

support
grow
succeed



annual report 2024

Published by Prospect,
August 2025

100 Rochester Row
London SW1P 1JP

T 0300 600 1878

E enquiries@prospect.org.uk

contents

Foreword	5	7. Benefits and services	39
1. Review of the year	7	Prospect Plus	39
Aviation	8	Quilter	39
Bectu	8	Pay Plan	39
Defence	10	Bectu Extra	39
Energy	11	Death benefit	39
Heritage	13	Benevolent fund	40
Information Technology and Telecommunications	15	Other benefits	40
Public services	17	Asbestos and respirable crystalline silica registers	40
National Conference	19	Compensation Scheme for Radiation Linked Diseases	40
Activities and achievements	21	8. Managing the union	41
2. Rights at work	23	Member Contact Centre	41
Legal cases	24	Data protection	41
Personal injury scheme and other legal services	24	Employee salaries	42
3. Health and safety	25	Schedule of investments	43
Training for health and safety reps	26	9. Other organisations	47
Health and safety in the energy sector	26	Charities	47
4. Education and skills	27	Affiliations and other linked organisations	47
Representative training with the National Education Programme	28	10. NEC, officers and subcommittees	49
Vocational training and development	29	Presidential Team and National Executive Committee	49
Mentoring programme	29	Bectu Sector Executive Committee	50
The Alfie Squires Educational Bursary	29	Public Services Sector Executive Committee	50
CPD in England and Northern Ireland	29	Energy Sector Executive Committee	51
Bectu Vision: Scotland	30	IT&T Sector Executive Committee	51
Cult Cymru: Wales	30	Defence Sector Executive Committee	52
5. Equality, diversity and inclusion	31	Heritage Sector Executive Committee	52
Employment rights	32	Other committees, subcommittees, working groups and management	53
Equal pay	32	11. Branches	57
Sexual harassment	32	12. Awards	65
Neurodiverse workers	32	13. Statement of accounts	67
Member networks	33	Report of the independent auditor to the members of Prospect	70
TUC representation	33	Financial Statements 2024	73
6. Membership, recruitment and organisation	35	Notes to the financial statements	76
Organising around industrial action	36	Appendix: Income and expenditure account – general fund	92
Union Week	36	Appendix: Income and expenditure account – political fund	93
Heart Unions Week	36	Appendix: Notes to the financial statements	94
Reps Fortnight	37	Appendix: Schedule of subscriptions, donations and affiliation fees	96
Young workers	37		
Subscriptions	37		

Foreword

by Mike Clancy, Prospect General Secretary

The last year brought a seismic shift in the political landscape, which has had important ramifications for Prospect and its members. The election of a new government, with a strong agenda on Make Work Pay and a totemic piece of legislation in the form of the Employment Rights Bill, has paved the way for a renewed focus on rights at work in which Prospect is strongly engaged.



We are deeply engaged with the government on a variety of issues, and using our influence to advocate on behalf of our members



The new legislative agenda is undoubtedly a positive for Prospect, as is our

strengthened working relationship with government, but it comes against the backdrop of a challenging economic picture. Growth remains sluggish, inflation has not fallen as quickly or sustainably as hoped, and many members are still feeling the pressure of the cost-of-living crisis. This is especially true of members who work in the public sector where pay has been stagnant for many years, or in publicly funded sectors such as heritage. It is also sadly true for members in our Bectu sector working in film and TV who have experienced a damaging and continued slowdown in their industry this year.

In this context, Prospect's mission to champion our members' interests in their workplaces, and in the corridors of power, is more important than ever. We are now deeply engaged with the government on a variety of levels on issues as diverse as the energy transition, civil service reform, and the future of the creative

industries, and are using our influence to advocate on behalf of members.

All of this is made possible because the union is in a strong position, with a growing membership that now numbers more than 160,000. Our annual conference in Birmingham last year was a brilliant display of the amazing diversity and incredible unity of our membership, and a reminder that this union is built on the hard work and dedication of members and reps in workplaces up and down the country. I thank all those involved in organising the conference, as well as the NEC who have worked hard to help steer the union throughout 2024.

Our members are supported by the dedicated staff team I am proud to lead. The move into our new headquarters in Rochester Row is already delivering benefits in terms of the collaboration between staff teams, and also between staff and members thanks to our ability to host a greater range of member events in the building. This move has

strengthened our financial resilience, which gives us a fantastic bedrock for our work in the years ahead.

The passage of the Employment Rights Bill this year, and new rights for trade unions in 2026, presents the biggest opportunity Prospect has had to grow our union in decades. Our team has been working hard to shape this legislation, but now the focus must turn to how we capitalise on it and realise these opportunities. That is why we have set up the new National Organising Unit, which will be working with our staff and reps to identify growth opportunities and ensure the union is equipped for the new environment.

As we look towards the challenges and opportunities of the future, we must recognise that the work of the union is based on the fundamental solidarity and trust between our members, and the professionalism and dedication which is the cornerstone of our approach to trade unionism. I am convinced these values will serve us well in the years ahead.

Mike Clancy

Follow Mike on X – [@mikeclancy1](#)

Review of the year

2024 was the year that union members began to see the first shoots of positive change as the new government took power, while Prospect continued to recruit across our sectors to build greater strength to fight for a better working life for our members.

The lack of agreement with the EU Aviation Safety Agency on mutual recognition of licences, and a growing aviation industry in the Middle East, are contributing to a skills crisis in the sector

Aviation



ABOVE:
Prospect General Secretary Mike Clancy
meets branch reps during October's
Aviation Engineers' Conference in London

Photos: Nick Linsdell

Prospect's aviation sector grew during 2024 and ended the year with over 6,000 members. We signed new recognition deals with Draken Aviation, HE Space, Gloucester and Lydd airports and significantly expanded our recognition with Babcock Aviation and Easyjet.

While the industry has largely recovered post-Covid, business travel has not returned to the same level leading to uneven passenger numbers. Pre-Covid staffing shortages were made even more acute by companies letting staff go during the pandemic, leading to a severe shortage of air traffic controllers, air traffic engineers, aircraft engineers and mechanics in the UK and internationally.

The lack of agreement with the European Union Aviation Safety Agency on mutual recognition of licences, and a growing aviation sector in the Middle East, are all contributing to a skills crisis in aviation. This pressure has led to significantly above-inflation pay rises across most of the sector. Where employers have not been able or willing to meet these pay pressures, we have supported members taking industrial action at Draken. For first time in 40 years, Prospect members at the Civil Aviation Authority (CAA) voted to take strike action over pay.

We continue to engage with government, the Department for Transport and the CAA on aviation regulation issues on behalf of members. These include airport expansions, the environmental impact of aviation and airspace utilisation. We have also defended members facing unjustified press attacks following the publication of the enquiry into the August 2023 NATS flight planning system failure. In 2025, we plan to build on this and organise new membership areas.

Bectu

It has been another busy year for the Bectu sector, with numerous challenges facing members working across the creative industries. Recovery from the US industrial action was not as smooth or as swift as might have been anticipated and, together with the squeeze on broadcasters' budgets, created a perfect storm for freelancers working across film and TV which lasted throughout 2024. Bectu research showed worrying numbers of members were not working, with many considering leaving the industry altogether.

The union continued to monitor this ongoing crisis throughout the year, with our research quoted extensively, including at the Edinburgh TV Festival where Bectu was involved in a panel



LEFT:

Bectu members participate in panel discussion Tackling the Freelancer Crisis during the Edinburgh TV Festival

Photo: Edinburgh TV Festival

ABOVE:

Bectu's annual Big Autumn Gathering event once again prompted a fantastic turnout from film and TV freelancers

Photo: Nick Linsdell

Slow recovery from US industrial action combined with a squeeze on broadcasters' budgets created a perfect storm for film and TV freelancers

exploring the problem and launching Action for Freelancers, a project designed to build on the work of the Coalition for Change to address some of the fundamental challenges for freelancers working in TV.

Bad behaviour of both audiences and on-screen talent was a constant theme, badly impacting members working in theatres and broadcasting, and particularly affecting freelancers across the whole sector. The union has continued to be extremely vocal on this matter and has championed the Creative Industries Independent Standards Authority (CIISA) as well as setting up our own sexual harassment support service for members. Our Anything Doesn't Go campaign around audience

behaviour in theatres has prompted action to address this very real problem for workers.

The sector has continued its political lobbying, continuing to call for stable and sustained funding for the BBC so that it can plan for the future and continue to deliver on its Reithian mission to inform, educate and entertain. We submitted lengthy and detailed evidence to the Culture, Media and Sport Committee on the High-End TV Inquiry, including in-person evidence. We have continued to campaign for a better deal for freelancers, advocating for a Freelance Commissioner alongside Creative UK and other industry stakeholders and working closely with the Fabians and Community union on the Manifesto for Change.

Our membership continues to grow in live events and with our campaigns to improve conditions for those workers, and in 2024 we surveyed fashion workers about the challenges they face working in that industry. The support of our representatives in all of this work is invaluable and much appreciated.

Initiatives emanating from the Labour government's legislative agenda have involved a considerable amount of work, responding to the various consultations that impact freelancers. In December we were invited to be part of the Creative Industries Industrial Strategy Taskforce; it is hoped that this signals a welcome change in engagement with government on matters that impact our members' working lives.



LEFT:
General Secretary Mike Clancy and Defence National Secretary Bob King join striking workers at AWE in January
Photo: Simon Crosby

BELOW:
Defence reps and staff meet Maria Eagle MP during the Defence sector AGM
Photo: Nick Linsdell



Defence

With 110 armed conflicts around the world, global events led to a considerable uptick in defence sector activity

International events led to a considerable uptick in defence sector activity in both public and private sectors. With 110 armed conflicts around the world, the increased activity highlighted significant shortfalls in UK capability and we are working with government, employers, other unions and trade bodies to address this.

The defence sector has continued to grow existing branches and also in new areas. New branches have been formed in areas such as defence

communications and the Submarine Delivery Agency and our coalition structure enables branches with shared interests to work together. An increasing number of members, from across the sector, put their names forward to become more involved and have been trained, including the design and introduction of an advanced training course to tackle issues around sexual harassment.

Prospect has continued to be at the forefront of the fight against sexual harassment in the sector and has

Despite consensus on the need for renewal of UK energy infrastructure and acceleration of low carbon generation, delivery has been slow, necessitating consistent lobbying

worked with, as well as put pressure upon, employers, with varying results. In the MOD the progress has been poor for civilians, with an increasing number of members at risk due to organisations being set up under international treaty and outside of any access to employment law.

In the run-up to the general election, Prospect lobbied all parties on the need for a comprehensive defence industrial strategy, investment in MOD jobs and defence skills as well as a focus on maintaining sovereign capability and supply chain security. Much of this work is now coming to the fore with the Defence Industrial Joint Council, a Strategic Defence Review and reform within the MOD.

A solution to MOD pay, following the issuing of the 2024 pay remit, was eventually found but highlighted a significant amount of work that needed to be done. Years of decline meant gaps in excess of 30% for some roles, compared to the private sector. A structural response was discussed and the MOD unions agreed that a short and long term solution would need to be put forward for 2025. Monthly online briefing sessions open to all MOD members ensure an opportunity for members to get information, and also to raise issues of concern.

Inevitably there were industrial disputes during 2024, but these were

limited to action on pay at both AWE and Defence Equipment and Support as well as issues around contract renewal at Serco Marine. DSTL have begun a health and safety campaign. Action was well supported by members and saw significant membership growth across those branches.

Publications and submissions made by the sector, on issues ranging from the Strategic Defence Review to procurement and skills, have been well received and results from surveys on MOD pay and sexual harassment used widely.

Branches gained access to a reps' communications network allowing confidential exchange of information and data storage that puts them in touch with other defence branches.

Energy



Despite challenging periods, the energy sector has grown consistently – recording an 893 net membership increase in 2024. New recognition deals have been signed at Coventry and Solihull Waste Disposal, the NDA corporate centre, Great British Nuclear, and EDF Renewables.

Energy sector developments have had a high public profile throughout this period. Despite broad consensus

on the need for renewal of UK energy infrastructure and for acceleration of low carbon generation, delivery of the required investment has been frustratingly slow, necessitating consistent lobbying and campaigning.

In January, a policy briefing *Energising a green industrial strategy* for West Cumbria was launched at a Parliamentary round table chaired by Sarah Jones MP, then Shadow Minister for Energy and Industry. This was followed by broader engagement with the then shadow Department for Energy Security and Net Zero (DESNZ) team, including on an operating framework for Great British Energy (GBE) and on network operations.

In April Prospect submitted evidence to Ofgem on the policy direction for the Future Systems Operator (FSO) regulatory framework. The FSO was formally established as the National Energy Systems Operator (NESO) in October 2024. Throughout this period Prospect, along with sister unions, has met with Ofgem on a quarterly basis and continues to press for a more robust approach to safeguard workforce resilience and well-being.

In early 2024 energy sector reps met to inform Prospect's responses to the government's roadmap for new nuclear generation and to a separate consultation on

alternative routes to market for new nuclear projects.

Encouraged by Prospect, Renewable UK (RUK) and the Offshore Wind Industry Council (OWIC) agreed to set up a strategic forum with energy unions. Prospect is represented on this forum by Steve Thomas.

Since the General Election DESNZ has worked at pace, for example, to reverse the previous ban on onshore wind development and setting up a taskforce to address key challenges, on which Prospect was represented by Steve Thomas; to increase investment in the offshore wind auction round; and approve investment in hydrogen and two carbon capture and storage (CCUS) projects. Prospect now has regular engagement with the Office for Clean Energy Jobs, both at official and ministerial level.

Trade Unionists for Safe Nuclear Energy (TUSNE) have held two political plenary sessions. The first took place in Westminster prior to the general election with the aim

of influencing political priorities on a cross-party basis. The second plenary session, held in Llandudno, focused specifically on the prospects for new nuclear build in Wales. TUSNE unions have also worked together to lobby energy and treasury ministers on the need for an early Final Investment Decision (FID) for Sizewell C – not least to ensure the retention of skilled workers, and for a broader new build programme.

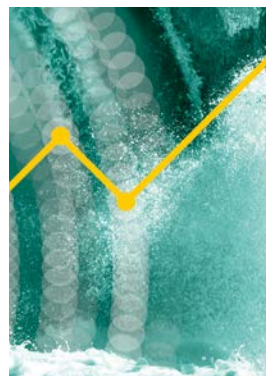
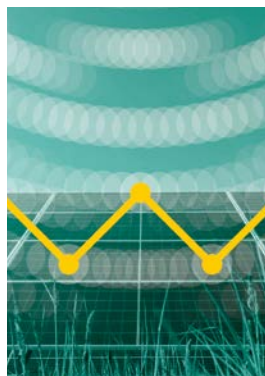
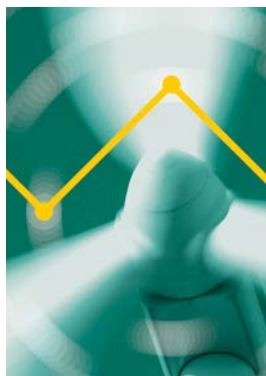
In summer 2024, the Sector Executive Committee agreed the following post-election priorities:

- Secure the FID and appropriate delegations for Sizewell C and an onward commitment to a new nuclear build programme.
- Support a more generous auction round (AR6) for offshore wind.
- Enhance political understanding of the challenges from net zero for network operators.
- Press for government engagement to energise a green industrial strategy.

Additionally, Prospect has continued strong support for the nuclear decommissioning mission, including a geological disposal facility.

Following consultations with industrial partners and broadening from the work undertaken in West Cumbria, in September Josh MacAlister MP chaired a Parliamentary round table to launch Prospect report *Energising a green industrial strategy*. A briefing on the implications for changes in the fiscal rules for public investment in energy infrastructure was discussed with the secretariat of the Energy Security and Net Zero Select Committee.

Following Energy UK's decision to withdraw from the national health and safety advisory committee, Prospect pressed for new and improved national health and safety consultation arrangements also including renewables and newer energy technologies. This remains an area of concern, as does the relative absence of established health and safety committees across the renewables sector.



LEFT: Our report, *Energising a green industrial strategy*, was launched at a Parliamentary round table chaired by Josh MacAlister MP



ABOVE:
Panellists discuss the future of heritage sector funding at the Science Museum

ABOVE / RIGHT:
Prospect members and staff convene during the inaugural heritage sector AGM in February
Photos: Nick Linsdell



Heritage

2024 marked a significant milestone for our heritage sector. Following the endorsement by the National Executive Committee (NEC) in autumn 2023, the heritage sector was formally established. In February 2024, we held our inaugural AGM which was well-attended by representatives from across the nations and regions. The meeting featured the election of Scott McKenzie-Cook (Science Museum Group) as Sector President and Lewis Robinson (National Trust) as Vice-President. The event reflected our commitment to fostering collaboration and engagement within the sector.

Our focus for 2024 was the development and implementation of a strategy designed to enhance representative and branch growth,

as well as to strengthen localised campaigning efforts under the *World Class Heritage, Second Class Pay* campaign. The heritage sector committee prioritised making meetings more accessible by holding them in regions outside of London, ensuring wide participation, fostering networking, and encouraging the exchange of ideas and success stories. Quarterly committee meetings were held in London, Cardiff, and York, where attendance and feedback were overwhelmingly positive, resulting in an increase in local branch activity.

In March we published *The Crisis in UK Heritage*, a comprehensive report that shed light on the sector's dire challenges. The report highlighted the devastating impact of reduced government funding, which has led to job losses, the

departure of skilled staff, and the real threat of closures or downsizing for many heritage organisations and sites.

A key moment in our advocacy work had occurred in December 2023, during a successful roundtable in Westminster with Lilian Greenwood MP, Shadow Minister for Arts, Heritage, and Civil Society. Reps shared compelling personal stories about how low pay and limited career progression had affected their lives and families. In response, Lilian Greenwood expressed a commitment to considering proposed changes to the current funding model, a significant pledge in an election year.

In May, Prospect hosted a panel event *Funding the Future of Heritage*, chaired by the TUC and featuring a

range of speakers, including Lilian Greenwood MP. The event, held at the Science Museum in South Kensington, explored challenges with the current public funding model and discussed Labour's approach to managing the sector, should they win the election.

In June, a Prospect event was hosted by Heledd Fychan MS in Cardiff, focusing on the importance of heritage and culture to the Welsh economy. This event, attended by Senedd members, allowed Prospect representatives to share the consequences of recent cuts, highlighting the impact on workers' jobs and working conditions. It also provided a platform to discuss the broader issues related to funding challenges, as well as the impact on pay. The Welsh sector faced significant challenges, with over 100 workers leaving due to budget cuts, resulting in increased workloads and skills loss. Prospect has been

actively lobbying and campaigning against these cuts and welcomed the announcement of the additional £5-million drawn from Welsh government reserves to support our members to deliver some of the key services for the people of Wales.

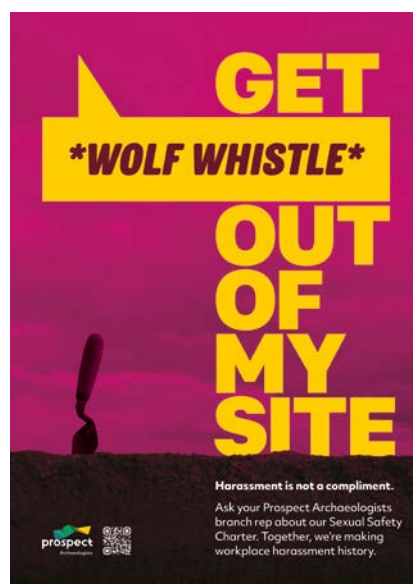
In December, Prospect was invited to submit evidence to the Culture, Media and Sport Select Committee for their inquiry on Protecting Built Heritage. Several heritage branches contributed to this important submission with a particular focus on the workforce skills needed to maintain our heritage assets.

In 2024, pay negotiations began earlier than usual, with freedom bodies (DCMS-sponsored museums, galleries and heritage organisations) being decoupled from the pay remit. While the initial picture varied, much of the pay envelope was allocated to fund Living Wage increases. However, issues such as

pay compression and a lack of pay progression continue to affect many members across the sector. Offers were generally aligned with the median pay scale, with tapering for higher pay bands, and negotiations were often challenging due to negative financial projections and uncertainty surrounding government funding levels.

Prospect secured new recognition agreements at the British Academy and the Freud Museum. Additionally, the agreement at the Imperial War Museums was extended, resulting in single union recognition.

Throughout 2024, the Heritage sector has developed its presence on the Prospect website, with a dedicated page used to highlight important news and campaigns across the sector. This has recently been extended to include a page specifically for the promotion of the Archaeologists branch Sexual Safety



ABOVE:
A suite of posters for the Archaeologists branch sexual safety campaign quoted unwelcome comments received by branch members while working on site

We highlighted the impact of reduced government funding: job losses, the departure of skilled staff, and the very real threat of closure or downsizing for many heritage organisations and sites

Campaign which was launched at the end of 2024. This vital campaign is calling for all organisations operating in the archaeology sector to sign up to our Sexual Safety Charter and work together, and individually, in tackling unwanted, inappropriate and/or harmful sexual behaviours in the workplace.

Despite recruitment freezes and redundancies in some areas due to decreased funding and reduced footfall in the sector, membership recruitment was strong in 2024, with a net increase of 500 members. The heritage sector committee's meetings were well-attended, and each meeting included training sessions or workshops aimed at enhancing representatives' skills. These sessions also encouraged the use of campaigning as a tool to boost membership engagement, promote fairer terms and conditions, and advocate for the sector's needs. Several branches ran branch-specific training sessions and developed workplace initiatives in alignment with the national campaign.

Looking ahead, the heritage sector committee and officials will focus on a national pay campaign set to launch after the 2025 AGM in February, reflecting the new political landscape. A newly formed heritage campaign subcommittee will be tasked with refocusing our campaign for the upcoming year. Given the

ongoing financial challenges faced by many institutions, representatives and staff remain committed to supporting our members, raising the profile of the union, and working to prevent redundancies while retaining membership wherever possible. We will continue building union relationships with key stakeholders and work closely with the relevant government ministers.

Despite the challenges posed by budget deficits, recruitment freezes, and restructuring, the heritage sector of Prospect remains committed to advocating for our members, promoting the importance of heritage, and driving positive change. We will continue to fight for better working conditions, fairer pay, and a sustainable funding model to ensure a thriving future for UK heritage.

Information Technology and Telecommunications



IT and Telecoms is now in its second full year as a Prospect sector. During the first year the sector established its identity within the union; held an inaugural biennial conference; elected a Sector Executive Committee (SEC) to govern the sector and take forward business; and most importantly represented the interests of

thousands of workers across the tech and telecoms industries.

In 2024, the sector continued to improve support and services for members while also improving the union's capacity to recruit and organise. Changes include the establishment of a streamlined branch structure in BT mirroring the consolidation of a business which is now based in 10 strategic office locations in the UK. This compares with almost 400 when the company began its Better Workplace programme in 2019. The union's response to Better Workplace has been to create five branches operating within the separate lines of business in BT and has enabled us to build active branches. This was always a challenge under the previous branch regional structure which consisted of over 50 branches. The new structure is showing benefits for members by being closer to the issues that matter to them in their line of business, whilst the Prospect BT group committee continues to consult and negotiate pan-company issues with the BT Group.

Elsewhere in the sector there have been changes to ensure that the sector is wholly focussed on those working in the tech and telecoms industries. These changes have seen the disbandment of regional CMD branches, which contained members who had formerly worked for BT, and

We went public on the threats to our members' jobs and terms and conditions in Meta, prompted by the company's effective abandonment of content moderation on their sites

the creation of a general telecoms branch. The closure of the CMD branches has seen members move either to the new telecoms branch; tech workers' branch; or appropriate Prospect regional branch.

On the industrial front, the tech industries continue to be extremely difficult places to organise. In the wake of the election of US President Donald Trump, big tech appears to have decided that the best way to protect their interests is to adopt the regressive agenda being advocated by the new US President. Our members working in X (formerly Twitter) had already experienced the disregard for employee relations norms when Elon Musk took over the business. However, the union is seeing worrying parallels in other companies. At the end of 2024, we went public on the threats to our members' jobs and terms and conditions in Meta, which had been prompted by the company's effective abandonment of content moderation on their sites.

The level of disruption that is being unleashed in tech is likely to see more workers seeking the support of the union, but it will also make it even more challenging to organise members to defend their rights. Nevertheless, the union now has a significant foothold in the industry and our tech workers' branch continues to grow strongly. This

record of membership growth has been mirrored in Ofcom, which is charged with regulating the tech industry and will have a prominent role in enforcing the government's new online safety legislation. Prospect is establishing itself as the leading union for tech workers and those who interface with the tech industry.

In BT the union continues to be the voice of managers and specialists working for the UK's largest telecoms and broadband provider. June saw the implementation of the 4% pay award that Prospect had negotiated for managers the previous September. Representatives consulted with the business on the introduction of a new reorganisation policy and most importantly were able to ensure that the voluntary redundancy terms agreed in 2021 were maintained. Furthermore, the union has worked with the company to develop a hybrid working policy. During discussions we have secured that the company has put in place safeguards to ensure any data used informs conversations rather than leads them on the subject of office attendance.





LEFT / ABOVE: Martin McIvor, Deputy Head of Research, crunches the numbers for Prospect members during the public service reps' meeting held at Prospect's new head office
Photos: Nick Linsdell

Public services

Prospect has attended regular Cabinet Office meetings on **Make Work Pay** and the impact of the **Employment Rights Bill** on the civil service

For our members working in the civil service and wider public services, 2024 was a year of contrasts punctuated by the general election a little way past the half-way mark. The Chancellor's announcement of the removal of the scrapping of the previous government's civil service headcount cap in July was welcome, as were announcements of increased investment. However after years of underfunding the infrastructure of public services, including the buildings they are housed in and systems used to provide them, is creaking.

Prospect has continued to argue that the lack of effective workforce strategy – particularly on reward for specialists – is hampering recruitment and retention, making working in the public sector less attractive, creating internal markets

and ultimately detrimental to effective delivering of services and government missions.

April saw the publication of a Prospect/FDA commissioned report from IDS examining the potential for a pay review body for the civil service, which was highly critical of the current pay remit guidance process and set out potential alternatives. Soon after this and a snap General Election, the 2024 Cabinet Office Pay Remit Guidance which affects most of our members was published, with timing and value aligned to other public sector workers with pay review bodies recommendations. The announcement of an average pay award of up to 5% gave our branches and fulltime officers the opportunity to negotiate above-inflation pay settlements. While this was welcome, the removal of the opportunity to



RIGHT:
Members participate
in the Prospect Public
Services lay leadership
programme
Photos: Simon Crosby

make pay flexibility cases reduced the ability to use a separate process, albeit one that was slow, bureaucratic and cumbersome, which highlighted a fundamentally broken system.

Prospect continues to campaign for an enduring pay framework for delegated grades with ministers, senior civil servants and Cabinet Office, encouraging our branches to push their employers to press locally for change.

In the Senior Civil Service (SCS) we regularly meet with the Cabinet Office on a range of issues including the role of specialists, with colleagues in FDA developing a strategic approach to engagement. We have submitted written evidence and given oral evidence to the Senior Salaries Review Body (SSRB) drawing attention to the lack of pay progression and pressures of excessive working hours.

Government approach on affordability to pay review bodies across the public sector of 2.8% was announced in December 2024, and Prospect called a special meeting of reps to hear their views on this and to deliver training on our work with the Cabinet Office, Make Work Pay and developments in equal pay cases.

While not our research, the Civil Service People Survey 2024, published at the end of January provided a useful reference point to how public sector workers are feeling about their employers and a reasonable reflection of the issues that Prospect and our sector has been focussed on. An improvement to responses on pay and benefits was welcome after years of worsening but no cause for celebration given the vast gap between this and all other metrics of other categories, consistent across organisations and ironically worst in HM Treasury.

Aside from the detail, the fact that the survey results, published by the Cabinet Office, were not shared with the civil service trade unions in advance is an unhelpful and not unique reminder that there is a way to go to improve how government and unions do business in the public sector that delivers genuine partnership and meaningful benefits for our members.

Prospect has played a full part in engaging with the Cabinet Office as part of the NTUC (a joint civil service forum with Prospect, PCS and the FDA), including regular meetings over Making Work Pay and how that and the Employment Rights Bill may impact the civil service. We

remain active in seeking to secure demonstrable improvements with the Cabinet Office in how industrial relations take place between the public sector and trade unions seeking to remove ideological straitjackets and restrictions including over how facilities time works for reps.

Prospect Public Sector net membership grew once more in 2024, with 1,200 more new joiners than leavers. The importance of active recruitment and organising is manifest given the mismatch between members leaving the sector but retaining their membership over those from outside of the sector transferring in. Branch activity, supported by officers and organisers during Union Week and Heart Union Week continues to punctuate recruitment through the year. An organising plan, with emphasis on rep development, support for smaller branches and updating a communications strategy has been developed to support that year-round activity.

Prospect continues to highlight the invaluable work our members do to help defend, protect, support and enhance all of our lives in the UK and beyond and make the case for high quality appropriately funded public services.



ABOVE:

The main auditorium at Birmingham International Convention Centre played host to Prospect's biennial National Conference in June
 Photo: Nick Linsdell



National Conference

More than 300 delegates gathered in Birmingham's International Convention Centre from 9-11 June for Prospect's biennial national conference. Over three days of conference business more than 100 motions were debated and voted on; from rule changes and subscriptions to issues of public policy and international affairs.

Delegates heard speeches from Prospect General Secretary Mike Clancy and TUC General Secretary

Paul Nowak and there was a lively panel debate chaired by Lord Ray Collins with guest speakers on ensuring a future for unions in the private sector.

Four motions on the climate crisis were carried virtually unanimously, including one from the Environment Agency branch instructing the NEC "to set up a cross sector group utilising expertise... to identify, based on sound science, shortcomings in current measures and identify and

promote robust measures to achieve the required outcomes."

AI was the subject of two successful motions. One called on Prospect to continue to campaign for a "just digital transition" ensuring that the reshaping of jobs and workforces works to the benefit of all through the right training and reskilling, commitments to job security and positive employment opportunities. The other called for the redoubling of efforts to unionise workplaces



FROM TOP:
TUC General Secretary Paul Nowak addresses conference; delegates participate in the business of the day; panellists debate the future of trade unions in the private sector; attendees at the lunchtime Neurodiversity Fringe
Photos: Nick Linsdell/Simon Crosby

and gain union recognition in IT and technology businesses, and to give workers a “right of review” of any new technology being introduced.

Other new policies included a Prospect vision of a good pay system; to build a campaign for a new manifesto for freelancers and the self-employed; to improve freelancers’ pension provision; and to campaign to repeal restrictive trade union legislation such as the Minimum Service Levels Act. Two policies were carried on work-life balance along with another calling for a campaign for a four-day working week.

On international affairs, several motions were debated concerning Gaza and Israel, including a successful motion instructing the NEC to call on the International Criminal Court to initiate an investigation into the death of nearly 100 journalists during the present Israel-Gaza conflict.

The government’s harsh immigration and asylum policies were also debated, with new policies instructing the NEC to gather data on the scope of members affected by pernicious threshold changes to Skilled Worker and Family visas and work with the TUC, and others as

appropriate, to support affected members and campaign to have this damaging policy overturned. Another policy called on the NEC to campaign for a humane asylum system.

The HSE branch successfully proposed a motion to campaign for the Health and Safety Executive to become a Non-Ministerial Department, freeing it from political oversight and enhancing its independence. And a successful motion from the Met Office branch called on the NEC to resist any moves threatening to undermine the independence of the civil service.

Activities and achievements

TUC Congress

 Prospect played a very active role at the 2024 Trade Union Congress in Brighton from 8-11 September. The delegation was made up of reps from across the union, representing a range of sectors, as well as those on the NEC and other reps. The union submitted two motions: one on workers' rights and UK/EU relations and a second on public interest regulation.

Moving the motion on Europe, Prospect General Secretary Mike Clancy said the benefits of Brexit could not be identified but the problems were clear. He highlighted that the OBR predicts 4% lower GDP over 15 years and calculates a 15% reduction in export trade; the UK is outside the EU Green Industrial Plan, and pointed to the impacts on working people across the board, notably in entertainment and touring, but also by being denied access to new social and employment protections when adopted by the EU. He cited the collective bargaining directive as a prime example.

Prospect called for a plan to improve the Trade and Co-operation Agreement and deliver dynamic alignment, particularly on employment law. Mike Clancy added: "We need to be honest that Brexit promises are unlocatable, and we need a new closer relationship with our closest trading partners."

The motion on public interest regulation was moved by Neil Hope-Collins, Prospect Vice President and member of the HSE branch. Reflecting on the past decade, he told Congress that the core role of the Civil Service in providing


objective advice and accountable delivery had been deliberately put at risk by this government, and "if you don't value your experts, they leave. Government is haemorrhaging key skills, from infrastructure planning to plant and animal health through to the environment, and health and safety regulation."

Both motions were passed by Congress and became TUC policy.

Prospect delegate and NEC member Sarthak Kumar spoke on rights for migrant workers, highlighting Prospect's campaign on the impact of changes to visa rules on members working in STEM professions.

Sue Ferns was successfully re-elected to the General Council of the TUC and will sit alongside General Secretary Mike Clancy.

Opposing the far right

 The sudden outbreak of far-right violence from 30 July to 5 August, whipped up by lies and inflammatory statements spread on social media, was strongly condemned by Prospect which in September gave strong support for the TUC Council statement against the far right at the Trade Union Congress. The statement was adopted unanimously.

The statement condemned the violence and chaos that took place in many towns and cities as "a deliberate attempt to exploit the fears of those ordinary working people, families and communities who have lost faith in government, democracy and civil society. The violence on our streets was the latest result of the deliberate spread of toxic anti-Muslim, anti-migrant,

racist narratives, fuelled by right-wing politicians, influencers, and certain elements of mainstream and social media. These destructive forces have been unleashed in communities that need support and solidarity – not fear and division."

Reflecting that many trades unionists joined forces to stop this violence by gathering in their thousands across England on 7 August, "we also saw what happens when workers and communities come together to reject racism and fascism, we unleash a collective power that can change the course of history. This summer, we saw the strength of our collective resolve, and we applaud our members for taking a courageous stand against violence, bigotry, and hate."

The statement drew attention to how the political landscape internationally has seen "significant influence from far-right ideologies which has allowed them to find electoral success, as seen in the European elections including Germany following the recent elections with the AfD (Alternative für Deutschland) and, very nearly, the French ballot, where strategic alliances, coordinated electoral efforts, and mobilising public and worker power prevented the far-right from gaining political control."

The TUC stated: "Organising is the heart of our movement, and we must include the voices and experiences of those most affected which will mean organising on the ground collectively through unions and community organisations. We will build on the work of the TUC Anti-Racism Task Force in ensuring unions are safe spaces for Black workers and are actively working

towards empowering Black members so that the trade union movement reflects and represents the diversity of its diverse membership. And we will commit to a demonstrable plan for eradicating far right and racist extremism within workplaces and in our trade union structures.”

Archaeology

▶ The union negotiated many new recognition agreements and pay deals across the sectors. One industry-first, multi-year deal was in the hard-pressed archaeology sector at the company MOLA. Members voted to accept the deal which amounted to a 5% increase in the financial year 2024/25 with a rise of inflation plus 2 percentage points for each of the following three years. The future increases are contingent on the employer hitting realistic targets on its reserves.

Working time

▶ The Bectu sector continued the campaign against working excessive hours in film and TV production. The campaign had become even more pressing at a time of budget cuts and less work being available as it was leaving freelance

workers, who were desperate for work, open to exploitation given their reluctance to oppose potentially unlawful hours for fear of not being hired in the future. The worst excesses involved the practice of ‘broken turnaround’, meaning that film and TV crew members finished one day’s work less than 11 hours before the next day’s start time. Often this practice went on for days or weeks, leading to crew members becoming so tired they were falling asleep at the wheel while driving home. The campaign continued all year and was due to be expanded during 2025.

Grenfell

▶ Prospect, which is the primary union for those working in regulatory authorities, highlighted the impact of deregulation on safety in its response to the publication of the second report of the Grenfell Tower Inquiry, which had stated that all 72 deaths in the terrible fire in the west London towerblock were avoidable. The report pointed to significant failings including by government and the drive to deregulate even at the expense of safety. Prospect General Secretary Mike Clancy commented: “One of the things this report exposes is the very

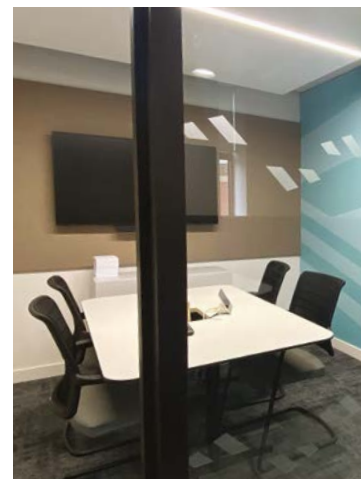
real consequence of deregulation, and the risk of privatising key technical and scientific advice to government.

“This inquiry must mark a watershed, with the value of regulation to protect the public recognised, and the regulators and specialists who do this vital work invested in, and their independence enhanced.”

New HQ

▶ In March, staff based at Prospect head office moved to new premises at 100 Rochester Row in central London: the nearest station is Victoria. The sale of both New Prospect House and the Bectu sector office enabled Prospect to buy spacious new premises to accommodate its London staff in one modern building, which has been refurbished to a very high standard with top quality technology. A great advantage is that the ground floor has a flexible space that can be opened up into one big meeting venue ([see page 17](#)), large enough to hold a sector conference, or reconfigured to create up to five separate meeting rooms. Many members have used these new facilities since the union moved in.

RIGHT:
Staff facilities at Prospect’s new head office premises at 100 Rochester Row
Photos: Nick Linsdell



2

Rights at work

After years of attacks on workers' rights, this year the biggest change to employment law in the last 50 years began making its way through Parliament, while the union's legal service continued to act on behalf of members.



2024 saw the start of the passage of the Employment Rights Bill through Parliament. This is the biggest change to employment law in the last 50 years and if passed, will give workers significantly better rights at work, much sooner into their employment. There will be stronger protections for those on exploitative zero-hours contracts; steps taken to eradicate the practice of fire and re-hire; increased rights to family leave and enhanced duties on employers to prevent sexual harassment. There are also much-needed improvements to rights for trade union access to the workplace and for trade union recognition. Employers will also be under a duty to inform workers of their right to join a union. The Bill is expected to become law in summer 2025, with most of the changes to come into force in 2026.

Prospect Legal played a key role in meeting with government officials and responding to consultations on collective redundancy and fire and re-hire, and on industrial relations. We have held several sessions with representatives and members to discuss the changes ahead. This, however, is just the start: important legislation is expected in 2025 with the introduction of the Equality (Race and Disability) Bill and further consultations on employment status and the right to disconnect.

Prospect is committed to supporting members to address issues of equal pay in their workplace. In 2024, Prospect settled its long running equal pay claim against Natural England. Claims were brought by 37 members in early 2022 with the final hearing due to take place in December 2024. During the course of the litigation, three preliminary

hearings and a dispute resolution hearing took place. Shortly before the final hearing, claims were settled for a total of over £1 million – a really fantastic outcome for members who remained committed over several years to addressing this vital issue.

A significant part of the legal team's work is to keep the union's officers and representatives informed on the law. Throughout the year, the team produced a number of briefings on legal developments and worked on new and updated guidance for members. We ran our *Introduction to Employment Law* course for representatives and during Union Week we delivered several sessions on employment rights.

Legal cases



Prospect Legal provided advice to members on a wide range of issues from unfair dismissal, discrimination at work, redundancy and contractual disputes. Many of these resulted in negotiated successful resolutions without the recourse to litigation and others resulted in legal action. A total of 55 new employment tribunal claims for members were presented during the year and members recovered, or were awarded, over £1.7-million in compensation in employment law cases taken through the employment tribunal or court.

As well as our equal pay challenge, legal highlights for the year include:

- Prospect successfully challenged Sellafield's decision not to give backpay owed to staff because they had left their employment during the period of pay negotiations. This action benefitted around 240 colleagues.

- The Employment tribunal found that an offer by an employer to pay increases directly to nine members was an unlawful inducement for the purpose of avoiding collective bargaining. Over £70,000 was awarded in compensation to members.
- Following a successful judicial mediation, a member settled her claim of whistleblowing, disability discrimination and unfair dismissal for a five-figure sum.
- Scottish football referees achieved worker status after a campaign from Prospect, securing better employment rights, including the right to paid holiday.

Personal injury scheme and other legal services



Over £3 million was recovered in compensation for members with personal injury claims in 2024. The amounts in each individual case vary enormously depending on the nature of the injury and claim.

There were around 300 new applications for legal advice in respect of personal injury in 2024. These types of cases include asbestos-related illnesses, stress and occupational diseases, as well as accidents at work.

The legal advice line for members continues to offer a steady flow of advice to members on non-employment law issues.

The Prospect guide to legal advice describes the full range of advice and assistance available and the conditions of the service.

3

Health and safety

Prospect and Bectu have over 1,000 health and safety representatives who play a vital role in protecting their colleagues' health and safety.

Prospect raised the issue of violence and harassment by third parties, which has risen to become among the most pressing health and safety issues in the energy sector



Over the year we provided advice and assistance to members and reps on a range of ad hoc health and safety issues, including exposure to silica dust, the management of asbestos and organisational fatigue risk assessments.

Across the union work-related fatigue continues to be a common issue, contributing to accidents and causing ill health. It is predominantly driven by the associated issues of long hours and heavy workloads, and experiencing prolonged emotional and psychological pressure. We released a guide to support reps in discussing it with their employer, with practical advice on the law, addressing the issue and key risks.

We overhauled the health and safety guidance on the union's website, which is the first port of call for members wanting information and advice on health and safety issues. We ensured the content was up to date, while making it easier to understand and navigate.

We continue to highlight the vital work of the Health and Safety Executive and campaign for a properly resourced regulator that can effectively regulate employers and enforce the law.

We have continued to feed into the working group which is co-ordinating

the TUC's input into the Covid-19 public inquiry.

Training for health and safety reps



We continued to deliver our health and safety reps training both online and in person. Over the course of 2024, we held 15 courses, training 106 health and safety reps in both the national health and safety programme and in local, branch-based courses.

Health and safety in the energy sector



We lead the staff side on the tripartite national health and safety advisory committee (HESAC) for the energy supply industry, which is a vital forum to raise issues, discuss solutions and share information.

We support and shape the electricity industry's health and safety strategy Powering Improvement, which in 2024 focused on lone working. We attended a working group with employer representatives to produce new resources to help companies address their lone working risks.

In recent years, violence and harassment by third parties has risen to become among the most pressing health and safety issues in

the sector. Concerningly, for some people it has become a routine and normalised part of working in public. Prospect raised the issue at national HESAC, where it was agreed that a joint statement would be issued setting out the standards workers can expect from their employers with regard to managing the risk of violence and harassment by third parties. The joint statement was issued in September, and commits employers and unions to continue working to jointly develop new resources and processes to keep people safe.

Prospect was invited to attend the Health and Safety Executive's Prevention 2024 Summit, which brought together key stakeholders from a range of industries to discuss measures to prevent work-related health issues. Stakeholders from the utilities sector discussed measures to prevent a range of health issues, including hand-arm vibration syndrome (HAVS) and stress, which will be developed and implemented over the course of 2025.


We continue to hold quarterly meetings of the health and safety working group, which reports into the sector's executive committee. This allows health and safety reps to share information, insights and good practice, and helps inform the union's national health and safety priorities.

4

Education and skills

The union has offered a range of training and development pathways, in person and online, to our workplace and branch representatives to build skills, knowledge and confidence.

Representative training with the National Education Programme

 The National Education Programme (NEP) was the main channel through which reps were trained and supported. Continuing the trend from last year, 2024 saw the delivery of more bespoke reps courses, utilising the core NEP materials and accreditation processes.

The year also saw new course content, including the development of an activist course for members in greenfield/non-recognised workplaces, and a communication skills reps course. 18 reps courses are now available from introductory level through to advanced level skill development in a range of roles.

Further information at these links:

- <https://prospect.org.uk/training-for-reps/>
- <https://bectu.org.uk/training-for-reps/>

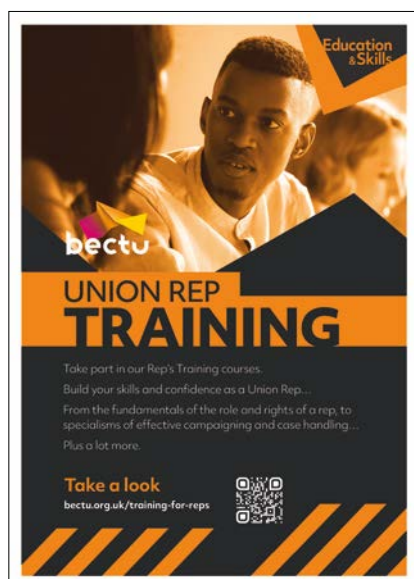
In 2024, 1,181 reps were trained. The breakdown of courses (in brackets) was as follows:

- **Reps 1:**
91 courses (51 NEP; 40 bespoke);
654 reps (342 NEP; 312 bespoke)
- **Reps 2:**
42 courses (28 NEP; 14 bespoke);
255 reps (149 NEP; 106 bespoke)
- **Freelancer reps 1:**
(4 courses) 54 reps

- **Greenfield/non-recognised:**
(5 courses) 20 reps
- **31 specialist courses (excluding pensions):**
198 reps

Health and safety reps training by the research department totalled 106, with most reps trained from the public services sector (33). The top five specialist courses were:

- **Negotiations skills:** 30
- **Public speaking:** 21
- **Employment law:** 18
- **Introduction to equalities:** 17
- **Formal hearing (case handlers' refresher):** 13




bectu

UNION REP TRAINING

Take part in our Rep's Training courses. Build your skills and confidence as a Union Rep... From the fundamentals of the role and rights of a rep, to specialisms of effective campaigning and case handling... Plus a lot more.

Take a look
bectu.org.uk/training-for-reps




bectu

HELPING YOU DEVELOP

Bectu provides professional development through essential, industry specific, training and development programs to build skills and progress your careers. Either online or in-person, many are free or heavily discounted to members, through dedicated skills projects and funding.

Take a look
bectu.org.uk/training




bectu

CAREER SUPPORT MENTORING

Bectu offers group or one-to-one mentoring opportunities, plus relevant workshops and one-to-one CV surgeries to enhance our specific schemes. Our unique Branch lead schemes offers you an opportunity to work with industry professionals, who can guide you and support you with career aspirations.

Get involved
education@prospect.org.uk





ABOVE:
The Education & Skills team host an interactive Confidence and Creativity session at Bectu's Big Autumn Gathering

RIGHT:
Vocational Training Officer Jade Gordon offers insights during a CV surgery session for Bectu members

Photos: Nick Linsdell



Vocational training and development

▶ The objectives of all the external-funded and union-invested skills and CPD/vocational training programmes and development workstreams has been to build capacity and skills for individuals and members; facilitate employability and therefore productivity; recruit and retain members and provide information, advice and guidance.

Mentoring programme

▶ Four schemes operated during the year involving three Bectu sector branches. The branches were: intimacy coordinators, unscripted, post-production and hair, makeup and prosthetics (two schemes: one for junior level and one for senior practitioners). These four schemes involved a total of 42 mentors and 67 mentees.

The Alfie Squires Educational Bursary

▶ The annual bursary scheme saw 13 Bectu members receive funding amounting to between 20%-100% of applied course fees to enhance their employability or careers within the creative industries.

CPD in England and Northern Ireland

▶ With union investment, the 2024 continuing professional development (CPD) and vocational learning framework of support consisted of:

- Free online CPD sessions for Bectu, IT&T and Energy members, led by sector/subject practitioners from introductory to advanced levels.
- Discounted industry-focussed course fees for members
- Branch-led mentoring schemes
- Co-investment in new courses/ collaborative partnerships

The programmes and wider CPD support were informed from member feedback, employability focus, industry priorities and sector relevance, offering accreditation where appropriate. The achievements included:

- 98 CPD short courses to 1,287 learners covering diverse themes of professional and craft skills; finance and tax; career support (including one-to-one CV career surgeries); digital and technical skills; mental health and wellbeing and a range of management and leadership courses. New for 2024 was the union's blended in-person/online intensive course for new entrants to TV and film, developed with several industry practitioners. It attracted 15 people.
- The union's freelancer health and safety course, CRISP, was delivered on 36 occasions to 373 people. The new industry-approved Starting Safely delivered 19 courses to 213 people. A total of 55 health and safety-focussed courses were attended by 586 people.

15 in-person nationally accredited courses were delivered as follows:

- **8 x BS7909: working with temporary power training:**
72 learners
- **5 x emergency first aid training:**
67 learners
- **2 x scriptwriting courses:**
14 learners

Bectu Vision: Scotland

 Bectu Vision's focus is targeted short courses and a drama training programme of activity aimed at freelance film and television practitioners with the goal of making productions in Scotland safer, fairer and greener. The project continues to be funded by Screen Scotland, the BFI, Scottish Union Learning and the BBC in partnership with Bectu.

With flexible working specialists, Timewise, Bectu Vision completed and published an action research project exploring the feasibility of shorter working hours in film and TV.


24 short courses were delivered to 245 learners developing skills in management, inclusion, sustainability, digital and safety on sets. Specialist skills boost training was provided for 26 practitioners in costume, dye and breakdown and an on-production barbering skills training session. In 2024 an electrician conversion trainee completed 23 weeks and a trainee script editor commenced their year-long traineeship based at the *River City* production. 12 senior line producers, assistant director and script editors commenced a

nine-month producer development programme of masterclasses and bespoke training to develop their skills in producing scripted television.

Bectu Vision's New Entrants' Base, a hub for those new to the industry, provided 141 one-to-one CV advice sessions, along with monthly newsletters, social media group and bi-monthly networking opportunities. Film and television outreach sessions were held as part of the BBC's Bring the Drama festival, plus sessions delivered for the BAFTA Guru live event in Glasgow. 30 participants took part in the two-day Hit the Ground Running training courses for new entrants in Glasgow and Edinburgh and 72 runners-up participated in the one-day Get Set Go training courses in May. The project worked with 163 trainees on 10 training programmes in 2024 delivering a total of 51 freelance foundation courses providing essential freelance skills.

Bectu Vision developed food waste guidance for film and TV with Zero Waste Scotland, hosted a monthly sustainability coordinator network in Scotland; and, in September, facilitated the three-day Green Film Lab training course designed to raise awareness about sustainability within the film industry.

Cult Cymru: Wales

 The joint Federation of Entertainment Unions learning project Cult Cymru has continued to empower creative workers through skills, information and support. The main funder continues to be the Welsh

Government's Wales Union Learning Fund with additional projects being supported by Creative Wales, the British Film Commission and Theatr Cymru/Pontio, Arfor Project. A partnership approach with the workforce, employers, FE and HE providers enabled the project to share ideas, training costs and facilities. Key priorities for 2024 were fair work, good mental health and wellbeing plus skills for survival and sustainability.

Across the year over 570 Welsh learners benefitted, including 131 individuals formally accredited. In addition, specific technical training and workshops were hosted covering animation, costume and film alongside mentoring skills. Partnerships developed to:

- advance Welsh speakers in theatre;
- provide apprenticeship support at the Wales Millennium Centre and Welsh National Opera; and
- provide redundancy support for BBC workers in Cardiff.

A second WellBeing Facilitator (WBF) in Screen programme with 6ft from the Spotlight was delivered, finishing in March 2024 and funding secured for another project in November. This project involved training 14 diverse WBFs across 16 production companies (scripted and non-scripted).

Cult Cymru supported five companies to train mental health first aiders and collaborated on a research project on mental health and wellbeing in post-production; and a fair recruitment survey.

5

Equality, diversity and inclusion

Equality remains an important aspect of Prospect's work, with an emphasis on combating discrimination at work and improving workplace cultures.

Prospect's Sexual Harassment Support Service was launched, providing a confidential service operated by a specially trained team



Have you experienced sexual harassment in the workplace?

Prospect is here to offer you support.

Contact our confidential **Sexual Harassment Support Service** to share your experience with one of our trained team of staff. They can offer advice and help you to consider your options.

Call us on **020 7902 6647** or scan the QR below. We're open **9am-5pm**, Monday to Friday.



FIND OUT MORE

Scan the QR for further information and resources



Employment rights

▶ The government's Employment Rights Bill and Make Work Pay programme promise, among a wider range of improvements to employment rights, better family friendly provisions and the introduction of statutory recognition for union equality reps. This has been a key focus of attention through the second half of the year and reinforces the need for EDI to be integrated into bargaining agendas in the period ahead.

Equal pay

▶ Prospect has continued to campaign for equal pay. Work with representatives at Natural England resulted in a successful equal pay outcome. Prospect's sixth annual report calculated the gender

pensions gap at 37.9% for 2021-22 (the latest figures available). This is significantly more than the gender pay gap and represents an average annual £7,000 shortfall.

Sexual harassment

▶ Following the concerns raised by women in the Ministry of Defence, a Prospect survey of women across the defence sector revealed widespread sexual harassment. This became the focus for political lobbying and campaigning through the year, including in the national media. In May, Prospect's Sexual Harassment Support Service was launched, providing a confidential service operated by a specially trained team of staff with whom members can share their experience. Posters and cards have been produced for

branches to promote the service with accompanying guidance on sexual harassment in the workplace. The support service has been used steadily since its inception. A new advanced training course for representatives dealing with cases of sexual harassment has been rolled out, primarily in the defence sector. In October new legal requirements were introduced on employers to prevent sexual harassment, and this has provoked wider interest in training for good practice.

Neurodiverse workers


▶ Results of a survey into the experiences of neurodiverse workers in the UK tech sector showed that just one in four employers in the sector have explicit policies to support those with neurodivergent conditions, more than a third of

respondents reported experiencing discrimination related to their neurodivergent condition, and four out of five have directly experienced challenges at work because of their neurodivergent condition.

Member networks

 Prospect's Women's Network has held a series of webinars on topics including the gender pay gap, mental health, flexible working, sexual harassment, and Make Work Pay. Networking events were held at national conference and in the northwest. The national women's network complements the work of the Bectu sector's women network. Similarly, the BAME network, sitting alongside the Bectu sector's Black Members' Committee, provides a forum for reps to engage around shared issues on race and racism as well as encouraging greater diversity in the union. A disabled workers' network has been established and a steering group appointed. The LGBT+ network conducted a survey about the experiences of being LGBT+ at work, with results highlighting continuing discrimination despite some positive steps forward.

TUC representation

 Prospect continues to play a full part in TUC equality structures, with our committee representation as follows:

Women's Committee
Sue Ferns

Race Relations Advisory Committee
Faisal Qureshi

Disabled Workers' Committee
Amy Bishop

LGBT+ Committee
Claire Mullaly



ABOVE:
Prospect's Women's Network hosts a panel discussion at Granada Studios in Salford (complete with replica Rovers Return bar!)...
Photo: Simon Crosby

LEFT:
...and a 'speed networking' event at National Conference
Photo: Nick Linsdell




Membership, recruitment and organisation



In 2024, our membership surpassed the numbers from the previous 12 months, meaning that Prospect ended the year with more members than ever before.

Members on 31 December 2023	156,951
Total joiners 2024	+ 20,926
Total leavers 2024	- 18,511
Total members on 31 December 2024	159,366


Organising around industrial action

 In 2024, Prospect and Bectu organisers and officials continued to support branches in building strong branch structures and to be ready to put that strength behind negotiations, campaigns and, where it became necessary, industrial action. Many branches have now created organising subcommittees aimed at developing the branch's organising strategy and reporting back to the main branch committee. All this work was supported by training with an organising focus, namely the Effective Campaigning training and the Effective Organising for Union Reps training. The former is available both on the National Education Programme and at branch level via organisers and the latter is available at branch level via

organisers and officials who have received the "train the trainer" familiarisation on delivery.


Organisers continued to organise towards recognition in many "greenfield" areas and the new Special Projects Organiser has assisted pitches and divisions in organising new areas as well as working on supporting all the networks. This role also oversaw the creation and launch of the Disabled Workers Network which launched during Union Week in November and a successful Young Workers Forum.

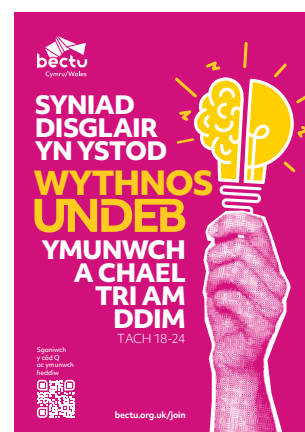
Union Week

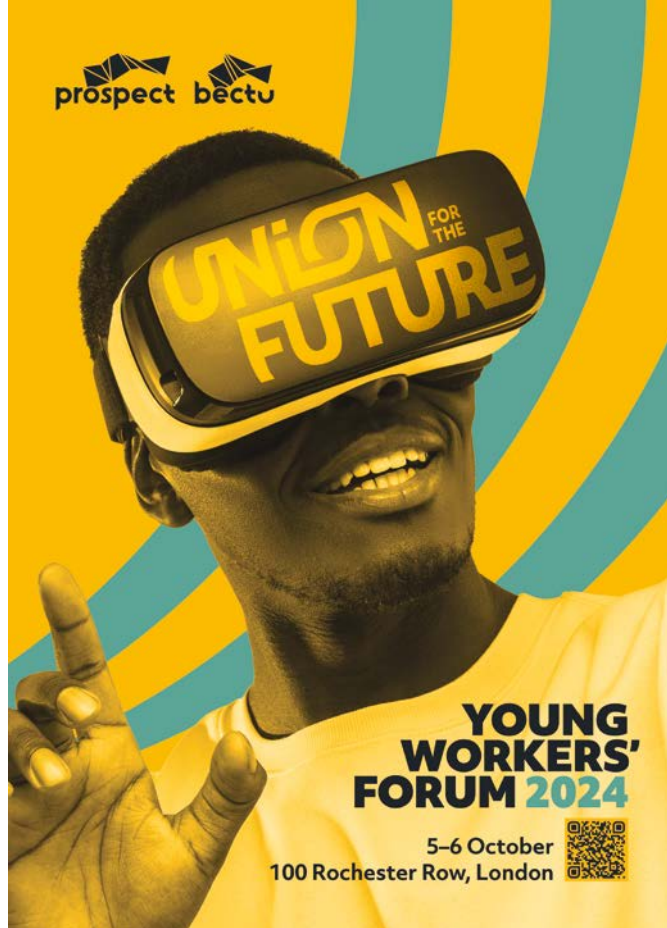
 As ever, Union Week focussed on branch activity and organising around issues with organisers and officers working with

their branches to get conversations into the workplace both physically and digitally. Centrally there was an online panel event where successful reps talked about the organising and campaigns that they had been involved in to inspire other reps to do the same, plus a webinar led by Mike Clancy outlining the opportunities inherent in the Make Work Pay government manifesto. Union week also saw the launch of the revitalised Disabled Workers Network.

Heart Unions Week

 Heart Unions week is a TUC-led annual initiative aimed at getting members to talk about why they love their union and encouraging others to join. February 2024 saw a particularly successful Heart Unions recruitment week for





30 young delegates from a range of branches met for a weekend of talks, workshops and socialising at Prospect's annual Young Workers' Forum

Prospect, with 1,500 new joiners that week alone – a significant increase on 2023, which showed the commitment by branch reps and staff alike to grow the union. As ever, we looked at which branches had done well, identifying that it was well-organised branches that showed significant increases.

Reps Fortnight

Reps Fortnight is an annual initiative in September which provides a space for branches to think about their strategy for Union Week and offers opportunities for bitesize training that supports branch activities. This year organisers provided online webinars on Organising Towards Recognition and Making the Most of Induction as well as an online workshop, Having Joining Conversations. In-person training involved a day-long Organising Bootcamp where reps got involved in sessions on strategic planning, dynamic goal-setting and overcoming barriers. They also engaged in practical sessions on creating a Linktree, using Thrutext, training members to have joining conversations and issues mapping.

Young workers

The Young Workers committee met regularly throughout the year. Reps from Tech Workers branch, the public services, heritage, and energy sectors were all crucial in guiding the activity of the network.

In March, Prospect reps formed the delegation to the annual TUC Young Workers' Conference. Prospect members moved a motion about the consequences of the migrant earnings cap, whilst Bectu members spoke passionately about the abuses of no-resignation clause contracts in the creative industries. Both our motions passed successfully with support from multiple unions. The conference continues to provide an excellent opportunity for young trade unionists to improve their speaking and debate skills, network and make connections between unions.

Our annual Young Workers Forum took place at Prospect's new head office in Rochester Row in October. Echoing national conference's call for Prospect to be the Union of the Future, 30 young delegates, representing a range of branches

from the whole of the UK, met for a weekend of talks, workshops and socialising. Sessions included a chance to grill General Secretary Mike Clancy, as well as staff-led workshops on campaigning, organising in the creative industries and effective motion writing. Prospect Vice-President, Neil Hope-Collins, led an interactive session on influencing and leadership styles. Fascinating sessions were delivered by external campaign groups Hope Not Hate and 4-Day Week.

Subscriptions

The 2022 National Conference agreed to subscription indexation on Prospect banded rates, the 0.55% subscriptions maximum rate and retired members' rate. The index is applied on 1 October annually, based on CPI from the preceding April and would be subject to a minimum increase of 1% and a maximum of 3%. As the April 2024 CPI was 2.3%, the NEC applied an increase of 2% to the Prospect banded rates, the 0.55% subscriptions maximum rate and retired members' rate.

Benefits and services



Prospect Plus

Prospect Plus, the affinity benefits scheme provided by Parliament Hill, was available to members throughout 2024. The average in-scheme saving for members if using the discounts available was £341.75 as at December 2024.

4,882 members subscribe directly to Prospect Plus and receive emails with offers. The website also has a Health & Wellbeing Hub and a Sustainability Hub which post articles on different issues.

New offers

The following new offers and services were launched in 2024:

- Pet Insurance
- Craft Beer subscription
- Virgin Wines
- Inspire Cruises
- DFDS Ferry Crossings
- Philips domestic appliances

Popular offers

The four top offers are: cinema tickets, sports, fitness & wellness productions, gym membership and shopping discounts.

Quilter

Quilter (previously Lighthouse Financial Advice) continues to provide financial advice to all Prospect members. Members can get a free initial consultation with Quilter. In 2024 they held 21 seminars with 656 members attending and 55 surgeries with 226 members attending. Individual appointments were held with 649 members which were arranged from seminars, surgeries and calls.

Pay Plan

Members who have problems with debt can access advice and support from Pay Plan. They offer

free confidential, non-judgemental advice and tailored debt solutions. They also have a specialist service for self-employed members.

Pay Plan are the first debt advice provider to achieve the BSI Inclusive Service Kitemark for protecting vulnerable customers.

Bectu Extra

The Bectu Extra offer to members in the Bectu sector continues to be popular and in 2024 13,741 members took advantage of the package which includes Public Liability Insurance and accident cover.

Death benefit

Prospect's death benefit scheme offers a lump sum payment to a dependant of a working member who has died. The payment is to help with funeral expenses or to provide for children under 18 and is at the

discretion of the union's National Executive Committee. The lump sum is equivalent to five times the union's highest national annual subscription rate.

Death benefits were paid to the beneficiaries of 66 members in 2024 totalling £75,992.40.

Benevolent fund

Members or their dependents in financial distress can apply for a grant from Prospect's benevolent fund. Prompt attention is given to emergency requests and all cases are considered sympathetically. Awards are made at the discretion of the fund's trustees.

In 2024, the benevolent fund made 47 grants with a total value of £40,206.25.

Other benefits

- Health and dental plans
- University College of Osteopathy
- Prospect Legal Service, including will writing service

Asbestos and respirable crystalline silica registers

In 2024, Prospect publicised the importance of its asbestos and respirable crystalline silica registers for members who have been exposed to either of the hazardous substances. An entry on the register provides enhanced information in the event of a claim. Whether members have registered their details or not, they can still access Prospect's personal injury scheme should they be the subject of a latent occupational health issue.

Asbestos

Prospect operates a register for people who have been exposed to asbestos in the workplace. At the end of 2024, 1,848 members were on the register.

To register, contact asbestos@prospect.org.uk or log in to the website to download a form: <https://library.prospect.org.uk/download/2020/00131>. The privacy notice is at <https://library.prospect.org.uk/download/2020/00132>.

Respirable crystalline silica

Prospect operates a register for people who have been exposed to the dangerous substance respirable crystalline silica. At the end of 2024, two people were on the register.

Associated information and the form can be accessed on the union's website: <https://prospect.org.uk/topic/respirable-crystalline-silica>

Compensation Scheme for Radiation Linked Diseases

Prospect plays an active role in The Compensation Scheme for Radiation Linked Diseases (CSRLD) – a joint initiative between the UK's nuclear sector employers and their trade unions.

The scheme is designed to provide an alternative to legal action for past and present employees of participating employers who have been exposed to radiation during their work and who are subsequently diagnosed to be suffering from radiation-linked cancer or cataracts.

It has had a successful year and is continuing to process cases.

- The scheme received 21 new claims during the 2023/24 financial year
- 1810 cases have been considered since the scheme began and 202 resulted in successful claims. Around £10m has been paid to claimants.

The scheme awards payments for cases with a causation probability of 20% or above. In a court case a claimant must prove a causation probability of 50% where an 'all or nothing' approach based on the balance of probabilities is applied.

For further information visit www.csrlld.org.uk or email jez.stewart@prospect.org.uk.



Managing the union

Member Contact Centre

The member contact centre has made it easier for members to get in touch for advice or support. The helpline, 0300 600 1878, is open 8.30am-6pm Monday to Friday. The department provides employment law advice on a wide range of topics and practical support including updating membership information and help with subscriptions. All contacts are logged using a case management system, which means any advisor can look up and support a member with any ongoing query or case.

- In 2024 the contact centre managed 34,441 phone calls and 86,587 emails.
- 96% of all calls were answered within 90 seconds.

Data protection

The following data protection compliance work was undertaken by the Data Protection Compliance Officer in 2024.

Compliance

- Compliance records have continued to be updated throughout the year. This includes the record of processing, advice given, data, mapping, changes to processing, data breaches, subject access requests, legitimate interest tests, privacy notice list, lawful basis register, and data protection impact assessments.
- The senior management team continue to receive quarterly reports.
- Prospect is registered with the Data Protection Regulators in the United Kingdom, Jersey, Guernsey, Isle Man and Gibraltar.
- The DPCO attended the ICO Data Protection Officers Conference.

- Policy documents and privacy notices continue to be revised in line with new guidance.
- A review has begun of all privacy policies and procedures in response to the data audit and to take into account the move to the new building in Rochester Row.

Two new processes were introduced in 2024 which required a data privacy assessment and the creation of new privacy notices for:

- The Intimacy Coordinators Registry.
- Sexual Harassment Support Service.

The following were also undertaken:

- Data Mapping, Legitimate Interest Tests, and a Data Protection Impact assessment was undertaken for the Sexual Harassment Support Service.

Data audit

The data protection audit of staff was completed in 2024, and an Accountability and Governance report was produced based on its findings and in line with the requirements of the ICO's Accountability Framework.

Briefing and guidance documents

- Guidance was produced for members who had personal data taken during a workplace cyber-attack and data breach.

General guidance was produced on:

- Cyber Attacks and Data Breaches.
- Biometric Recognition Systems in the Workplace.

Training

The DPCO created training courses and took sessions for the following staff and members:

- Two courses on data compliance were held for branch reps.
- As part of the NEC induction a briefing on data protection was presented.
- Refresher training on data protection was organised for staff.

Data breaches

- Forty-one data breaches were reported to the DPCO, by staff and reps.
- One breach was reported to the ICO, but no further action was taken.

Subject access requests, erasure requests and complaints

- The DPCO responded to 20 subject access requests in 2024
- We received six requests to erase personal data.
- The union received just one complaint from a member about the alleged misuse of their personal data.

Advice

Advice has been provided to staff and reps on a variety of issues involving the use of personal data, including the following issues:

- The use of biometric recognition systems (fingerprint and facial recognition) in the workplace to monitor employee attendance.
- Subject access requests – how to make a request and what to expect in a response.
- Employer processing and data sharing agreements with the union.
- Data breaches – your rights and what to do in the event of a breach at work.

Employee salaries

Motion 39 from 2014's national conference instructed the NEC to present in the annual report the number of employees, in salary bands of £10,000 steps, from £10,000 up to the salary of the General Secretary. This is reflected in the table in the next column.

- These steps do not reflect the Prospect grading structure or salary ranges for each grade
- The figures include the full-time equivalent salaries for those currently working part-time hours
- The General Secretary's salary is a spot rate and can be found at the end of the Prospect Notes to the Accounts section.

Salary band	2024	2023
£10,000 – £19,999	0	0
£20,000 – £29,999	0	15
£30,000 – £39,999	67	55
£40,000 – £49,999	44	61
£50,000 – £59,999	55	28
£60,000 – £69,999	37	39
£70,000 – £79,999	16	21
£80,000 – £89,999	15	7
£90,000 – £99,999	3	5
£100,000 – £109,999	4	0
£110,000 – £119,999	1	1
£120,000 – £129,999	0	0
£130,000 – £139,999	1	1
	243	233

Schedule of investments

YEAR ENDED 31 DECEMBER 2024

SCHEDULE OF INVESTMENTS AT COST AND MARKET VALUE	Cost	Market value
Share holding	£'000	£'000

Sarasin & Partners – Equities			
64,092	3I Infrastructure Plc	217	204
159,931	Biopharma Credit Plc	124	113
58,959	Gresham House Energy Storage Fund Plc	64	27
28,173	HG Capital Trust Plc	138	151
120,353	International Public Partnership Ltd	177	146
55,187	Renewables Infrastructure Group	70	47
92,308	Sequoia Economic Infrastructure Income Fund Limited	100	73
54,433	US Solar Fund Plc	41	18
		931	779

Sarasin & Partners – Pooled investments			
720	Bre Howard Ab Rt G-A2 GBP Acc	78	84
846	Brevan Howard Ab Rt G-A GBP	103	121
837	Fulcrum Equity Disp Fd-I GBP	101	116
8,687	ICS-Sterling Liquidity Fund - Acc	1,000	1,020
2,864	Invesco Physical Gold Etc	418	575
0	Muzinich Enhanced Yield Short Term Fund GBP Hedged Inst Inc	-	-
9,150	Pimco Trends Mngd F-Ins GBPh	85	74
2,874,837	Sarasin Responsible Global Equity - I Inc	6,621	8,246
3,453,080	Sarasin Responsible Global Equity Class I (GBP Hedged) Inc	6,589	8,070
3,936,223	Sarasin Responsible Strategic Bond - I Inc	3,843	3,195
73,314	Schiehallion Fund Ltd/The	75	64
		18,913	21,565
Sarasin & Partners Portfolio – Total		19,844	22,344

Rathbones – Gilts			
76,000	UK Treasury 1 1/4% I/L Stock 22/11/2027	130	157
240,000	UK Treasury 5/8% Bonds 31/07/2035	156	161
100,000	UK Treasury 7/8% Green Gilt 31/07/2033	72	75
		358	393

SCHEDULE OF INVESTMENTS – YEAR ENDED 31 DECEMBER 2024 (CONTINUED)

SCHEDULE OF INVESTMENTS AT COST AND MARKET VALUE		Cost	Market value
Share holding		£'000	£'000
Rathbones – UK Equities			
38,000	3I Infrastructure Plc NPV Ordinary Shares	77	121
5,900	Anglo American Plc USD0.54 Shares (Post Cons)	188	139
98,500	Apax Global Alpha Ltd Ordinary Shares	151	140
3,200	Astrazeneca Plc USD0.25 Ordinary Shares	207	335
82,000	BBGI Global Infrastructure SA NPV Ordinary Shares	99	102
60,530	BH Macro Ltd NPV Ordinary Shares (GBP)	123	246
29,000	BP Plc USD0.25 Shares	105	114
130,000	Cordiant Digi Infrastructure NPV Ordinary Shares	138	117
4,040	Diageo Plc 28 101/108p Ordinary Shares	73	103
4,500	Diversified Energy Co Plc 20p Ordinary Shares	95	60
9,900	Elixirr Intl Ltd 1p Ordinary Shares	63	71
3,600	Experian Plc USD0.10 Ordinary Shares	97	124
100,000	GCP Infrastructure Inv Ltd 1p Ordinary Shares	122	71
45,000	Glencore Plc USD0.01 Ordinary Shares	161	159
113,352	Gore Street Energy Storage Plc 1p Ordinary Shares	125	55
10,000	GSK Plc 31 1/4p Ordinary Shares	151	135
1,000	London Stock Exchange Grp Plc 6 79/86p Ordinary Shares	90	113
70,500	Londonmetric Property Plc 10p Ordinary Shares	77	127
20,000	National Grid Plc 12.431289p Ordinary Shares	173	190
6,750	Plus500 Ltd ILS0.01 Shares	90	183
14,000	Prudential Plc 5p Ordinary Shares	126	89
120,000	Sequoia Economic Infrastruct NPV Ordinary Shares	135	95
8,800	Shell Plc EUR0.07 Ord Shs (UK Quote)	136	218
12,500	Smithson Investment Trust Plc 1p Ordinary Shares	150	186
25,000	Standard Chartered Plc USD0.50 Ordinary Shares	141	247
110,000	Tritax Big Box Reit Plc 1p Ordinary Shares	111	146
2,725	Unilever Plc 3 1/9p Ordinary Shares	45	124
		3,249	3,810

SCHEDULE OF INVESTMENTS – YEAR ENDED 31 DECEMBER 2024 (CONTINUED)

SCHEDULE OF INVESTMENTS AT COST AND MARKET VALUE	Cost	Market value
Share holding	£'000	£'000

Rathbones – Overseas Equities			
200	Adobe Inc NPV Common Stock	67	71
2,000	Alphabet Inc USD0.001 Cls A Common Stock	98	302
1,875	Amazon Com Inc USD0.01 Common Stock	15	328
160	Asml Holdings Nv EUR0.09 Shares (Post Split)	86	90
4,300	Bank Of America Corp NPV Common Stock	154	151
2,700	Citigroup Inc USD0.01 Common Stock	87	152
680	CME Group Inc USD0.01 Cls A Common Stock	109	126
2,500	CRH EUR0.32 Ord Shs (Primary List)	115	185
710	Ferguson Enterprises Inc USD0.0001 Common Stock	114	98
880	Johnson & Johnson USD1 Common Stock	124	102
400	Linde Plc EUR0.001 Common Shares	92	134
240	L'Oreal SA EUR0.20 Shares	84	68
180	Lvmh Moet Hennessy SA EUR0.30 Shares	122	95
650	Marsh & McLennan Co Inc USD1 Common Stock	116	110
1,300	Marvell Technology Inc USD0.002 Common Stock	65	115
2,000	Mercedes-Benz Group Ag NPV Ordinary Shares (Regd)	130	89
1,600	Merck & Co Inc USD0.50 Common Stock	143	127
1,720	Novo-Nordisk As DKK0.1 Ser B Shares	117	119
2,280	Palo Alto Networks Inc USD0.0001 Common Stock	104	331
280	S&P Global Inc USD1 Common Stock	113	111
610	Schneider Electric SE EUR4 Shares	110	121
560	Visa Inc USD0.0001 Common Stock	48	141
1,300	Walt Disney (Hldgs) Co USD0.1 Common Stock	92	116
450	Workday Inc USD0.001 Cls A Common Stock	82	93
3,000	Yum China Holdings Inc USD0.01 Common Stock	125	115
		2,512	3,490

Rathbones – Corporate bonds			
100,000	3i Group Plc 5.75% Bonds 3/12/2032	101	103
70,000	Deutsche Bahn Finance 3.125% Gtd 24/07/2026	81	69
71,000	Goldman Sachs Group 3.125% Snr MTN 25/07/2029	81	67
110,000	Severn Trent Water Utilities 6.25% Gtd Bonds 7/06/2029	122	118
100,000	Southern Electric Power Dist 5.5% Snr 7/06/2032	100	105
		485	462

SCHEDULE OF INVESTMENTS – YEAR ENDED 31 DECEMBER 2024 (CONTINUED)

SCHEDULE OF INVESTMENTS AT COST AND MARKET VALUE		Cost	Market value
Share holding		£'000	£'000
Rathbones – Pooled investments			
495,000	Abrdn OEIC II AAA Bond Instl S Inc	252	227
330,000	Abrdn OEIC V Gbl Index Lkd Bond S Instl Inc	161	157
11,000	Eastspring Investments SICAV Japan Dynamic ZGDY Inc (GBP)	116	120
17,700	First Sentier Investors (UK) Stewart Asia Pac Leaders B Acc	65	190
10,000	First Trust US Equity Income UCITS ETF	252	267
120,000	Fortem Capital Ltd Alternative Growth A Acc	126	125
6,300	IShares Plc Physical Gold ETC (GBP)	127	255
158,872	Janus Henderson Investments Strategic Bond F Inc	191	159
85,000	JP Morgan Asset Mgrs (UK) Japan C Net Inc	290	325
190,000	JP Morgan Asset Mgrs (UK) US Equity Income C2 Net Inc	130	322
260,000	Rathbones Asset Mgmt High Quality Bond S Dist	263	234
1,258	Schroder Investment Mgmt Asian Total Return Z Inc (GBP)	97	136
32,744	Waystone Fund Services (UK) Ruffer Total Ret J Inc	102	111
154,520	Waystone Fund Services (UK) Trojan X Inc	153	206
		2,325	2,834
	Rathbones Portfolio – Total	8,929	10,989
Other Pooled investments			
888,528	TU Fund Managers Trade Union Unit Trusts	1,955	8,541
		1,955	8541
Total Pooled investments		23,193	32,940
Total Equities, Gilts and Bonds		7,535	8,934
	Quoted investments – Total	30,728	41,874
Bank deposits			
	Sarasin & Partners	235	235
	Rathbones	405	405
	Bank deposits – Total	640	640
Unquoted Shares			
	Unity Trust Bank Plc	577	1,292
	Other	8	8
	Unquoted Shares – Total	585	1,300
	GRAND TOTAL	31,953	43,814



Other organisations

Charities

Prospect has continued to support the work of War Child and the Trussell Trust throughout the year. In addition, in recognition of the humanitarian crisis in Gaza, the National Executive Committee also approved a donation to Medical Aid for Palestinians – a TUC approved charity. Members again demonstrated huge generosity through the union's Christmas charity appeal, supplemented by an international food fair organised by Prospect staff.

Overall donations in 2024 were as follows:

£8,272

War Child and Medical Aid for Palestinians

£8,683

Trussell Trust

£3,958

Show Racism the Red Card

Affiliations and other linked organisations

Prospect maintains contact, and is involved with, a significant number of external organisations. Some of these are the result of conference decisions for direct affiliation; other affiliations provide information or the opportunity to exchange views.

A list of these bodies is set out below, with the headquarters contact for each organisation up to the end of 2024. (NB: The list is not exhaustive.)

- Association of Licensed Aircraft Engineers (AEI)
Steve Jary
- British Copyright Council
Philippa Childs
- Confederation of Shipbuilding and Engineering Unions (CSEU)
Bob King
- Creative Industries Federation
Philippa Childs

- European Federation of Public Service Unions (EPSU)
Garry Graham
- European Transport Federation (ETF)
Steve Jary
- Federation of Entertainment Unions (FEU)
Philippa Childs
- Int Fed Air Traffic Safety Electronics Assn (IFATSEA)
Steve Jary/David Avery
- International Transport Worker Federation (ITF)
Steve Jary
- Irish Congress of Trade Unions (ICTU)
Richard Hardy
- National Pensions Convention
Garry Graham
- Royal Aeronautical Society
Steve Jary

- Scottish TUC (STUC)
Richard Hardy
- ShareAction
Sue Ferns
- Trade Union Congress (TUC)
Mike Clancy
- UK Flight Safety Committee
Steve Jary/David Avery
- Uni Global Union (Bectu)
Philippa Childs
- Unions 21
Sue Ferns
- Wales TUC Cymru
Mike Clancy
- Institute of Welsh Affairs (IWA)
Gareth Howell
- Justice for Colombia
Mike Clancy
- Public Service Pensioners
Council (PSPC)
Neil Walsh
- Thames Valley Pensioners
Convention (TVPC)
Steve Thomas
- Thurso and Wick Trade
Union Council
Steve Thomas
- The Mechanics Trust
Sue Ferns

NEC, officers and subcommittees

10

Presidential Team and National Executive Committee

Jan–Jun 2024

PRESIDENT: Eleanor Wade	2
VICE-PRESIDENT: Neil Hope-Collins	2
DEPUTY VICE-PRESIDENT: Christine Daniell	2
Alice Black	2
Andy Mooney	2
Angela Gannon	2
Audrey Uppington	1
Carol Magor	2
Eamonn Guilfoyle	2
Freddie Brown	2
Gary Swift	2
Geoff Fletcher	2
George Ryall	2
Helen Carp	2
James Leppard	1
James Yu	2
Jessica Bryan	1
Jim Henderson	2
Kathryn Sosville	2
Peter Lawrence	1
Rachel Garrick	0
Rebecca Jarvis	0
Richard Clatworthy	2
Satnam Ner	2
Steve Nicholson	2
Tasos Zodiates	1
Toby James	2
Trevor Sperring	2
Andrew Ruffhead (RMG)	2
David Harding (RMG)	2
Mike Clancy	2
Attends ex-officio	

Jun–Dec 2024

PRESIDENT: Eleanor Wade	4
VICE-PRESIDENT: Neil Hope-Collins	4
DEPUTY VICE-PRESIDENT: Alice Black	4
Amy Bishop	3
Andrea Gould	3
Andy Mooney	4
Audrey Uppington	3
Carolyn Spence	2
Carol Magor	5
Christine Danniell	4
Domanic Smith-Jones	4
Eamonn Guilfoyle	4
Freddie Brown	4
Geoff Fletcher	4
George Ryall	4
Helen Carp	4
James Taylor-Tovey	3
Kathryn Sosville	4
Phil Cartwright	1
Rachel Garrick	3
Rebecca Jarvis	3
Richard Clatworthy	4
Sarthak Kumar	4
Satnam Ner	4
Scott McKenzie-Cook	2
Sean O'Malley	4
Suzanna Bryant	4
Tasos Zodiates	4
Andrew Ruffhead (RMG)	4
David Harding (RMG)	4
Mike Clancy	4
Attends ex-officio	
Toby James	0
Resigned June 2024	

Figures indicate number of NEC meetings attended

Bectu Sector Executive Committee

SECTOR PRESIDENT

Carmen Locke
RPD – Western Freelance

VICE-PRESIDENT

Wilfred Darlington
RPD – North West Freelance

TREASURER

Steve Grey
A&E – BFI Southbank

MEMBERS

Heather Crompton
RPD – North West Freelance

Isabella Di Biase
A&E – London Venue Technicians

Mike Dick
LPD – Writers, Producers & Directors

Simon Eley
BBC – Wood Norton

Glen Keane
A&E – West End Commercial Theatres

Baliyar Khalsa
IB – ITN

Andy Lowe
LPD – Lighting Technicians

Carol Magor
BBC – East Midlands

Angela Mason
LPD – Writers, Producers & Directors

Willis McBriar
RPD – Northern Ireland Freelance

Sean O'Malley
LPD – Outside Broadcasting

Gary Painter
A&E – Glasgow Theatres Freelance

Tracey Russell
A&E – National Theatre

James Taylor
LPD – Unscripted TV

John West
LPD – Art Department

Jude Winstanley
LPD – Unscripted TV

FORMER MEMBERS

Christine Bond
– until Apr 2024
RPD – Northern Ireland Freelance

Kate Parker
– until May 2024
LPD – Writers, Producers & Directors

Public Services Sector Executive Committee

SECTOR PRESIDENT

Geoff Fletcher
Health & Safety Executive

VICE-PRESIDENT

Nick Mole
UK Intellectual Property Office

DEPUTY VICE-PRESIDENT

George Ryall
UKRI

MEMBERS

Alison Smith
Welsh Government

Ben Caile
UKHO

Charanjit Pabla
DE&S and SDA

Charlie Harris
Environment Agency

Elisabeth Ostrom
Met Office

Jorge Quintero
UK Intellectual Property Office

Julia Coneybeer
EFRA

Karina Murrell
Met Police

Lloyd Collier
Diamond Light Source

Roopa Prabhakar
Department of Health

Tim Jaques
Valuation Office Agency

FROM SEPTEMBER 2024

Brian Lewthwaite
MOD: Land

FROM OCTOBER 2024

Stephen Smith
College of Policing

Mary Lee
ONS

Caroline Coogan
JNCC

FORMER MEMBERS

Scott McKenzie-Cook
– until Feb 2024
Science Museum Group

John Moody
– until Aug 2024
UKHSA

Energy Sector Executive Committee

SECTOR PRESIDENT

Audrey Uppington
Sellafield Ltd

SENIOR VICE-PRESIDENT

Gary Swift
Magnox

VICE-PRESIDENT

Richard Clatworthy
NGED

MEMBERS

Brian Butterworth
Electricity North West

Catherine Collins
ONR

Daryl Hewerdine
National Grid

David Davidson
*Nuclear Decommissioning
Authority*

David Tennyson
Nuclear Waste Services

Dawn Davies
Magnox

Gary Blinco
Sellafield Ltd

Graeme Ivison
Sellafield Ltd

Ian Cashmore
NGED

James Burton-Sweeten
UKAEA

Jonathan Lord
Electricity North West
Kathryn Sosville
Dounreay

Mark Vernon
National Grid ESO
Neil Freeman
UK Power Networks

Neil Thomson
SSE
Paul Clarke
EDF Energy Renewables

Sean Perry
International Nuclear Services

Simon Norris
RWM

Steve Nicholson
Energy Branch

Tasos Zodiates
Energy Branch

Tom Bleasdale
Westinghouse

Tom Herbert
Northern Powergrid

Trevor Sperring
EDF Energy

FROM MAY 2024

Neil Freeman
Cavendish Nuclear

FORMER MEMBERS

Joshua Whitworth
– until May 2024
National Nuclear Laboratory

IT&T Sector Executive Committee

SECTOR PRESIDENT

Ian Varnes
CMD North

VICE-PRESIDENT

Barrie Worth
CMD South

MEMBERS

Christine Daniell
BT Business

Domanic Smith-Jones
Tech Workers

Malcolm Weston
CMD Greater London

Mark Kent
CMD South

Peter Brett
Tech Workers

Philip O'Rawe
*CMD Scotland and Northern
Ireland*

Philip Williams
CMD London Central

Sam Watkins
BT Networks and Digital

Tony Cox
CMD Greater London

FROM JUNE 2024

Usha Bhangu
BT EE

FORMER MEMBERS

Angus Wheeler-Rowe
– until Jan 2024
BT Business

Mark Steele
– until Jun 2024
BT Business

Defence Sector Executive Committee

SECTOR PRESIDENT

Helen Carp
AWE

VICE-PRESIDENT

Lee Atwells
MOD DIO

MEMBERS

Alan Atherton
MOD HOCs

Amy Luesley
Hydrographic Office

Barry Warburton
BAE Surface Ships

Bob Cusworth
MOD SDA

Brian Lewthwaite
MOD Land

Charles Clements
Serco Marine

Colin Gillan
ABL

Craig Nicholson
Babcock DCTT

Daniel Shore
Babcock Comms

Dave Harvey
MOD HOCs

David Edwards
Babcock DSG

David Foote
Rosyth Royal Dockyard

David Kevan
Babcock RSME

David Newman
BAE Systems Land

Debbie Lamb
Babcock Corporate Services Ltd

Dene Scullion
DE&S

Graham Jickells
Fisher Defence Training

Ian Davey
MOD UKStratCom

Ian Laird
Babcock ACTS

Jim Honeywell
Cavendish Nuclear

Karen Chalcraft
DSTL

Kevin Davies
Atlas

Kirsty MacLeod
MOD UKStratCom

Lisa Gollogly
Babcock – Clyde

Mark Liddell
Fire Service Officers

Michael Weeks
MOD DT&E

Peter Lawrence
DRDL

Peter McLusky
MOD Navy

Raed Ma'ayta
MOD Air

Sam Passmore
RBSL Rheinmetall

Steve Latimer
MOD Navy

William Rennie
QinetiQ

Heritage Sector Executive Committee

SECTOR PRESIDENT

Scott McKenzie-Cook
Science Museum Group

VICE-PRESIDENT

Lewis Robinson
National Trust

MEMBERS

Abi Gardner
NatureScot

Bob Gooday
National Museums Scotland

Claire Walsh
Natural History Museum

Denise King
National Gallery

Hannah Brown
Historic Environment Scotland

Isabelle Reynolds-Logue
National Portrait Gallery

Jade Thompson
English Heritage

James Berry
National Galleries of Scotland

James McCormack
Scottish Government

John Wilson
National Museums Liverpool

Kate Thomas
British Library

Kathleen Patterson
Tate Gallery

Lewis Pollard
Science Museum Group

Paul Delaney
National Trust

Philip Bishop
British Library

Robert Phillips
Cangen Treftadaeth Cymru/Wales Heritage

Ruth Hollands
Royal Botanic Garden Edinburgh

Ryan Paul Gibson
National Library of Scotland

Sarah Paterson
Imperial War Museums

Susan North
Victoria & Albert Museum

Willie Fraser
National Trust for Scotland

FROM APRIL 2024

Kitty Cooke
Museum of the Home

FORMER MEMBERS

Andrew Pope
– until Dec 2024
National Portrait Gallery

Chloe Trainor
– until Dec 2024
Wellcome Trust

Emma Willard
– until Dec 2024
Central London Regional

Evelyne Godfrey
– until Dec 2024
Archaeologists

Sam Wyles
– until Dec 2024
British Museum

Other committees, subcommittees, working groups and management

Branch Rules Working Party (BRWP)

Jan–Jun 2024

NEC

Eleanor Wade
Chair

Neil Hope-Collins
Attends ex-officio as Vice-President

Garry Swift
George Ryall
Toby James

Jun–Dec 2024

NEC

Eleanor Wade
Chair

Neil Hope-Collins
Attends ex-officio as Vice-President

Alice Black
Amy Bishop
George Ryall
Suzanna Bryant

Campaigns and Communications Committee (CCC)

Jan–Jun 2024

NEC

Christine Danniell
Chair

Andy Mooney
James Leppard
Rachel Garrick
Trevor Sperring

OTHER MEMBERS

Andrew Meadley
Philip O'Rawe

Jun–Dec 2024

NEC

Alice Black
Chair

Andy Mooney
Helen Carp
James Taylor-Tovey
Sarthak Kumar
Scott McKenzie-Cook

OTHER MEMBERS

Alison Baxter
Stephanie Scott
Stephen Syme

Equal Opportunities Advisory Committee (EOAC)

Jan–Jun 2024

NEC

Freddie Brown
Chair

Jim Henderson
Rachel Garrick
Rebecca Jarvis
Satnam Ner

OTHER MEMBERS

Alan Gooden
Amy Bishop
Claire Mullaly
Fae Thompson
Faisal Qureshi
Liz Hardwick

Jun–Dec 2024

NEC

Freddie Brown
Chair

Amy Bishop
Christine Daniell
Rebecca Jarvis
Satnam Ner

OTHER MEMBERS

Aiden McComb
Alan Gooden
Amanda Hoyle
Claire Mullaly
Debbie O'Sullivan
Faisal Qureshi
Praveen Kolluguri

Estates Management Working Group (EMWG)

Jan–Jun 2024

NEC

Eleanor Wade
Chair

Andy Mooney
Christine Danniell
George Ryall
Jim Henderson
Mike Clancy
Neil Hope-Collins

Jun–Dec 2024

NEC

Eleanor Wade
Chair

Andy Mooney
George Ryall
Mike Clancy
Neil Hope-Collins
Sarthak Kumar

Other committees, sub-committees, working groups and management (cont'd)

Finance and Audit Committee (FAC)

Jan-Jun 2024

NEC

Neil Hope-Collins
Chair

Andy Mooney
Audrey Uppington
Christine Danniell
Eamonn Guilfoyle
Eleanor Wade
George Ryall
Kathryn Sosville
Mike Clancy
Tasos Zodiates

Jun-Dec 2024

NEC

Neil Hope-Collins
Chair

Alice Black
Amy Bishop
Andy Mooney
Christine Danniell
Eamonn Guilfoyle
Eleanor Wade
George Ryall
Helen Carp
Kathryn Sosville
Mike Clancy
Richard Clatworthy
Sarthak Kumar
Tasos Zodiates

Health and Safety Committee (H&S)

Jan-Jun 2024

NEC

Jim Henderson
Chair

Alice Black
Helen Carp
Rachel Garrick
Rebecca Jarvis
Tasos Zodiates

OTHER MEMBERS

Alan Gooden
Catherine Collins
Ginny Braginton
Helen Snaith
Jenny McGrother
Lorna Evans
Mark Slater
Matthew Coward
Steven Dickson
Tim Potter

Jun-Dec 2024

NEC

Rebecca Jarvis
Chair

Richard Clatworthy
Chair

Carolyn Spence
Suzanne Bryant
Tasos Zodiates

OTHER MEMBERS

Catherine Collins
Malcolm Weston
Matthew Coward
Steven Dickson

Committee for Organisation, Recruitment and Education (CORE)

Jan-Jun 2024

NEC

Eleanor Wade
Chair

Alice Black
Kathryn Sosville
Peter Lawrence
Toby James

OTHER MEMBERS

Chris MacMackin
Graeme Iveson
James Burton-Sweeten
Jamie Parkinson
Steven Dickson

Jun-Dec 2024

NEC

Eleanor Wade
Chair

Carolyn Spence
Freddie Brown
Helen Carp
Kathryn Sosville
Scott McKenzie-Cook

OTHER MEMBERS

Graeme Iveson
James Yu
Matthew Sim

Pensions Committee (PASC)

Jan-Jun 2024

NEC

Christine Danniell
Chair

Audrey Uppington
Freddie Brown
Satnam Ner

OTHER MEMBERS

Andrew Meadley
Ian Varnes
James Burton-Sweeten
Jeff Rowlinson
Mike Moriarty
Philip O'Rawe

Jun-Dec 2024

NEC

Christine Danniell
Chair

Freddie Brown
Satnam Ner

OTHER MEMBERS

Andrew Meadley
Elizabeth Ostrom
Ian Varnes
Jeff Rowlinson
Rob Fabry
Satish Sha

Science, Engineering and Sustainability Advisory Committee (SESAC)

Jan–Jun 2024

NEC

George Ryall
Chair

Eamonn Guilfoyle
James Leppard
Rachel Garrick
Tasos Zodiates

OTHER MEMBERS

Amélie Kirchaessner
Andrew Meadley
Becky Lander
Christopher MacMackin
Sarah Dellar
Simon Norris
Steven Dickson
Tony Gandy
Wilf Darlington

Committee dissolved June 2024

Retired Members' Group (RMG)

David Harding
President

Andrew Ruffhead
Vice-President

Arthur Bavister
Bryan Puxley
Don Forrester
George Betke
Graham Clarkson
Ireen Goulding
John Atkinson
John Attree
John Augoustis
John Emms
(acting)
John Taylor
Mike Moriarty
Paul Danneau
Paulette Hill
Peter Hedgcock
Stan Kordys
Tim King
(acting)
Tom James
Tom Smyth

Senior Management Team (SMT)

Mike Clancy
General Secretary

Sue Ferns
Senior Deputy General Secretary

Philippa Childs
Deputy General Secretary

Nicola Duffy
Director of People and Operations

Hafsa Begum
Director of Finance and Estate Management

Steve Thomas
Deputy General Secretary
From June 2024 (acting)

Kieren Walters
Director of Communications and Research
From August 2024

Rachel Curley
Deputy General Secretary
From December 2024

Andrew Pakes
Director of Communications and Research
Until July 2024

Garry Graham
Deputy General Secretary
Until December 2024

Trustees

Phil Kemball
Chair
David Simpson
Phil Hooley

Auditors

BDO LLP



Branches



Branch code	Branch name
1ATH	Aberdeen Theatres And Freelance
S094	ABL
V601	Accenture
M187	ADAS
C800	Affinity Flying Training Services
D330	AGCS – Retired Members Group
C009	Air Traffic Control Officers
C011	Air Traffic Systems Specialists
C764	Airtanker
V602	Airwave
ALJAZE	Al Jazeera International
VFXH	Animation & VFX
H181	Archaeologists
ARQ	Arqiva
ARTBR	Art Department
ARTEC	Art Technicians
ADS	Assistant Directors
APTN	Associated Press Television News
H258	Association Of Guernsey Civil Servants (AGCS)
C286	Association Of Licensed Aircraft Engineers
M741	Association Of School And College Leaders (ASCL)

Branch code	Branch name
ATGW	ATG Richmond, Wimbledon & Woking
M169	AtkinsRealis
C757	Atlantic Aviation Group
O285	Atlas Elektronik UK Ltd
H246	Audit Wales
C204	Aviation and Space
D326	Avon Valley Retired Members Group
O124	AWE
C648	BA Cityflyer
O811	Babcock ACTS
C176	Babcock Aviation
S219	Babcock Clyde
O810	Babcock Corporate Services Limited
O199	Babcock DCTT
O236	Babcock DSG
C733	Babcock MCS Onshore
O715	Babcock RSME
SKELT	Babcock Skelton
O276	BAE Surface Ships
O133	BAE Systems - Land
N465	BAMMM
ATOS	BBC ATOS
BIRM	BBC Birm & WM
BRIST	BBC Bristol & West

Branch code	Branch name
BBCCGB	BBC Contractors General
BFOB	BBC Corporate Functions
BBCNM	BBC Digital London
BBCEA	BBC East
BBCEM	BBC East Midlands
BBCIM	BBC Immediate Media
BBCLL	BBC London
LLAB	BBC London Library/Archive
BBCMNW	BBC Media City & North West
FSEC	BBC Mitie (First) London
BBCNBO	BBC Newsgathering
BBCNBC	BBC Newsroom
NEWCUM	BBC North East & Cumbria
BELGE	BBC Northern Ireland
PLYM	BBC Plymouth & South West
KINGW	BBC R&D
BBCRMO	BBC Radio & Music Operations London
BRMB	BBC Radio & Music Production
BBCROB	BBC Radio Obs
GLAS1	BBC Scotland
BBCSOT	BBC South
BBCSE	BBC South East
BSLB	BBC Studios London
ESPG	BBC Studioworks
CLET	BBC Technology London
BBCTL	BBC Television London
BBCW10	BBC W1 Operations
CAR	BBC Wales
BBCW	BBC Weather
BBCGNB	BBC World Service
BBCYL	BBC Yorks & Lincs
BB CY	BBC Yorkshire
BGOH	Belfast Grand Opera House
M754	Berks, Bucks & Oxfordshire Wildlife Trust (BBOWT)
NFT	BFI & BFI Imax
BMREP	Birmingham Rep Theatre
BRBH	Birmingham Royal Ballet
C735	Bournemouth International Airport Ltd
BAC	Brewery Arts Centre
BRDOME	Brighton Dome And Festival
4BRI	Bristol Hippodrome
L982	British Academy
E042	British Board Of Agrément
L006	British Library
L192	British Museum

Branch code	Branch name
E214	British Veterinary Association
CHAP	Broadcast & Film Chaperones & Tutors
N722	Bronte Museum
T802	BT Business
T803	BT Corporate
T804	BT Networks & Digital
E200	Building Research Establishment
C012	CAA
M015	CAB International
E069	Cabinet Office/Treasury
CABSA	Cable & Satellite
S454	Cable & Wireless
CAMBR	Camera Department
H086	Cangen Treftadaeth Cymru/Wales Heritage
O752	Capita Fire Officers
V630	Capita VMO2
E711	Care Quality Commission
SCBR	Carpenters
K283	Cavendish Nuclear
CELL	Cellnex UK
R306	Central London Regional
D321	Central Southern Retired Members Group
H756	Centre For Ecology and Hydrology
N410	Centrica
GRIBR	Certified Grips & Crane Techs
M430	Certsure
CHF	Channel Four
E785	Chartered Institute of Public Finance Accountancy
L717	Chatham House
CINMI	Cinemas East and West Midlands
CINLSE	Cinemas London
CINSC	Cinemas Scotland
O249	Civil Nuclear Police Authority
BACC	Clearcast
D316	CMMDI Retired Members Group
E707	College of Policing
CWBR	Costume & Wardrobe
M650	Coventry and Solihull Waste Disposal Company
K291	Crown Commercial Service
CURZH	Curzon Cinemas
CWMN	CWMNI DA Holding
O293	Cyclamen

Branch code	Branch name
H767	Cytiva
O264	Defence Equipment & Support
O736	Defence Services
E064	Dental Reference Board
E732	Department for Business & Trade (DBT)
E017	Department for Education
E646	Department for Energy Security & Net Zero (DESNZ)
E647	Department for Science, Innovation & Technology
E145	Department for Work And Pensions
E063	Department of Health
DDSTLC	Devon, Dorset & Somerset TLC
O132	Devonport Royal Dockyard
E188	DfT
O254	Diamond Light Source
E217	Disability Analysts
M719	DNV
DOCK	Dock 10 Ltd
S282	Dounreay
C207	Draken Europe
N404	Drax Power
O202	DSTL
PERTH	Dundee & Perth Theatres and Freelance
M436	E.ON UK
K414	EA Technology Ltd
EA	East Anglia Freelance
D317	East Anglia Retired Members Group
C245	East Midlands Airport
EM	East Midlands Freelance
D318	East Midlands Retired Members Group
3EAC	Eastern Counties
C216	EasyJet
N457	EDF Energy
1EDN	Edinburgh Theatres and Freelance
N701	Education and Children's Services Group
T611	EE Plus
E001	Efra
K459	Electricity North West
MERBR	Encompass London
WOOFE	Encompass Woofferton
K784	Energy Branch
M788	Enerveo
L744	English Heritage
ENB	English National Ballet
5ENO	English National Opera

Branch code	Branch name
K179	Enrichment Technology
H164	Environment Agency
N463	EP UK Investments (EPUKI)
I437	EPH
V608	Ericsson Field Services Organisation
V609	Ericsson Managed Services Non Recognised
ETLCH	Essex TLC
C751	Exeter Airport
FAUK	Fashion UK
C128	FCDO & FCDOS
N812	Fera Science Ltd
FABR	Film Artistes
E721	Fire Leaders Association
M704	Fire Service College
K423	First Hydro Ltd (Engie)
O243	Fisher Defence Training
E278	Food Standards Agency
E019	Forestry Commission
S747	Forestry Scotland
C294	Gatwick Airport
E003	GE Healthcare Biosciences (Amersham Plc)
GCHB	Glasgow Cineworld
CSGL	Glasgow Life
S162	Glasgow Prestwick International Airport
1GLT	Glasgow Theatres and Freelance
GLYND	Glyndebourne Opera
Z652	GMB Union
E062	Government Actuary's Department
K137	Government Officers' Association
H649	Green Alliance
H419	Guernsey Electricity
K050	Health & Safety Executive
S227	Highlands & Islands Airports Ltd
L194	Historic England
S226	Historic Environment Scotland
E065	Home Office
H111	Hydrographic Office
IAWF	IAWF
H728	IBERS
12PMS	ICA
L221	Imperial War Museums
H651	Innovate UK Business Connect
E078	Insolvency Service
N458	Intergen (UK) Ltd

Branch code	Branch name
K738	International Nuclear Services
O165	Interserve
INT	Intimacy Coordinators
L259	Inutec Ltd
1INV	Inverness Theatres and Freelance
K716	IOM Health MPTC
D331	IOM Retired Members Group
K298	Isle of Man – Whitley
K272	Isle of Man General
K709	Isle of Man Social Care NJC
ITN	ITN
LWT	ITV London
ANN	ITV Regional & Nations News
GDM	ITV Soaps
K026	Jacobs
S036	James Hutton Institute
L290	JCSA
L425	Jersey Electricity
E238	JNCC
N729	John Innes Centre
KENPAB	Kennington Park
KINGSP	Kings Place Music Foundation
V758	Kyndryl
N268	Land Instruments
O240	Landmarc Support Services
3LGT	Leeds Grand Theatre
3WYP	Leeds Playhouse
O153	LGC
LTECH	Lighting Technicians
MERSEY	Lime Pictures
APLIV	Liverpool Empire Theatre
NLMB	Locations Department
S792	Loganair
LALHB	London Arts & Leisure
D323	London Central Retired Members Group
E428	London Energy
LIFS	London Film School
E271	London Fire + Emergency Planning Authority
LITHB	London Independent Theatres
LLEH	London Live Events Network
LUKTHB	London UK Theatres
PRODG	LPD General
APMAN	Manchester Palace Theatre & Opera House
K617	Manx Telecom

Branch code	Branch name
K424	Manx Utilities
H808	Marine Biological Association
4MAY	Mayflower Theatre and Studios
MHBR	Media Hair, Makeup & Prosthetics
K251	Menter Mon
H115	Met Office
C070	Metropolitan Police
M301	Midlands Regional
3WMT	Midlands Theatre, Leisure and Live Events
E274	Ministry of Housing Communities & Local Government
E710	Ministry of Justice
O191	Mirion Technologies
H024	MLCS Ltd
O104	MOD: Air
O143	MOD: Defence Infrastructure Organisation
O112	MOD: Defence Training and Education
O105	MOD: Fire Service Officers
O287	MOD: Head Office and Corporate Services (HOCS)
O239	MOD: Land
O270	MOD: Navy
O263	MOD: UKStratCom
E983	Money and Pensions Service (MaPS)
S746	Moredun
H655	Mott Macdonald
L025	Museum of London
L656	Museum of The Home
M467	MVV Environment
M151	N U M A
K303	N West/N Wales Regional
M427	National Energy System Operator (NESO)
NFTS	National Film/TV School
N703	National Football Museum
S230	National Galleries of Scotland
L260	National Gallery
M653	National Gas Transmission
M429	National Grid
M451	National Grid Electricity Distribution (NGED)
S232	National Library of Scotland
NLERIG	National Live Event Riggers
M198	National Lottery Community Fund

Branch code	Branch name
K158	National Museums Liverpool
S231	National Museums Scotland
K008	National Nuclear Laboratory
H755	National Oceanography Centre
O155	National Physical Laboratory
L708	National Portrait Gallery
5NAT	National Theatre
H220	National Trust
S205	National Trust For Scotland
NVA	National Visual Artists
L007	Natural History Museum
H705	Natural Resources (Wales)
S161	Naturescot
V789	NEOS
NEP	NEPConnect
ANBR	New Media
NTC	New Theatre Cardiff
APOXF	New Theatre Oxford
2NTR	Newcastle Theatre Royal
V631	NHS Digital
S783	NHV Helicopters Ltd
N727	NIAB EMR Ltd
I449	NIE
2NECT	North East & Cumbria Theatres & Leisure
N302	North East Regional
D314	North East Retired Members Group
WN	North Wales Freelance
4WN	North Wales Theatres & Leisure
NW	North West Freelance
2NWL	North West Leisure
D313	North West Retired Members Group
2NWT	North West Theatres
N	Northern Freelance
IN	Northern Ireland Freelance
I304	Northern Ireland Regional
D312	Northern Ireland Retired Members Group
1NIR	Northern Ireland TLC
S225	Northern Lighthouse Board
LEN	Northern Live Events
N431	Northern Powergrid
2NOR	Northern Stage Theatre
C748	Norwich City Airport
M466	NQA
K257	Nuclear Decommissioning Authority
N408	Nuclear Restoration Services

Branch code	Branch name
K813	Nuclear Waste Services Limited (NWS)
K211	Nuvia Limited
V077	OFCOM
C072	Office for National Statistics
K046	Office for Nuclear Regulation
K267	Office of Rail & Road
S288	Offshore Helicopter Services UK
OVHB	Old Vic
T806	Openreach
3ONT	Opera North
M761	Ophthalmic
E073	Ordnance Survey
M357	Orsted
OBH	Outside Broadcasting
OVS	Overseas
D329	Overseas Retired Members' Group
M759	Ovo Energy
OXPL	Oxford Playhouse
E074	Parliamentary
H292	Pharmaron UK (Quotient)
PHO	Photographic Technicians
FARM	Picture Shop North
PUHB	Picturehouse UK
PIN	Pinewood Group
H299	Planning Inspectorate
PLSBR	Plasterers
PCTLC	Plymouth & Cornwall TLC
H640	Plymouth Marine Laboratory
S766	Police Investigation and Review Commission
PPFBR	Post Production and Facilities
N186	Prison Service
TRANHB	Production Transport
PRPBR	Props
Z740	Prospect Holding Branch
O172	QinetiQ
N726	Quadram Institute Bioscience
H150	QuidelOrtho
RTSBR	Racetech
RADIO	Radio
R782	Rail for London Infrastructure
CPHB	RBM Chiswick Park
NOTC	RBM Northern Transmissions Centre
O753	RBSL Rheinmetall
BBCBRD	Red Bee Media (Ericsson)
D333	Retired Members Group

Branch code	Branch name
O180	Ricardo Energy & Environment
RIGBR	Riggers
K797	Rolls Royce SMR (Small Modular Reactors)
S131	Rosyth Royal Dockyard
M725	Rothamsted Research
L793	Royal Academy
5RAH	Royal Albert Hall
N248	Royal Armouries
5ROH	Royal Ballet & Opera
S229	Royal Botanic Garden Edinburgh
E032	Royal Botanic Gardens
L765	Royal Households and Parks Agency
H033	Royal Mint
L212	Royal Museums Greenwich
3STR	Royal Shakespeare Company
M422	RWE
SCF	S4C
5SWT	Sadlers Wells Theatre
S750	SAMS – Scottish Association for Marine Science
SPBR	Scenic Painters
L189	Science Museum Group
1SCO	Scotland Leisure
D309	Scotland North Retired Members Group
S305	Scotland Regional
D310	Scotland South Retired Members Group
S177	Scotland's Rural College
S438	Scottish & Southern Energy
S781	Scottish Aviation
S706	Scottish Football Referees
SC	Scottish Freelance
S037	Scottish Government
SLEN	Scottish Live Events Network
S206	Scottish Parliament
S440	Scottish Power
S228	Scottish Prison Service
SCT	Scottish TV
PRSUP	Scripted Production and Accounts
SCLP	Sculptors
D325	SE England Retired Members Group
K280	Sellafield Limited
O099	Serco Marine
L208	Serious Fraud Office
K760	SGS Baseefa
SGTH	Shakespeares Globe Theatre

Branch code	Branch name
SSCEC	Showroom Workstation
SIS	SIS
SKYDUN	Sky Dunfermline
SKYLIVING	Sky Livingston
SKYLONDON	Sky London
SKYREG	Sky Regions
SKYSW	Sky South Wales
I460	SONI
SDBR	Sound
R794	South East 1 Regional
R795	South East 2 Regional
R796	South East 3 Regional
SETLCH	South East TLC
SLG	South London Gallery
STLCH	South TLC
WS	South Wales Freelance
4SWTL	South Wales Theatres & Leisure
D328	South West Retired Members Group
H307	South West/South Wales Regional
SWE	South Western Freelance
D327	Southern Retired Members Group
SFXBR	Special Effects
K702	Sports Professionals
STGBR	Stagehands
C742	Stansted
L021	Stationery Office
R360	Students
O654	Submarine Delivery Agency
2SUN	Sunderland Theatres
V606	Sure Telecoms
D320	SW Midlands Retired Members Group
V619	Tata Consultancy Services
V295	Tata Consultancy Services (LAT)
L247	Tate Gallery
V787	Tech Workers
V888	Telecoms
V624	Telefonica
M166	Telent Technology Services Ltd
D324	Thames Valley Retired Members Group
L241	The National Archives
M724	The Pirbright Institute
H455	The Woodland Trust
TFB	Theatre Freelancers
TTHB	Theatres Touring
N273	TQ
E201	Transport for London

Branch code	Branch name
3NTR	TRCH Nottingham
E039	Trinity House
S154	TUV NEL
E027	UK Health Security Agency (UKHSA)
H079	UK Intellectual Property Office
M416	UK Power Networks
H739	UK Research And Innovation
O004	UKAEA
O190	UKAS
M745	Uniper
K447	United Utilities
L269	Universities UK
O031	University of Greenwich
FEH	Unscripted TV
K178	Urenco
E067	Valuation Office Agency
M434	Veolia
L213	Victoria & Albert Museum
R308	Virtual Regional
V626	Vodafone
N786	VPI Power
LEWB	Wales Live Events Branch
WMC	Wales Millennium Centre
D311	Wales Retired Members Group
WDTB	Walt Disney Theatrical

Branch code	Branch name
WSHBH	Watershed Bristol
L791	Wellcome Trust
H087	Welsh Government
4WNO	Welsh National Opera
N801	West Burton Energy
5WECT	West End Commercial Theatres
WM	West Midlands Freelance
D319	West Midlands Retired Members Group
WTLCH	West TLC
WE	Western Freelance
K284	Westinghouse
WGB	Whitechapel Gallery
M723	WHRI – Warwick
WOODN	Wood Norton
WTMHB	Worthing Theatresand Museums
H085	WRC
WPDB	Writers Producers and Directors
H799	WSP
V629	Yell
YH	York & Humberside Freelance
2YOT	York Theatre
YHLL	Yorks & Humberside Leisure
YHTB	Yorks & Humberside Theatres
D315	Yorkshire Retired Members Group
5YVT	Young Vic Theatre



Awards

12

Distinguished Service Award – Silver Badge

Paul Winstanley
ATCOS

James Leppard
AWE

James Yu
Scottish Power

Jessica Bryan
Museum of London Archaeology

Gary Swift
Magnox

Steve Nicholson
Sellafield

Stephen Walton
Imperial War Museums

Trevor Sperring
EDF Energy

Peter Lawrence
Babcock Marine (Devonport Royal Dockyard Ltd)

James Henderson
Scotland South Retired Members Group

Long Service Awards

Gerry Romano
UKPN

Paul Smith
UKPN

Nick Davies
Historic England

David Gregory
Sellafield

Donald Omand
Dounreay

Jim Tasker
BT Networks and Digital

Helen Peavitt
Science Museum Group

Mark Baxter
National Grid Electricity Distribution

Lee Jones
UKRI H

Graham Macro
Environment Agency

Ginny Braughton
AWE

Dr Jana Horak
Wales Heritage Branch

Charles Green
Wales Heritage Branch

Jon Sleep
NGE

Helen Edwards
Sellafield

The background of the image is a solid bright yellow. Overlaid on this are several large, abstract, angular shapes in a darker orange color. These shapes are irregular polygons that overlap each other, creating a layered, geometric effect. One large shape starts from the top left and extends towards the center. Another shape is positioned below it, also extending towards the center. A third, wider shape is at the bottom, spanning across the lower half of the image. The word "finance" is printed in a dark blue, bold, sans-serif font, positioned to the right of the central area where the orange shapes are most prominent.

finance

Statement of accounts

13

2024 was a year in which we laid the foundations for the future with the move to our new headquarters (HQ) in Rochester Row, maintained our steady membership growth and saw a change in government. During the year we experienced a decrease in interest and inflation rates and a positive recovery in the market value of our investments. Our staff and representatives came together in the summer at National Conference, for debate, collaboration and to make key decisions regarding the direction of the union. Our membership reached 160k by the year end.

2024 highlights and challenges

Income and expenditure

Subscription income in 2024 was positive at £25.8m, which was a 7% increase on the prior year contributing to total operating income at £26m. Indexation of

subscriptions in the Prospect banded rates together with sustained membership growth has produced the increase in yearly income. This growth allowed us to reduce the banded rate subscription, in the Bectu sector for several bands, which is a continuation of our commitment to the affordability of member subscriptions.

Total operating expenditure before pension scheme expenditure and property related costs was £27m because of all the infrastructure changes that occurred.

Property expenditure was higher in 2024 as we occupied two buildings for a large proportion of the year and the move itself attracted additional costs. We also made significant progress on various IT projects which were completed in the first quarter of 2025. Settlement agreements and tribunal compensations awarded to our members resulted in an increase in member legal costs compared to 2023.

Pension scheme expenditure and property related costs totalled £4.6m taking the operating deficit to £5.6m at the end of 2024. Income from investments was strong totalling £1.4m and we enjoyed a gain in the market value of investments of £2.1m. The FRS102 measurement of the defined benefit pension scheme deficit for the BSRS and CPLAS scheme reduced, to give rise to a £2.4m gain, which resulted in a comprehensive surplus for the year of £1m.

Balance sheet and cash flow

Our equity investments recovered by the end of 2024 with a net gain (after a £2m drawdown) on the balance sheet of £426k. An impairment test of our new HQ resulted in a decrease in value of £4.6m. This is a book movement, reflecting current property market yields as opposed to the fundamental long term value of the property to the union and our balance sheet. The overall reduction in the value of our tangible fixed

assets by the close of the year was £815k compared to 2023. Net assets after pension scheme liabilities increased by £1m, taking the reserves in the union to £65.2m.

Outlook – 2025 and beyond

Prospect is the union for ambition and as ever we are influential in the workplace and beyond. We have new opportunities in the Employment Rights Bill which will underpin our influence on behalf of members and the impact we can bring to their workplaces and to them as individuals. We do both collaborate with the current government and hold it to account on shaping the future of the UK economy. We will now be focussing on our future financial strategy given we have completed the move to our new HQ and largely implemented the major IT projects, to secure the sustainability and stability of the union to serve members.



Hafsa Begum
Director of Finance, Estates
and Legal

Statement of responsibilities of the National Executive Committee

The legislation relating to trade unions requires the Union to submit a return for each calendar year to the Certification Officer. This return contains financial statements that must give a true and fair view of the state of affairs of the Union at the year end and of its transactions for the year then ended. The financial statements set out on the following pages have been prepared on the same basis and are used to complete the return to the Certification Officer.

The requirement to prepare financial statements that give a true and fair view is the responsibility of the National Executive Committee. The National Executive Committee is responsible for preparing financial statements in accordance with applicable law and United Kingdom

Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard 102. In so doing, the National Executive Committee is required to:

- Select suitable accounting policies and then apply them consistently.
- Make judgements and estimates that are reasonable and prudent.
- State whether applicable accounting standards have been followed, subject to any material departures being disclosed and explained in the financial statements.
- Prepare the financial statements on the going concern basis unless it is inappropriate to do so.

The National Executive Committee is responsible for keeping proper accounting records and establishing and maintaining a satisfactory system of internal controls over its accounting records and transactions in order to comply with the Trade Union and Labour Relations (Consolidation) Act 1992 (Amended). It is also responsible for safeguarding the assets of the Union and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.



Eleanor Wade
President of the National
Executive Committee

Report of the independent auditor to the members of Prospect

Opinion

In our opinion, the financial statements:

- give a true and fair view of the state of the Union's affairs as at 31 December 2024 and of its result for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Trade Union and Labour Relations (Consolidation) Act 1992.

We have audited the financial statements of Prospect ("the Union") for the year ended 31 December 2024 which comprise the Combined Income and Expenditure Account, the Combined Balance Sheet, the Combined Cash Flow Statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" (United Kingdom Generally Accepted Accounting Practice).

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described

in the Auditor's responsibilities for the audit of the financial statements section of our report. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Independence

We are independent of the Union in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the National Executive Committee's use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the Union's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the National Executive Committee with respect to going concern are described in the relevant sections of this report.

Other information

The National Executive Committee is responsible for the other information. The other information comprises the information included in the Statement of Accounts, other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters to which the Trade Union and Labour Relations (Consolidation) Act 1992 ("the Act") requires us to report to you if, in our opinion:

- proper accounting records have not been kept in accordance with the requirements of the Act; or
- the Union has not maintained a satisfactory system of controls over its transactions; or
- the financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of the National Executive Committee

As explained more fully in the Statement of responsibilities of the National Executive Committee, the National Executive Committee is responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the National Executive Committee determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the National Executive Committee is responsible for assessing the Union's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the National Executive Committee either intend to liquidate the Union or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Extent to which the audit was capable of detecting irregularities, including fraud

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

Non-compliance with laws and regulations

We gained an understanding of the legal and regulatory framework

applicable to the Union and the industry in which it operates, drawing on our broad sector experience, and considered the risk of acts by the Union that were contrary to these laws and regulations, including fraud. We focused on laws and regulations that could give rise to a material misstatement in the financial statements, including, but not limited to, the Trade Union and Labour Relations (Consolidation) Act 1992, UK tax legislation and equivalent local laws and regulations.

Our procedures in respect of the above included:

- Review of minutes of meetings of those charged with governance for any instances of non-compliance with laws and regulations;
- Review of correspondence with regulatory and tax authorities for any instances of non-compliance with laws and regulations;
- Review of financial statement disclosures and agreeing to supporting documentation to assess compliance with applicable laws and regulations;
- Review of legal expenditure accounts to understand the nature of expenditure incurred; and
- Discussion with management, including consideration of known or suspected instances of non-compliance with laws and regulations.

Fraud

We assessed the susceptibility of the financial statements to material misstatement, including fraud.

Our risk assessment procedures included:

- Enquiry with management and those charged with governance regarding any known or suspected instances of fraud;
- Obtaining an understanding of the policies and procedures relating to:
 - Detecting and responding to the risks of fraud; and
 - Internal controls established to mitigate risks related to fraud.
- Review of minutes of meeting of those charged with governance for any known or suspected instances of fraud;
- Discussion amongst the engagement team as to how and where fraud might occur in the financial statements; and
- Performing analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud.

Based on our risk assessment, we considered the areas most susceptible to fraud to be posting of inappropriate journal entries and management bias in accounting estimates.

Our procedures in respect of the above included:

- Testing a sample of journal entries throughout the year, which met a defined risk criteria, by agreeing to supporting documentation;
- Assessing significant estimates made by management for bias, including the impairment assessment of freehold property

and the valuation of the pension schemes liabilities. For both of these estimates, we engaged our own valuation expert to provide us with an independent view of the significant assumptions adopted by management.

We also communicated relevant identified laws and regulations and potential fraud risks to all engagement team members and remained alert to any indications of fraud or non-compliance with laws and regulations throughout the audit.

Our audit procedures were designed to respond to risks of material misstatement in the financial statements, recognising that the risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment by, for example, forgery, misrepresentations or through collusion. There are inherent limitations in the audit procedures performed and the further removed non-compliance with laws and regulations is from the events and transactions reflected in the financial statements, the less likely we are to become aware of it.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Use of our report

This report is made solely to the members of Prospect, as a body, in accordance with the provisions of the Trade Union and Labour Relations (Consolidation) Act 1992. Our audit work has been undertaken so that we might state to the Union those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Union as a body, for our audit work, for this report, or for the opinions we have formed.

DocuSigned by:

BDO LLP

911B7AE40D374FC...

BDO LLP
Statutory Auditor
London, UK

55 Baker Street
London
W1U 7EU
United Kingdom

Date: **23 August 2025**

BDO LLP is a limited liability partnership registered in England and Wales (with registered number OC305127).

Financial Statements 2024

COMBINED INCOME AND EXPENDITURE ACCOUNT – YEAR ENDED 31 DECEMBER 2024

	Note	2024 £'000	2023 Restated £'000
OPERATING INCOME	3	26,034	24,364
OPERATING EXPENDITURE		(27,021)	(23,934)
		(987)	430
OTHER OPERATING INCOME & EXPENDITURE			
Net pension scheme expenditure – service credit	11	352	1,167
Property related cost	7	(4,953)	(2,917)
OPERATING (DEFICIT)		(5,588)	(1,320)
INVESTMENT INCOME			
Income from Investment Operations	5	1,422	1,597
Change in the Fair Value of Investments	8	2,117	1,369
(DEFICIT)/SURPLUS AFTER INVESTMENT OPERATIONS		(2,049)	1,646
OTHER ITEMS			
Net pension scheme expenditure – interest cost	11	(130)	(148)
(DEFICIT)/SURPLUS FOR THE YEAR		(2,179)	1,498
OTHER COMPREHENSIVE INCOME/(EXPENSE)			
Actuarial gain/(loss) on defined benefit pension schemes	11	3,197	(129)
COMPREHENSIVE RESULT FOR THE YEAR		1,018	1,369
RESERVES AT THE BEGINNING OF THE YEAR		64,183	62,814
RESERVES AT THE END OF THE YEAR		65,201	64,183

The notes on pages 76 to 91 form part of these financial statements.

COMBINED BALANCE SHEET – YEAR ENDED 31 DECEMBER 2024

	Note	2024		2023	
		£'000	£'000	£'000	£'000
FIXED ASSETS					
Tangible Fixed Assets	7		20,404		21,219
Equity Investments	8		43,814		43,388
			64,218		64,607
CURRENT ASSETS					
Debtors and prepayments	9	3,394		3,944	
Cash at bank and in hand	13	1,965		4,128	
		5,359		8,072	
CURRENT LIABILITIES					
Creditors and accruals	10	4,136		4,837	
NET CURRENT ASSETS					
			1,223		3,235
NET ASSETS EXCLUDING PENSION OBLIGATIONS					
			65,441		67,842
PROVISIONS FOR LIABILITIES					
Pension Scheme Deficit	11		(240)		(3,659)
			65,201		64,183
Represented by:					
RESERVES – GENERAL FUND			64,591		63,546
RESERVES – POLITICAL FUND			610		637
			65,201		64,183

Approved for issue to the members on: **22 August 2025**



Mike Clancy
General Secretary



Eleanor Wade
President

The notes on pages 76 to 91 form part of these financial statements.

COMBINED CASH FLOW STATEMENT – YEAR ENDED 31 DECEMBER 2024

	Note	2024 £'000	2023 Restated £'000
Cash flows from Operating Activities			
(Deficit)/Surplus after Investment Operations		(2,049)	1,646
Adjustments for:			
Pension scheme expenditure – service cost	11	(352)	(1,167)
Surplus on sale of investments	8	(313)	(207)
Revaluation – tangible fixed assets	7	-	85
Change in investment values	8	(2,117)	(1,369)
Depreciation and impairment	7	5,312	2,716
Loss/(profit) on sale of fixed assets	7	90	(1)
Net investment income		(905)	(876)
Movements in working capital:			
Change in debtors	9	550	(582)
Change in creditors	10	(701)	1,114
Net cash from operations		485	1,359
Investing Activities:			
Payments to acquire tangible fixed assets	7	(4,587)	(7,736)
Receipts from sale of tangible fixed assets	7	-	148
Net transfer to investments	8	2,004	(21)
Investment income		905	876
Net cash (outflow) from investing activities		(1,678)	(6,733)
Net (decrease) in cash at bank and in hand	13	(2,163)	(5,374)
Cash balances brought forward	13	4,128	9,502
Cash balances carried forward	13	1,965	4,128

The notes on pages 76 to 91 form part of these financial statements.

Notes to the financial statements

YEAR ENDED 31 DECEMBER 2024

Information in respect of the union

Prospect is a trade union registered in accordance with the trade union and Labour Relations (Consolidation Act) 1992 (Amended), with its head office in 100 Rochester Row, London, SW1P 1JP.

1. Accounting Policies

1.1 Accounting convention

The financial statements have been prepared in accordance with FRS102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" ("FRS102"). The financial statements have been prepared under historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant notes to the financial statements.

The accounts have been prepared on a going concern basis. This is deemed appropriate by the National Executive Committee based on an assessment of the union's financial forecast, reserves and cashflow projections for at least 12 months.

The Union is a public benefit entity.

The financial statements have been prepared in sterling, which is the functional currency of the Union. The monetary amounts of these financial statements are rounded to the nearest thousand.

The specific accounting policies adopted are set out below:

1.2 Going concern

The accounts have been prepared on a going concern basis. This is deemed appropriate by the National Executive Committee based on an assessment of the Union's financial forecast, reserves and cashflow projections for at least 12 months.

1.3 Subscriptions

Subscriptions are accounted for on an accruals basis and recognised in the period in which they are due.

1.4 Rental income

Rental income is accounted for on an accruals basis and derived from investment properties classified within land and buildings.

1.5 Expenditure

All expenditure in the accounts is inclusive of VAT where applicable.

1.6 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost, net of depreciation and any impairment losses. At each reporting date, the Union reviews the carrying amounts of its tangible fixed assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

1.7 Depreciation

Depreciation is provided on all tangible fixed assets, except freehold land, to write off the cost less estimated residual value in equal annual instalments over the estimated useful economic lives of the assets. The estimated useful economic lives are as follows:

Freehold buildings	50 years
Furniture and fittings	10 years
Office equipment	4 years
IT Equipment/software	4 years
Motor vehicles	5 years

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in the Income and Expenditure account.

1.8 Pension costs

The Union operates three defined benefit pension schemes, all of which require contributions to be made to separately administered funds. The cost of providing benefits under the defined benefit plans is determined separately for each plan using the projected unit credit method which attributes entitlement to benefits to the current period (to determine current service cost) and to the current and prior periods (to determine the present value of the defined benefit obligations) and is based on actuarial advice.

The net interest element is determined by multiplying the net defined benefit liability by the discount rate, at the start of

the period taking into account any changes in the net defined benefit liability during the period as a result of contribution and benefit payments. The net interest is recognised in the income and expenditure accounts as a total of the net pension scheme expenditure.

Remeasurements, comprising actuarial gains and losses and the return on the net defined benefit liability (excluding amounts included in the net interest) are recognised immediately in other comprehensive income in the period in which they occur. Remeasurements are not reclassified to income and expenditure in subsequent periods.

The defined net benefit pension asset or liability in the balance sheet comprises the total for each plan of the present value of the defined benefit obligation (using a discount rate based on high quality corporate bonds), less the fair value of plan assets out of which the obligations are to be settled directly. Fair value is based on market price information and in the case of quoted securities is the published bid price. The value of a net pension benefit asset is limited to the amount that may be recovered either through reduced contributions or agreed refunds from the scheme.

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

There has been a change in the disclosure showing the restriction of the Prospect Pension Scheme (PPS)

asset. For further details, please see page 89 of note 11.

1.9 Recognition of surplus on defined benefit pension scheme

The difference between the market value of the assets of the Pension Fund and the present value of accrued pension liabilities is shown as an asset or liability on the balance sheet, except that an asset is only recognised where the union has the sole right to determine the use of surplus of assets over liabilities.

1.10 Corporation tax

Corporation tax is payable on the excess of interest income, rental income and chargeable gains arising on the disposal of properties and investments over expenditure on the provident benefits and reinvested chargeable gains for the year.

Provident benefits comprise of payments as set out in the rules of the Union, which relate to death benefit and legal assistance, and a proportion of the costs of administering the Union in relation to those benefits.

1.11 Deferred tax

Deferred tax liabilities are generally recognised for all timing differences and deferred tax assets are recognised to the extent that it is probable that they will be recovered against the reversal of deferred tax liabilities or other future taxable income.

Deferred tax is calculated at the tax rates that are expected to apply in the period where the liability is settled or the asset is realised. Deferred tax is charged or credited in the income and expenditure account.

1.12 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held on call with banks, other short-term investments with original maturities of three months or less, and bank overdrafts. This excludes cash held as part of the union's investment portfolios.

1.13 Financial instruments

Financial assets are recognised in the Union's balance sheet when the Union becomes party to the contractual provisions of the instrument.

Financial assets are classified into specified categories. The classification depends on the nature and purpose of the financial assets and is determined at the time of recognition.

1.14 Basic financial assets

Basic financial assets, which include trade and other receivables and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured

at the present value of the future receipts discounted at a market rate of interest.

1.15 Other financial assets

Other financial assets, including investments in equity instruments which are not subsidiaries, associates or joint ventures, are initially measured at fair value, which is normally the transaction price. Such assets are subsequently carried at fair value and the changes in fair value recognised in the income and expenditure account, except that investments in equity instruments that are not publicly traded, and whose fair value cannot be measured reliably, are measured at cost less impairment.

1.16 Impairment of financial assets

Financial assets, other than those held at fair value through the income and expenditure account, are assessed for indicators of impairment at each reporting end date.

Financial assets are impaired where there is objective evidence that, as a result of one or more events that occurred after the initial recognition of the financial asset, the estimated future cash flows have been affected. The impairment is recognised in the income and expenditure account.

1.17 Basic financial liabilities

Basic financial liabilities, including trade and other payables, are initially recognised at the transaction price unless the

arrangement constitutes a financing transaction.

Trade payables are obligations to pay for goods or services that have been acquired in the ordinary course of the activity of the Union from suppliers. Accounts payable are classified as current liabilities if payment is due within one year or less. Trade payables are initially recognised at transaction price and derecognised when, and only when, the Union's obligations are discharged, cancelled or they expire.

1.18 Branches

The transactions of the branches during the period are included in these accounts as are the net assets held directly by them at the balance sheet date.

1.19 Fixed asset investments

Investments are a form of basic financial instrument and are initially recognised at their transaction value and subsequently measured at their fair value at the balance sheet date using the closing quoted market price (where applicable). The income and expenditure account includes the net gains and losses arising on the revaluation and disposals throughout the year. The Union does not acquire put options, derivatives or other complex financial instruments. The main form of financial risk faced by the Union is that of volatility in equity markets and investment markets due to wider economic conditions, the attitude of investors to investment risk, and changes in sentiment concerning equities and within particular sectors or sub sectors.

Unity Trust bank shares are recognised at their transaction value and subsequently measured at the latest external transaction price, providing a market value.

1.20 Realised gains and losses

All gains and losses are recognised to the income and expenditure account as they arise. Realised gains and losses on investments are calculated as the difference between the sales proceeds and their opening carrying value or their purchase value if acquired subsequent to the first day of the financial year. Unrealised gains and losses are calculated as the difference between the fair value at the year end and their carrying value. Realised and unrealised investment gains and losses are separated between the surplus on investments and changes in market value in the income and expenditure account.

1.21 Leases

Assets held under finance leases and hire purchase contracts are capitalised and depreciated over the period of the lease or the estimated useful economic lives of the assets, whichever is shorter. The finance charges are allocated over the period of the lease in proportion to the capital outstanding and are charged to the income and expenditure account. Rentals payable under operating leases, including any lease incentives received, are charged to the income and expenditure account on a straight line basis over the term of the relevant lease.

2. Judgements and key sources of estimation uncertainty

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the amounts reported for assets and liabilities as at the balance sheet date and the amounts reported for revenues and expenses during the year. However the nature of estimation means that actual outcomes could differ from those estimates.

2.1 Critical Judgements

Deferred tax

Unrealised valuation increases relating to investments and investment properties would potentially give rise to chargeable gains on the sale of the asset, but any potential liability to tax is eliminated if the proceeds of sale are reinvested in other chargeable assets used for provident purposes. The tax on any proceeds which are not reinvested is reduced by indexation allowances and any balance can also be offset against expenditure on provident benefits. Deferred tax has not been provided for potential chargeable gains because the Union is satisfied that proceeds of the sale of all related assets can be substantially reinvested, sufficient that any remaining balance can be offset against allowances or expenses. Therefore no unrealised gain at 31 December 2024 is expected to give rise to a liability to tax.

Impairment assessment

Property held for union operations is measured at cost less depreciation and impairment. At 31 December 2024, the union carried out an assesment of the value of its headquarters at 100 Rochester Row. The assessment involves making an assumption of market valuation which is based on projected rental income, investment yields and demands for commercial offices in the local area.

2.2 Defined Benefit Pension Schemes

The cost of defined benefit pension plans is determined using actuarial valuations. The actuarial valuation involves making assumptions about discount rates, future salary increases, mortality rates and future pension increases. Due to the complexity of the valuation, the underlying assumptions and the long term nature of these plans, such estimates are subject to significant uncertainty. In determining the appropriate discount rate, management considers the interest rates of corporate bonds in the respective currency with at least AA rating, with extrapolated maturities corresponding to the expected duration of the defined benefit obligation. The underlying bonds are further reviewed for quality, and those having excessive credit spreads are removed from the population bonds on which the discount rate is based, on the basis that they do not represent high quality bonds. The mortality rate is based on publicly available mortality tables for the specific

country. Future salary increases and pension increases are based on expected future inflation rates for the respective country.

NOTES TO THE FINANCIAL STATEMENTS – YEAR ENDED 31 DECEMBER 2024 (CONTINUED)

3	INCOME	2024	2023
		£'000	£'000
	Subscription income		
	Retired Members	707	731
	Unemployed Members	56	55
	Working Members	25,065	23,339
		25,828	24,125
	Other Income from Members	206	239
	TOTAL OPERATING INCOME	26,034	24,364

4	EMPLOYMENT COSTS	2024	2023
		£'000	£'000
	Staff Salary Costs	12,879	11,889
	Employer's National Insurance Contributions	1,352	1,280
	Employer's Pension Contributions	1,661	2,355
	Cost of travel, subsistence, mobile phones and cars	715	594
	Other Staffing Costs	708	702
		17,315	16,820

Key Management Personnel

Key management personnel is defined as the role of the Senior Management Team including the General Secretary. The total paid in the year was £1,405,097 (2023: £986,363) and includes gross pay, employers pension contributions and employers national insurance. This figure includes payments to 10 SMT members as there were several changes to personnel during the year. Going forward the total number of SMT members is 8.

The average number of employees during the year was 242 (2023: 234). The full number of employees within each bracket is included within Prospect Annual Report 2024.

NOTES TO THE FINANCIAL STATEMENTS – YEAR ENDED 31 DECEMBER 2024 (CONTINUED)

5	INVESTMENT INCOME	2024	2023
		£'000	£'000
	Investment Income	910	892
	Investment Management Fees	(5)	(16)
	Net Investment Income	905	876
	Rental Income	13	145
	Net gain on sale of investments	313	207
	Other Income	191	369
		1,422	1,597

6	TAXATION
	<p>Unrealised valuation increases relating to investments would potentially give rise to chargeable gains on the sale of the asset, but any potential liability to tax is eliminated if the proceeds of sale are reinvested in other chargeable assets used for provident purposes. The tax on any proceeds which are not reinvested is reduced by indexation allowances and any balance can also be offset against expenditure on provident benefits. Deferred tax has not been provided for potential chargeable gains because the Union is satisfied that proceeds of the sale of all related assets can be substantially reinvested, sufficient that any remaining balance can be offset against allowance or expenses. Therefore no unrealised gain at 31 December 2024 is expected to give rise to a liability to tax.</p>

7	TANGIBLE FIXED ASSETS	2024	2023
		£'000	£'000
	Irrecoverable Property Taxes	397	585
	Property Fixed Asset Impairment	4,556	2,332
	Total Property Related Costs	4,953	2,917
	<p>Property Fixed Asset Impairment – Land and Buildings</p> <p>The union carried out an impairment assessment of the purchase and refurbishment cost of Rochester Row at the reporting date of 31 December 2024. The assessment revealed a reduction in value of £4.6m due to the following:</p> <ul style="list-style-type: none"> – GDP growth is slow – Wage growth and inflation remain high – Property investment market being subdued over two years <p>The effect of all of the above resulted in lower than expected property value. Management is confident that in the long term the value of the property will improve.</p>		

NOTES TO THE FINANCIAL STATEMENTS – YEAR ENDED 31 DECEMBER 2024 (CONTINUED)

7	TANGIBLE FIXED ASSETS (CONTINUED)	Freehold Land & Buildings	Office Equip	Fixtures & Fittings	IT Equip & software	Motor Vehicles	Total
		£'000	£'000	£'000	£'000	£'000	£'000
	COST						
	At 1 January 2024	21,669	225	328	2,420	897	25,539
	Additions	2,924	81	651	828	103	4,587
	Disposals	-	(119)	(86)	(464)	(125)	(794)
	At 31 December 2024	24,593	187	893	2,784	875	29,332
	DEPRECIATION						
	At 1 January 2024	2,361	221	62	1,304	372	4,320
	Charge for the Year	226	16	38	362	114	756
Impairment	4,556	-	-	-	-	4,556	
Disposals	-	(116)	(40)	(454)	(94)	(704)	
At 31 December 2024	7,143	121	60	1,212	392	8,928	
NET BOOK VALUE							
At 31 December 2024	17,450	66	833	1,572	483	20,404	
At 31 December 2023	19,308	4	266	1,116	525	21,219	
Property Fixed Asset Additions – Land and Buildings							
The £2.9m additions is the cost of the completion of the refurbishment carried out to the commercial offices at 100 Rochester Row, the union's new headquarters.							

NOTES TO THE FINANCIAL STATEMENTS – YEAR ENDED 31 DECEMBER 2024 (CONTINUED)

8	INVESTMENTS	2024	2023		
		£'000		£'000	
MARKET VALUE					
At 1 January		43,388		41,791	
Additions		3,827		4,007	
Disposal proceeds		(4,279)		(3,439)	
Net movement in cash deposits		(1,552)		(547)	
Surplus on sale of investments		313		207	
Change in Investment Values		2,117		1,369	
At 31 December		43,814		43,388	
		Cost 2024	Market Value 2024	Cost 2023	Market Value 2023
		£'000	£'000	£'000	£'000
Quoted investments					
EQUITIES, GILTS AND BONDS					
Sarasin & Partners		931	779	1,081	917
Rathbone Investment Management		6,604	8,155	6,681	8,152
		7,535	8,934	7,762	9,069
POOLED INVESTMENTS					
Sarasin & Partners		18,913	21,565	19,017	19,774
Rathbone Investment Management		2,325	2,834	2,132	2,589
Trade Union Fund Managers		1,955	8,541	1,955	8,464
		23,193	32,940	23,104	30,827
Total quoted investments		30,728	41,874	30,866	39,896
UNQUOTED SHARES					
Unity Trust Bank PLC		577	1,292	577	1,292
Other		8	8	8	8
		585	1,300	585	1,300
BANK DEPOSITS					
Sarasin & Partners		235	235	1,031	1,031
Rathbone Investment Management		405	405	1,161	1,161
		640	640	2,192	2,192
TOTAL INVESTMENTS		31,953	43,814	33,643	43,388
Please refer to the Schedule of Investments within Prospect Annual Report 2024 for the full breakdown of the investments Prospect holds with various investment managers.					

NOTES TO THE FINANCIAL STATEMENTS – YEAR ENDED 31 DECEMBER 2024 (CONTINUED)

9	DEBTORS	2024	2023
		£'000	£'000
	Trade debtors	1,989	2,047
	Other debtors	407	528
	Prepayments and accrued income	998	1,369
		3,394	3,944

10	CREDITORS	2024	2023
		£'000	£'000
	Trade Creditors	906	1,359
	Other Creditors	741	721
	Other Taxes and Social Security	721	934
	Lease Obligations	-	236
	Accruals and Deferred Income	1,768	1,587
		4,136	4,837

11 STAFF PENSION SCHEMES

The Union currently operates three defined benefit pension schemes for its employees; Prospect Pension Scheme (PPS), BECTU Staff Retirement Scheme (BSRS) and Connect Pension and Life Assurance Scheme (CPLAS). The assets for all of the schemes are held in trustee administered funds separate from the Union's finances. This note sets out the pension cost information required for Prospect to meet its pension obligations as specified under FRS102. The accounting date to which these disclosures relate is 31 December 2024.

Whilst FRS102 accounting disclosure is the basis used for the financial statements, the triennial valuations are carried out on a different basis to establish an appropriate funding level and it is these valuations that determine our pension obligations as set out below:

The last full actuarial valuation for all three schemes was carried out on 31 October 2022 and the obligations to the union have been implemented.

Included within current service costs are the following amounts relating to GMP equalisation: PPS £73K (2023: £78K), CPLAS £42K (2023: £47K), BSRS £63K (2023: £70K) and totalling £178K (2023: £195K).

Total contributions to the schemes or the year were as follows:	PPS		CPLAS		BSRS		Totals	
	2024	2023	2024	2023	2024	2023	2024	2023
	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000
	1,666	1,883	581	692	223	572	2,470	3,147

Outstanding contributions at the year end were:	2024	2023
	£'000	£'000
PPS	179	166
CPLAS	50	96
BSRS	21	27
	250	289

The main financial assumptions used in all three schemes were:	PPS / CPLAS / BSRS	
	2024	2023
	%	%
Rate of increase in pensionable salaries	4.00	4.00
Rate of increase in pensions in payments	2.90	2.85
Discount rate for scheme liabilities	5.65	4.70
Rate of inflation – RPI	3.00	2.90
Rate of inflation – CPI	2.70	2.60

Regular employer contributions (excluding the employee salary sacrifice element) to the pension schemes in 2025 are estimated to be £2m (PPS: £1,632k; CPLAS: £166k; BSRS: £217k).

NOTES TO THE FINANCIAL STATEMENTS – YEAR ENDED 31 DECEMBER 2024 (CONTINUED)

11 STAFF PENSION SCHEMES (CONTINUED)
Mortality assumption

The mortality assumptions are based on standard mortality tables which allow for future mortality improvements. The assumptions are that a member currently aged 65 will live on average for a further 22 years if they are male; and for a further 24 years if they are female.

Net liabilities of the schemes

The net pension liabilities recognised in the Union's balance sheet as at 31 December 2024 is as follows:

	PPS		CPLAS		BSRS		Totals	
	2024	2023	2024	2023	2024	2023	2024	2023
	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000
Diversified Growth Funds	21,970	20,411	5,624	5,225	-	-	27,594	25,636
Equities	29,998	27,528	6,254	5,235	6,323	8,231	42,575	40,994
Bonds & Gilts	-	35,127	6,373	7,074	15,808	13,256	22,181	55,457
Property	11,570	10,492	-	-	226	879	11,796	11,371
Cash/Other	760	819	68	189	226	255	1,054	1,263
Insured Assets	-	-	2,302	2,683	-	-	2,302	2,683
LDI	30,492	-	-	-	-	-	30,492	-
Total Market Value of Assets	94,790	94,377	20,621	20,406	22,583	22,621	137,994	137,404
Present value of liabilities	(73,468)	(78,278)	(20,861)	(23,396)	(20,931)	(23,290)	(115,260)	(124,964)
Scheme Surplus/ (Deficit)	21,322	16,099	(240)	(2,990)	1,652	(669)	22,734	12,440
Derecognition of surplus	(21,322)	(16,099)	-	-	(1,652)	-	(22,974)	(16,099)
Recognised Pension Scheme (Deficit)	-	-	(240)	(2,990)	-	(669)	(240)	(3,659)

Recognition of surplus on scheme

The difference between the market value of the assets of the Pension Fund and the present value of accrued pension liabilities is shown as an asset or liability on the balance sheet, except that an asset is only recognised where the union has the sole right to determine the use of surplus of assets over liabilities. For both the PPS scheme and the BSRS scheme, the FRS102 valuation method revealed a surplus of £21.8m and £1.6m respectively, however, the scheme rules and trust deeds do not unconditionally give the employer the right to the asset by way of a refund or in the form of reduced contributions. Therefore the asset has been derecognised in the accounts and within the valuation report.

NOTES TO THE FINANCIAL STATEMENTS – YEAR ENDED 31 DECEMBER 2024 (CONTINUED)

11	STAFF PENSION SCHEMES (CONTINUED)								
Changes to the present value of the defined benefit obligation during the year									
	PPS		CPLAS		BSRS		Totals		
	Year ended		Year ended		Year ended		Year ended		
	2024	2023	2024	2023	2024	2023	2024	2023	
	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	
Opening defined benefit obligation	78,278	74,393	23,396	22,475	23,290	22,459	124,964	119,327	
Current service cost	1,631	1,555	143	132	205	195	1,979	1,882	
Interest cost	3,587	3,554	1,079	1,079	1,076	1,078	5,742	5,711	
Contributions by Scheme participants	33	24	-	-	-	-	33	24	
Actuarial losses/ (gains) on Scheme liabilities & changes to demo & fin assumptions	(6,045)	2,541	(2,866)	650	(2,646)	689	(11,557)	3,880	
Net benefits paid out	(4,016)	(3,789)	(891)	(940)	(994)	(1,131)	(5,901)	(5,860)	
Closing defined benefit obligation	73,468	78,278	20,861	23,396	20,931	23,290	115,260	124,964	

NOTES TO THE FINANCIAL STATEMENTS – YEAR ENDED 31 DECEMBER 2024 (CONTINUED)

11	STAFF PENSION SCHEMES (CONTINUED)								
	Changes to the fair value of Scheme assets during the year								
	PPS		CPLAS		BSRS		Totals		
	Year ended		Year ended		Year ended		Year ended		
	2024	2023	2024	2023	2024	2023	2024	2023	
	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	
Opening fair value of Scheme Assets	94,377	90,108	20,406	18,823	22,621	21,562	137,404	130,493	
Expected return on Scheme assets	4,380	4,367	951	915	1,038	1,051	6,369	6,333	
Return on plan assets excluding interest income	(1,551)	1,888	(387)	965	(304)	512	(2,242)	3,365	
Contributions by the employer	1,837	2,082	596	720	223	628	2,656	3,430	
Contributions by Scheme participants	33	24	-	-	-	-	33	24	
Net benefits paid out	(4,016)	(3,789)	(891)	(940)	(994)	(1,131)	(5,901)	(5,860)	
Administration Costs	(270)	(303)	(54)	(77)	(1)	(1)	(325)	(381)	
Closing fair value of Scheme assets	94,790	94,377	20,621	20,406	22,583	22,621	137,994	137,404	
Actual return on assets	2,829	6,255	564	1,880	734	1,563	4,127	9,698	
NET PENSION SCHEME EXPENDITURE – SERVICE COST									
	PPS		CPLAS		BSRS		Totals		
	Year ended		Year ended		Year ended		Year ended		
	2024	2023	2024	2023	2024	2023	2024	2023	
	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	
Current service cost	(1,631)	(1,555)	(143)	(132)	(205)	(195)	(1,979)	(1,882)	
Administration Costs	(270)	(303)	(54)	(77)	(1)	(1)	(325)	(381)	
Contributions	1,837	2,082	596	720	223	628	2,656	3,430	
	(64)	224	399	511	17	432	352	1,167	

11 STAFF PENSION SCHEMES (CONTINUED)
NET PENSION SCHEME EXPENDITURE – NET INTEREST

	PPS		CPLAS		BSRS		Totals	
	Year ended		Year ended		Year ended		Year ended	
	2024	2023	2024	2023	2024	2023	2024	2023
	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000
Interest on scheme assets	4,380	4,367	951	915	1,038	1,051	6,369	6,333
Interest on scheme liabilities	(3,587)	(3,554)	(1,079)	(1,079)	(1,076)	(1,078)	(5,742)	(5,711)
Interest on effect of asset ceiling	(757)	(770)	-	-	-	-	(757)	(770)
Net interest on defined benefit liability	36	43	(128)	(164)	(38)	(27)	(130)	(148)
Net pension scheme income/(expenditure)	(28)	267	271	347	(21)	405	222	1,019

The following components of the pension charge have been recognised in Other Comprehensive Income:

	PPS		CPLAS		BSRS		Totals	
	Year ended		Year ended		Year ended		Year ended	
	2024	2023	2024	2023	2024	2023	2024	2023
	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000
Actual return on scheme assets	(1,551)	1,888	(387)	965	(304)	512	(2,242)	3,365
Other actuarial gains/(losses)	6,045	(2,541)	2,866	(650)	2,646	(689)	11,557	(3,880)
Movement in net asset ceiling	(4,466)	386	-	-	(1,652)	-	(6,118)	386
Remeasurement gains/(losses) recognised in Other Comprehensive Income	28	(267)	2,479	315	690	(177)	3,197	(129)

In previous financial years, the impact of restricting the asset on the PPS to £nil was incorrectly fully reflected as a movement in actuarial gains and losses on the face of the income and expenditure account. However, an element of this movement should have been charged to the net pension scheme interest cost. This has been corrected in these financial statements, resulting in the following adjustments to the prior year numbers:

- The net pension scheme interest has changed from a credit of £622K to a charge of £148K;
- The surplus for the year has reduced from £2,268K to £1,498K;
- Actuarial losses for the year have reduced from £899K to £129K.

This has had no impact on the reported comprehensive result for the year or the reported reserves at the year end.

The Trustees of the Pension schemes are monitoring the progress of the Virgin Media Ltd vs NTL Pension Trustees court case. No adjustment has been made to the defined benefit obligations in response to this case as at 31 December 2024 (nor has it yet been determined if an adjustment will be necessary). This approach will be kept under review.

NOTES TO THE FINANCIAL STATEMENTS – YEAR ENDED 31 DECEMBER 2024 (CONTINUED)

12 COMMITMENTS UNDER OPERATING LEASES
LESSEE

At 31 December 2024, Prospect had obligations of total future minimum lease payments under non-cancellable operating leases for the following periods:

	Land and buildings		Other	
	2024	2023	2024	2023
Expiry date:	£'000	£'000	£'000	£'000
No later than 1 year	226	348	4	6
Later than 1, no later than 5 years	133	36	14	15
	359	384	18	21

The lease payments recognised as an expense during the year was £212,000 (2023: £1,329,000).

Lease Obligations - New Prospect House, Waterloo

One key lease that the union entered into on 22 January 2022 was a five-year leaseback arrangement for New Prospect House. The lease contained a 15-month rent free period which was previously apportioned over the five-year lease period. On 7 December 2023, the union exercised the break clause to terminate the lease on 12 June 2024. All lease payments and exit charges were settled by that date.

LESSOR

At 31 December 2024, Prospect had contractual future minimum lease receipts under non-cancellable operating leases for the following periods:

	Land and buildings	
	2024	2023
Expiry date:	£'000	£'000
No later than 1 year	-	11
Later than 1, no later than 5 years	-	-
	-	11

The lease receipts recognised as rental income during the year was £nil (2023: £11,000).

13 ANALYSIS OF CHANGES IN NET DEBT

	At 1 Jan 2024	Cash Flows	At 31 Dec 2024
	£'000	£'000	£'000
Cash	4,128	(2,163)	1,965

The cash flow statement for the year ended 31 December 2023 has been restated to remove net investment income of £876k from cash flows arising from operating activities to cash flows arising from investing activities. This has had no impact on the net cash balances carried forward.

14 CONTINGENT LIABILITIES

The union is involved in several litigation matters which have either been brought against the union, or that the union is pursuing in defence of its reputation. Proceedings are being conducted with senior counsel and the litigation risk is being managed. There are no material contingent liabilities to report.

Information to be provided to members under the Trade Union and Labour Relations (Consolidation) Act 1992 (amended)

Under the Trade Union and Labour Relations (Consolidation) Act 1992 (Amended), the Union is required to circulate all members with details of the salary and benefits provided to the General Secretary, the President and members of the National Executive Committee. The President and members of the National Executive Committee do not receive any salary from the Union or any benefits. All members of the National Executive Committee and the President are reimbursed for any out of pocket expenditure incurred by them in the performance of their duties on behalf of the Union, as is the General Secretary.

Name	Position	Details	Amount
M Clancy	General Secretary	Salary	141,093
		Bonus	-
		Pension contributions	17,891
		Taxable Benefit (Car)	6,872

Declaration to members

We are also required by the Trade Union and Labour Relations (Consolidation) Act 1992 (Amended) to include the following declaration in this statement to all members. The wording is as prescribed by the Act.

"A member who is concerned that some irregularity may be occurring, or have occurred, in the conduct of the financial affairs of the union may take steps with a view to investigating further, obtaining clarification and, if necessary, securing regularisation of that conduct.

"The member may raise any such concerns with such one or more of the following as it seems appropriate to raise it with: the officials of the union, the trustees of the property of the union, the auditor or auditors of the union, the Certification Officer (who is an independent officer appointed by the Secretary of State) and the police.

"Where a member believes that the financial affairs of the union have been or are being conducted in breach of the law or in breach of rules of the union and contemplates bringing civil proceedings against the union or responsible officials or trustees, he should consider obtaining independent legal advice."

NB: The appendices on pages 92–96 do not form part of the statutory financial statements and are unaudited.

Appendix: Income and expenditure account – general fund

YEAR ENDED 31 DECEMBER 2024

	Note	2024		2023 Restated	
		£'000	£'000	£'000	£'000
OPERATING INCOME					
Subscriptions	A1		25,791		24,086
Other Income from Members	A1		206		239
			25,997		24,325
OPERATING EXPENDITURE					
Committees and Conferences	A2	891		338	
Local Democratic Organisation and Education	A3	920		806	
Employment costs	4	17,315		16,820	
Property costs	A4	2,466		1,569	
Administration and Other Supplies	A5	3,420		2,575	
Benefits to Members	A6	1,945		1,781	
			(26,957)		(23,889)
			(960)		436
OTHER OPERATING INCOME & EXPENDITURE					
Net pension scheme expenditure - service cost	11		352		1,167
Property impairment charge and VAT expenditure	7		(4,953)		(2,917)
OPERATING (DEFICIT)			(5,561)		(1,314)
Investment Income and Realised Gains	5		1,422		1,597
(DEFICIT)/SURPLUS AFTER INVESTMENT INCOME			(4,139)		283
Change in the Fair Value of Equity Investments	8		2,117		1,369
(DEFICIT)/SURPLUS AFTER INVESTMENT OPERATIONS			(2,022)		1,652
OTHER ITEMS					
Net pension scheme expenditure – interest cost	11		(130)		(148)
(DEFICIT)/SURPLUS FOR THE YEAR			(2,152)		1,504
OTHER COMPREHENSIVE INCOME/(EXPENSE)					
Actuarial gains/(losses) on defined benefit pension schemes	11		3,197		(129)
COMPREHENSIVE RESULT FOR THE YEAR			1,045		1,375
RESERVES AT BEGINNING OF THE YEAR			63,546		62,171
RESERVES AT THE END OF THE YEAR			64,591		63,546

Appendix: Income and expenditure account – political fund

YEAR ENDED 31 DECEMBER 2024

	Note	2024 £'000	2023 £'000
OPERATING INCOME			
Subscriptions	A1	37	39
		37	39
OPERATING EXPENDITURE			
		(64)	(45)
(DEFICIT) FOR THE YEAR			
		(27)	(6)
POLITICAL FUND AT BEGINNING OF THE YEAR			
		637	643
POLITICAL FUND AT THE END OF THE YEAR			
		610	637

Appendix: Notes to the financial statements

YEAR ENDED 31 DECEMBER 2024

		2024			2023		
		Political Fund	Prospect	Total	Political Fund	Prospect	Total
		£'000	£'000	£'000	£'000	£'000	£'000
A1	INCOME						
	Subscription Income						
	Retired Members	9	698	707	11	720	731
	Unemployed Members	1	55	56	1	54	55
	Working Members	27	25,038	25,065	27	23,312	23,339
		37	25,791	25,828	39	24,086	24,125
	Other Income from Members	-	206	206	-	239	239
	TOTAL OPERATING INCOME	37	25,997	26,034	39	24,325	24,364

Appendix: Notes to the financial statements (continued)

YEAR ENDED 31 DECEMBER 2024

		2024		2023
		£'000		£'000
A2	COMMITTEES AND CONFERENCES			
	National Committees	256		99
	National and Sector Conferences	635		239
		891		338
A3	LOCAL DEMOCRATIC ORGANISATION AND EDUCATION			
	Professional, Departmental and Other Groups	345		294
	Branches and Sections	467		420
	Education and Training	108		92
		920		806
A4	PROPERTY COSTS			
	Rent, Rates and Service Charges	940		989
	Light and Heat	83		121
	Decoration, Repairs and Maintenance	410		79
	Cleaning and Security	371		205
	Property Depreciation	226		1
	Insurance and Health and Safety and Legal	436		174
		2,466		1,569
A5	ADMINISTRATION AND OTHER SUPPLIES			
	Equipment Maintenance and Repairs	133		76
	Printing, Stationery and Postage	89		72
	Telephone	135		116
	IT Costs	2,362		1,658
	Loss on disposal of fixed assets - hardware and software	11		92
	Other Office Services	69		54
	Loss on disposal of fixed assets - fixtures and fittings	48		-
	Bank Charges and Collection of Subscriptions	96		102
	Research, Publications and Subscriptions	41		41
	Editorial Publishing and Publicity	72		55
	Legal, Professional and Audit Fees	364		309
		3,420		2,575
A6	BENEFIT TO MEMBERS			
	Affiliations and Donations*	664		646
	Members Benefits	1,091		927
	Recruitment and Organisation	190		208
		1,945		1,781

* Please refer to full list of Affiliations, Donations and Appeals on page 96.

Appendix: Schedule of subscriptions, donations and affiliation fees

YEAR ENDED 31 DECEMBER 2024

AFFILIATION AND MEMBERSHIP FEES	2024	2023
	£	£
British Copyright Council	1,157	(983)
Confederation of Shipbuilding and Engineering Unions (CSEU)	1,950	1,950
Creative Industries Federation	5,100	5,100
Association of Licensed Aircraft Engineers (AEI)	1,518	4,621
European Federation of Public Service Unions (EPSU)	-	(14,700)
European Transport Federation (ETF)	4,404	4,402
Federation of Entertainment Unions (FEU)	7,380	2,500
Int Fed Air Traffic Safety Electronics Assn (IFATSEA)	(2,116)	11,452
Irish Congress of Trade Unions (ICTU)	8,245	10,061
International Transport Worker Federation (ITF)	10,555	10,277
National Pensions Convention	2,600	2,250
Royal Aeronautical Society	1,500	1,385
ShareAction	-	-
Scottish TUC (STUC)	32,979	31,916
Trade Union Congress (TUC)	426,838	398,143
UK Flight Safety Committee	375	2,325
Uni Global Union (Bectu)	119,330	123,671
Unions 21	4,403	4,061
Wales TUC Cymru	1,875	1,313
Other Affiliation Fees under £1,000 (8)	1,728	3,005
	629,821	602,749
DONATIONS AND APPEALS	2024	2023
	£	£
British Red Cross	146	10,000
British Entertainment History Project	3,250	-
Toby Hayward-Seers	1,235	-
Medical Aid for Palestine	5,146	-
Show Racism the Red Card	2,500	2,500
Trussel Trust	5,622	2,725
War Child	5,768	14,725
TUC	9,550	-
UK EU Future Ltd	-	10,000
Other Donations under £1,000 (4)	800	3,550
	34,017	43,500
TOTAL AFFILIATIONS AND DONATIONS	663,838	646,249



annual report 2024

Published by Prospect,
August 2025

100 Rochester Row
London SW1P 1JP

T 0300 600 1878

E enquiries@prospect.org.uk

support
grow
succeed