



Gender and ethnicity pay gap 2025 report

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

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

What is the pay gap?

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

Gender pay gap versus equal pay

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

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

Relevant employees

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

As at the 2025 snapshot date, there were a total of 233 relevant employees (2024: 231).

Mean pay gap

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

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

Median pay gap

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

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

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

Prospect's hourly pay quartiles by gender

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

Figure 1: Mean and median gender pay gap

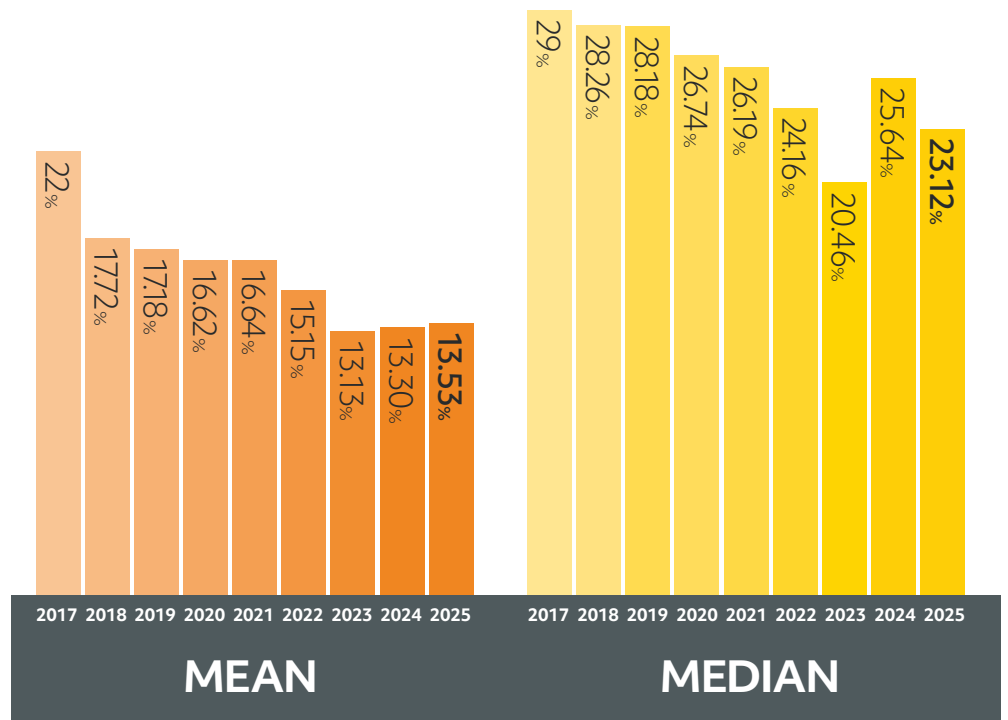
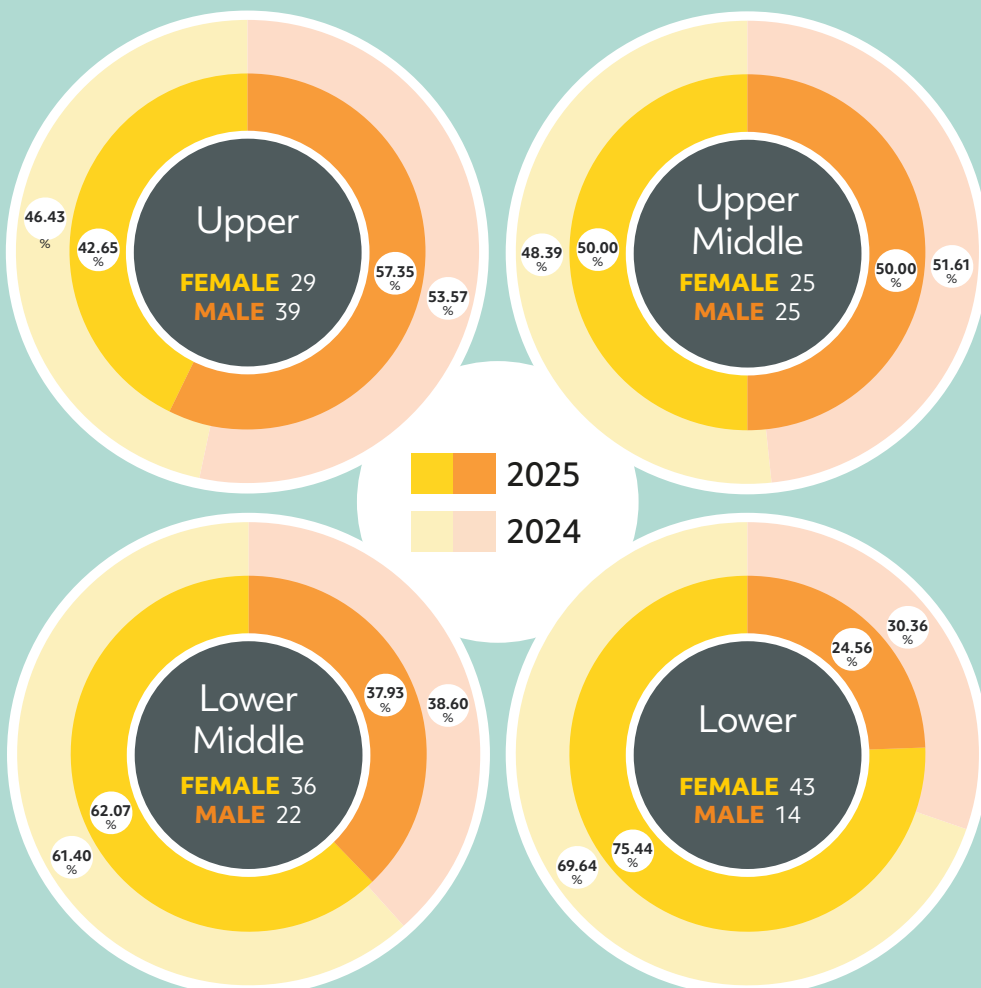


Figure 2: Gender pay gap income quartile



Prospect's hourly pay quartiles by gender

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

Compared with 2024, the percentage of women in the lower quartile has increased by 5.8%. Although there has been an increase in the number of women from 26 to 29 in the upper quartile, there has been an overall percentage decrease by 3.78% due to the number of men in the upper quartile increasing by nine..

Figure 3: Mean gender pay gap by grade

Grades	Number of males	Male mean	Number of females	Female mean	2025 mean pay gap	2024 mean pay gap
GS	1	£77.99	0		100.00%	100.00%
A+	0		1	£66.25	-100.00%	-100.00%
A	2	£53.42	4	£56.56	-5.87%	0.00%
B	13	£47.40	5	£43.81	7.58%	9.12%
C	4	£43.97	8	£42.66	2.98%	0.61%
D	31	£37.01	20	£37.06	-0.15%	-0.56%
E	9	£32.45	13	£31.53	2.82%	0.09%
F	23	£26.48	23	£27.31	-3.14%	0.49%
G	7	£21.93	23	£22.60	-3.06%	-1.16%
H	9	£20.00	35	£20.39	-1.92%	-1.52%
I	1	£18.79	1	£18.79	0.00%	0.00%
Total Mean	100	£33.78	133	£29.21	13.53%	13.30%

Mean and median pay gap analysis by grade

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

Generally, the mean and median hourly rates demonstrate that the difference in pay between men and women by grade is marginal, with improvements being made in most grades in favour of women compared to 2024. This is not reflected in Prospect's overall GPG results due to there being more men than women in the higher grades (B to GS) and a greater proportion of women being in lower graded specialist and administrative posts, where we have the most part-time employees. Of our 31 part-time employees, 26 are employed in grades H to F and 87% of part-time employees are female. Due to the family friendly policies, we have in place, which particularly support women, there is low attrition in these grades.

Figure 4: Median gender pay gap by grade

Grades	Number of males	Male median	Number of females	Female median	2025 median pay gap	2024 median pay gap
GS	1	£77.99	0		100.00%	100.00%
A+	0		1	£66.25	-100.00%	-100.00%
A	2	£53.42	4	£57.34	-7.33%	0.00%
B	13	£48.00	5	£44.38	7.54%	9.46%
C	4	£43.54	8	£42.29	2.85%	1.41%
D	31	£37.90	20	£37.90	0.00%	0.00%
E	9	£32.69	13	£31.74	2.91%	2.78%
F	23	£26.58	23	£27.54	-3.60%	0.04%
G	7	£20.93	23	£22.93	-9.53%	-0.63%
H	9	£18.79	35	£19.78	-5.24%	-1.27%
I	1	£18.79	1	£18.79	0.00%	0.00%
Total Median	100	£33.57	133	£25.81	23.12%	25.64%

London weighting analysis by grade

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

Figure 5: London weighting analysis

Grades	Inner London weighting		No London weighting	
	Male	Female	Male	Female
GS	100.0%	0.0%	0.0%	0.0%
A+	0.0%	100.0%	0.0%	0.0%
A	100.0%	100.0%	0.0%	0.0%
B	69.2%	80.0%	30.8%	20.0%
C	75.0%	87.5%	25.0%	12.5%
D	54.8%	60.0%	45.2%	40.0%
E	44.4%	61.5%	55.6%	38.5%
F	65.2%	78.3%	34.8%	21.7%
G	85.7%	65.2%	14.3%	34.8%
H	100.0%	60.0%	0.0%	40.0%
I	100.0%	100.0%	0.0%	0.0%
2025	67.0%	68.4%	33.0%	31.6%
2024	66.3%	66.9%	33.7%	33.1%

- The overall male/female split for ILW is 67.0%/68.4% (2024: is 66.3%/66.9%) and NLW is 33.0%/31.6% (2024: 33.7%/33.1%).
- This means that there has been an 0.7% increase in the number of males receiving ILW, while females receiving ILW increased by 1.5%.

Ethnicity pay gap results

BAME staff make up 16.3% of Prospect employees (2024: 15.2%), predominantly in grades H-F and all based in London.

There is one BAME employee in the four most senior grades (B-GS), and this is a major cause of the skew in the EPG. See figures 7 and 8.

The EPG of the grades D and below has shown a slight improvement in both mean and median. The Mean EPG is 12.56% (2024: 17.22%) and Median EPG is 14.84% (2024: 18.68%).

The numbers of BAME staff by gender in each grade are too low to make meaningful comparisons. As shown above, the mean hourly EPG is 12.56% (2024: 17.22%), compared to the overall mean hourly GPG of 13.53% (2024: 13.30%). The median EPG is 14.84% (2024: 18.68%), which has improved slightly. However, it is below the overall median hourly GPG of 23.12% (2024: 25.64%). Both show a slight improvement compared to 2024.

As the overall BAME staff only make up 16.3% of the workforce, it is difficult to draw meaningful conclusions on pay for this cohort. However, whilst the numbers are small, there have been some positive changes in the reported period in grade D as two new BAME staff were recruited. There were also 3 additional recruits in grade F in this period.

Figure 6: Ethnicity mean and median pay gap

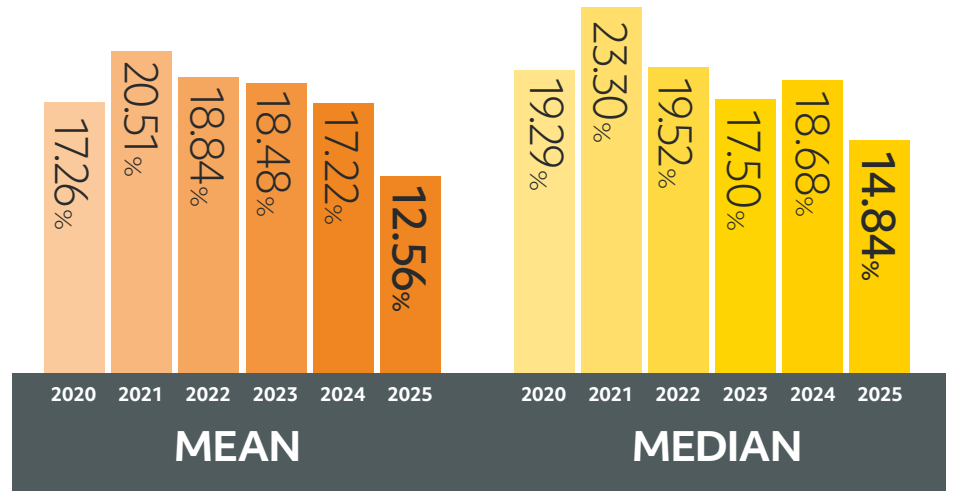


Figure 7: Ethnicity mean gender pay gap by grade

Grades	MEDIAN			MEAN		
	Male	Female	Pay gap	Male	Female	Pay gap
GS	£0.00	£0.00	N/A	£0.00	£0.00	N/A
A+	£0.00	£0.00	N/A	£0.00	£0.00	N/A
A	£0.00	£57.38	-100.000%	£0.00	£57.38	-100.00%
B	£0.00	£0.00	N/A	£0.00	£0.00	N/A
C	£0.00	£0.00	N/A	£0.00	£0.00	N/A
D	£34.42	£33.47	2.765%	£35.84	£33.47	6.61%
E	£34.42	£32.18	6.524%	£34.42	£32.18	6.52%
F	£26.79	£28.31	-5.694%	£26.90	£27.81	-3.38%
G	£0.00	£23.34	N/A	£0.00	£23.30	N/A
H	£22.52	£22.50	0.065%	£22.52	£22.09	1.89%
I	£18.79	£18.79	0.000%	£18.79	£18.79	0.00%
TOTAL	£26.68	£25.35	5.01%	£27.41	£28.15	-2.69%

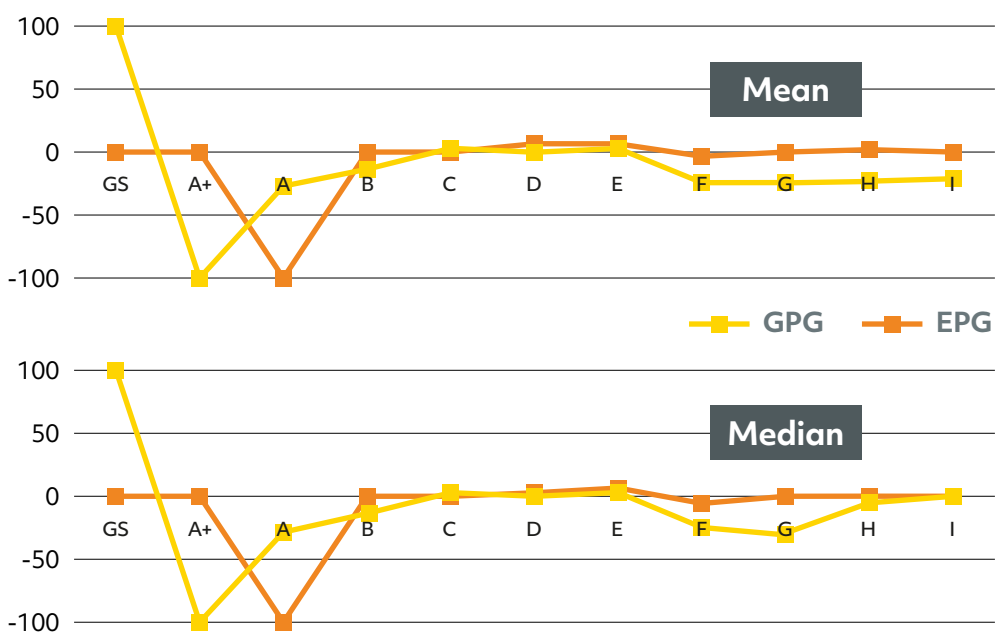
Figure 8: Ethnicity median pay gap by grade

Grades	Number of non-BAME staff	Non-BAME median hourly pay	Number of BAME staff	BAME median hourly pay	2025 median pay gap	2024 median pay gap
GS	1	77.99	0	£0.00	100.00%	100.00%
A+	1	66.25	0	£0.00	100.00%	100.00%
A	5	55.14	1	£57.38	-5.90%	0.00%
B	18	£46.61	0	£0.00	100.00%	100.00%
C	12	£43.14	0	£0.00	100.00%	100.00%
D	47	£37.90	4	£33.94	10.43%	3.58%
E	19	£31.74	3	£34.42	-8.45%	-5.71%
F	32	£27.08	14	£27.85	-2.82%	-3.86%
G	22	£22.49	8	£22.22	1.21%	-9.77%
H	38	£19.78	6	£22.50	-13.77%	-9.10%
I	0	£0.00	2	£18.79	0.00%	0.00%
Total median	195	£31.21	38	£26.58	14.84%	18.68%





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



The way forward

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

We have maintained the improvements to our recruitment practices:

- Mandatory unconscious bias training.
- ‘Blind’ shortlisting for posts.
- Equality monitoring from application through to employment.
- Systematic use of inclusive language.
- Use of online training which can be accessed to suit flexible working practices.
- Mandatory training on sexual harassment, emphasising the importance of safe and inclusive workplace cultures.

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

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

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

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

Signed

Mike Clancy

March 2026

