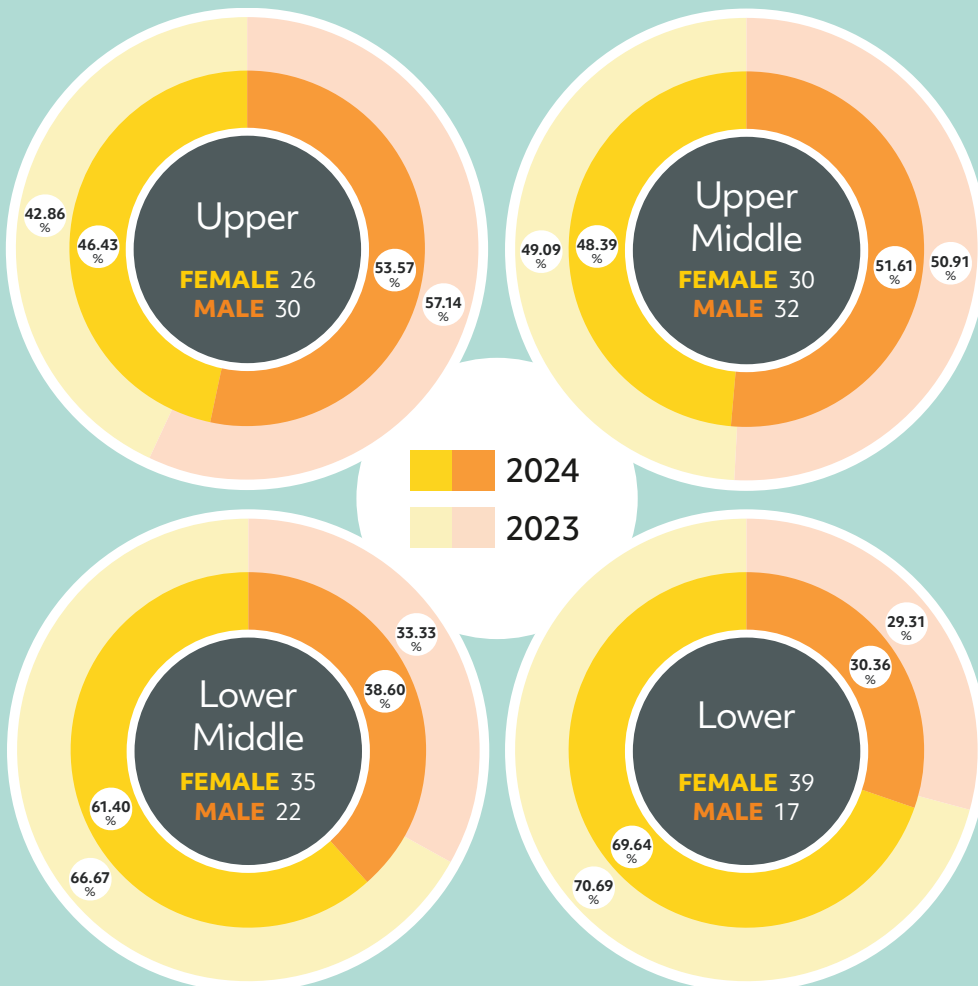
Our mean GPG is 13.30% (2023: 13.13%) and the median GPG is 25.64% (2023: 20.46%). Since 2017, there has been an 8.70% improvement in the mean pay gap and 3.36% improvement in the median pay gap – as shown below.

Prospect is in line with the 2024 UK mean GPG of 13.1%, as published October 2024 (Source: ONS).

### Figure 1: Mean and median gender pay gap



### Figure 2: Gender pay gap income quartile



## Prospect's hourly pay quartiles by gender

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

Compared with 2023, there are less women in the lower and low middle quartiles and more in the upper middle quartile.

**Figure 3: Mean gender pay gap by grade**

Grades	Number of males	Male mean	Number of females	Female mean	2024 mean pay gap	2023 mean pay gap
GS	1	£75.06	0		100%	100%
A+	0		1	£63.76	-100%	-100%
A	2	£55.24	3	£55.24	0%	0.94%
B	11	£46.38	2	£42.15	9.12%	15.31%
C	8	£41.85	10	£41.60	0.61%	4.21%
D	27	£35.96	21	£36.16	-0.56%	-3.01%
E	10	£30.31	13	£30.29	0.09%	1.52%
F	22	£25.87	24	£25.74	0.49%	-0.47%
G	6	£21.76	21	£22.02	-1.16%	-10.30%
H	12	£19.58	33	£19.88	-1.52%	-6.20%
I	2	£18.14	2	£18.14	0%	-1.30%
<b>Total Mean</b>	<b>101</b>	<b>£32.43</b>	<b>130</b>	<b>£28.12</b>	<b>13.30%</b>	<b>13.13%</b>

### Mean and median pay gap analysis by grade

Employees pay in Prospect is divided into grades, which involve progression to band maxima via defined steps which are achieved annually. Figures 3 and 4 show the mean and median gender pay gap by grade.

Generally, the hourly rates demonstrate that the difference in pay between men and women by grade is marginal. The hourly pay gap for bands GS-C reduced slightly. This is not reflected in Prospect's overall GPG results due to there being more men than women in the higher grades (B to GS) and a greater proportion of women being in lower graded specialist and administrative posts, where we have the most part-time employees. Of our 37 part-time employees, 31 are employed in grades H to F and 89% of part-time employees are female. Due to the family-friendly policies we have in place, which particularly support women, there is low attrition in these grades.

**Figure 4: Median gender pay gap by grade**

Grades	Number of males	Male median	Number of females	Female median	2024 median pay gap	2023 median pay gap
GS	1	£75.06	0		100%	100%
A+	0		1	£63.76	-100%	-100%
A	2	£55.24	3	£55.24	0%	0%
B	11	£46.55	2	£42.15	9.46%	16.24%
C	8	£42.49	10	£41.90	1.41%	5.50%
D	27	£36.44	21	£36.44	0%	0%
E	10	£30.51	13	£29.66	2.78%	1.04%
F	22	£25.82	24	£25.81	0.04%	-2.78%
G	6	£21.91	21	£22.05	-0.63%	-12.49%
H	12	£19.41	33	£19.66	-1.27%	-7.25%
I	2	£18.14	2	£18.14	0%	0%
<b>Total Median</b>	<b>101</b>	<b>£33.16</b>	<b>130</b>	<b>£24.66</b>	<b>25.64%</b>	<b>20.46%</b>

### London weighting analysis by grade

Inner London weighting (ILW), and no London weighting (NLW) are key factors which affect GPG. For each grade, the proportion of male and female receiving ILW and NLW are detailed in Figure 5. From this data, the following can be seen:

- The overall male/female split for ILW is 66.3%/66.9% (2023: 64.6%/68.5%) and NLW is 33.7%/33.1% (2023: 35.4%/31.5%).
- This means that there has been an 1.7% increase in the number of males receiving ILW, while females receiving ILW reduced by 1.6%.
- Between bands H to B, band C has the highest percentage of women receiving ILW at 80%.

**Figure 5: London weighting analysis**

Grades	Inner London weighting		No London weighting	
	Male	Female	Male	Female
GS	100%	0%	0%	0%
A+	0%	100%	0%	0%
A	100%	100%	0%	0%
B	54.5%	100%	45.5%	0%
C	87.5%	80%	12.5%	20%
D	51.9%	61.9%	48.1%	38.1%
E	40%	76.9%	60%	23.1%
F	68.2%	70.8%	31.8%	29.2%
G	83.3%	57.1%	16.7%	42.9%
H	91.7%	57.6%	8.3%	42.4%
I	100%	100%	0%	0%
<b>2024</b>	<b>66.3%</b>	<b>66.9%</b>	<b>33.7%</b>	<b>33.1%</b>
<b>2023</b>	<b>64.6%</b>	<b>68.5%</b>	<b>35.4%</b>	<b>31.5%</b>

## Ethnicity pay gap results

15.2% (2023: 16%) of all Prospect staff are BAME. As indicated in Figures 7 and 8, these are predominantly grades H-F.

There is one BAME employee in the four most senior bands (B-GS), which alone accounts for the positive change in the EPG.

The mean EPG of the bands E to H has shown a slight improvement. The median EPG also remains positive for women in these grades, though the year-on-year changes are more variable. The EPG median is 18.68% (2023: 17.5%) and EPG mean gap is 17.22% (2023: 18.48%).

The mean hourly EPG of 17.22% (2023: 18.48%), compares unfavourably to the overall mean hourly GPG of 13.30% (2023: 13.13%). The median EPG has slightly deteriorated, however it is below the overall median hourly GPG of 25.64% (2023: 20.46%) as shown in Figure 8.

Figure 6: Ethnicity mean and median pay gap

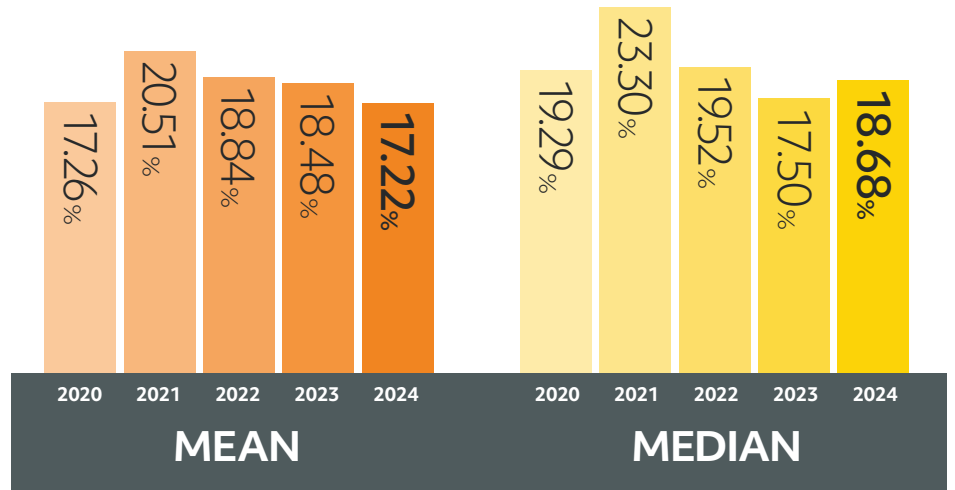


Figure 7: Ethnicity mean pay gap by grade

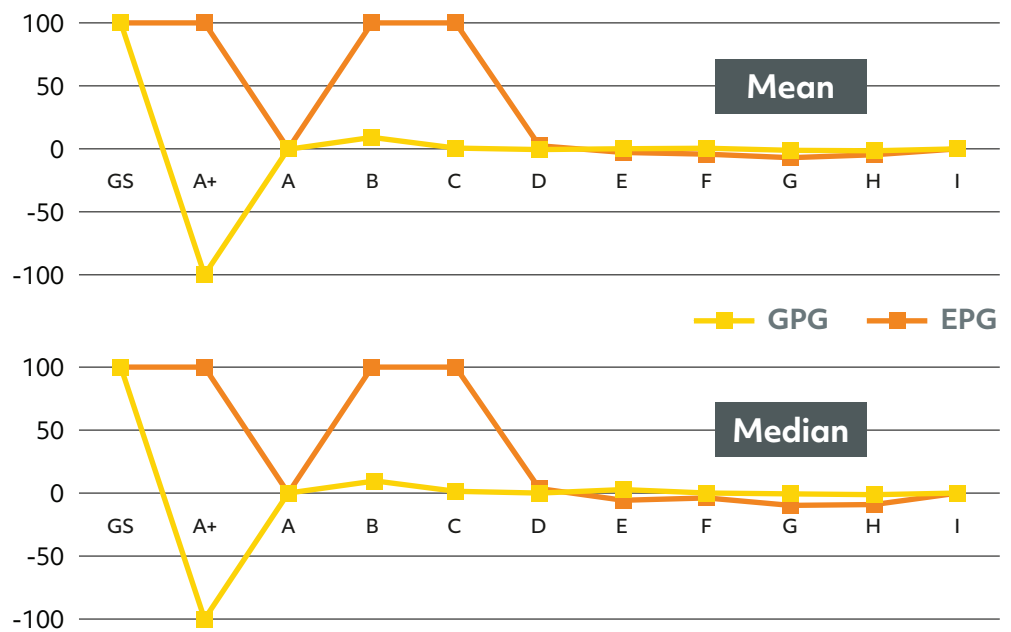
Grades	Number of non-BAME staff	Non-BAME mean hourly pay	Number of BAME staff	BAME mean hourly pay	2024 mean pay gap	2023 mean pay gap	2022 mean pay gap
GS	1	£75.06	0	£0.00	N/A	N/A	N/A
A+	1	£63.76	0	£0.00	N/A	N/A	N/A
A	4	£55.24	1	£55.24	0%	-0.71%	6.24%
B	13	£45.73	0	£0.00	N/A	N/A	N/A
C	18	£41.71	0	£0.00	N/A	N/A	N/A
D	46	£36.02	2	£35.14	2.47%	-1.28%	-0.59%
E	20	£30.29	3	£31.16	-2.85%	0.89%	-2.57%
F	35	£25.59	11	£26.67	-4.22%	-3.81%	2.01%
G	20	£21.57	7	£23.08	-7%	-5.22%	-2.33%
H	37	£19.64	8	£20.56	-4.68%	1.30%	-5.33%
I	1	£18.14	3	£18.14	0%	0%	-5.12%
<b>Total mean</b>	<b>196</b>	<b>£30.81</b>	<b>35</b>	<b>£25.51</b>	<b>17.22%</b>	<b>18.48%</b>	<b>18.84%</b>

Figure 8: Ethnicity median pay gap by grade

Grades	Number of non-BAME staff	Non-BAME median hourly pay	Number of BAME staff	BAME median hourly pay	2024 median pay gap	2023 median pay gap	2022 median pay gap
GS	1	£75.06	0	£0.00	N/A	N/A	N/A
A+	1	£63.76	0	£0.00	N/A	N/A	N/A
A	4	£55.24	1	£55.24	0%	0%	6.89%
B	13	£46.16	0	£0.00	N/A	N/A	N/A
C	18	£42.24	0	£0.00	N/A	N/A	N/A
D	46	£36.44	2	£35.14	3.58%	0.65%	0.65%
E	20	£30.51	3	£32.25	-5.71%	1.04%	-1.24%
F	35	£25.56	11	£26.55	-3.86%	-5.12%	1.35%
G	20	£21.66	7	£23.78	-9.77%	-11.54%	-5.63%
H	37	£19.02	8	£20.75	-9.10%	-5.52%	-5.52%
I	1	£18.14	3	£18.14	0%	0%	-6.58%
<b>Total median</b>	<b>196</b>	<b>£29.24</b>	<b>35</b>	<b>£23.78</b>	<b>18.68%</b>	<b>17.50%</b>	<b>19.52%</b>



Figure 9: Gender pay gap and ethnicity pay gap by grade



## The way forward

Although Prospect's gender pay gap has improved since 2017, it is clear that this is an issue that will require continual attention.

We have maintained the improvements to our recruitment practices:

- Mandatory unconscious bias training.
- 'Blind' shortlisting for posts.
- Equality monitoring from application through to employment.
- Use of online training which can be accessed to suit flexible working practices.
- Systematic use of inclusive language.
- Improved EDI communications and resources for staff, including through regular updates on the staff People Hub.

- Seeking staff feedback on a range of employment-related issues.

Other actions we will be taking in the year ahead include:

- Reviewing job specifications.
- Devising succession planning and progression routes for staff across different roles and grades.

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

Signed

*Mike Clancy*

January 2025