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The Collective Goal

Newsletter for National Football Museum Prospect Members **No. 3, November 2026**

Prospect plus offers

We will support you when you have a problem at work, as well as secure good pay deals and terms and conditions across the board, but that is not all we are about. Being a Prospect member also gives you access to a whole host of other benefits.

Such as:

- A free wills service
- Holiday packages
- Family days out
- Cheaper cinema tickets
- Airport Extras
- Discounts on gym membership
- Discounts on Apple products

Subject to T's and C's Members should access Member benefits to find out more.

Welcome message from the branch committee



Welcome to the third edition of the Prospect NFM Branch Newsletter.

This newsletter provides an update on the key issues your branch committee has been working on over recent months.

Our focus has been progressing discussions with the company on pay and progression and establishing regular meetings to drive this work forward. We have also started work on addressing workload concerns raised through the staff survey and will be engaging with colleagues to better understand the impact of excessive hours on wellbeing. Alongside this, we continue to maintain regular dialogue with the company to ensure members' views are heard and acted upon.

As always, thank you for your continued support. If you have any questions, concerns, or feedback, please don't hesitate to get in touch with a branch representative. You can email us on

Kirsty Hill - Kirsty.Hill@nationalfootballmuseum.com

KT Cooper - kt.cooper@nationalfootballmuseum.com

NFM's 2026 Annual General Meeting

The AGM will take place on 15 December 2026, starting at 18:00 pm at:

House of Social

10 Sir Howard Bernstein Approach

Manchester

M15 4ND

Members asked for:

Regular updates from committee

Reps have been working on better comms systems for members and will ensure a branch newsletter every three months as well as regular updates and our AGM in December.

Better feedback mechanisms between NFM and Prospect

NFM and Prospect have now reestablished the HR drop in every two weeks. So, if you have an issue or query, you'd like to raise via a trade union rep, please get in touch.

The committee to push for better pay and progression

Reps have been meeting with the company about pay and progression and have committed with NFM to hold meetings every 8 week to push for progress.

The committee to look at workloads across the museum

The committee have designed a campaign to run over the coming months to meet with members and non-members to discuss workloads to feedback to the company to improve working conditions.

The committee to continue to push for an AI Policy

Reps are consistently pushing for NFM to deliver an AI Policy, with the aims that this will give consistent guidance on how AI is used across the company, and how it affects NFM's environmental impact.

Prospect union week

From 2-9 November 2026, Prospect members and reps across the UK will be taking part in Union Week, Prospect's annual recruitment and organising campaign. The week is all about raising the profile of our union, speaking to colleagues about the benefits of membership, and strengthening our collective voice in the workplace. Every new member makes Prospect stronger. The more members we have, the more effectively we can negotiate with employers, campaign on the issues that matter to us, and ensure that workers have a strong and independent voice at work.

Why Union Week Matters: Being part of a trade union isn't just about having support when things go wrong. It's about improving workplaces, securing better pay, protecting terms and conditions, influencing workplace policies, and helping colleagues build better careers. Prospect represents over 157,000 professionals, specialists, managers and technical experts across a wide range of industries and public services.

Union Week provides an opportunity for all of us to:

Talk to colleagues about the value of union membership. Share personal experiences of how Prospect has supported us. Encourage non-members to join. Raise awareness of the work carried out by our local branch and representatives.

Build a stronger, more influential union in our workplace.

What Is Our Branch Doing?

Prospect will have a stall in the museum on Wednesday 4 November.

Date: **4/11** Time: **11am-1pm** Location: **Wiegman (Meeting Room 1)**

Staff workload & Welfare

Following the results of the recent staff survey, one of the key concerns raised by members was workload and the impact of excessive working hours.

In response, Prospect will be carrying out further engagement with both members and non-members over the coming weeks to build a clearer picture of the challenges colleagues are facing. Representatives will be on site speaking directly with employees and gathering information about the number of hours people are regularly working, as well as the impact this may be having on their wellbeing.

We are particularly keen to understand whether long working hours are leading to any physical or mental health effects, including stress, fatigue, burnout, or difficulties maintaining a healthy work-life balance. This information will help us identify any recurring issues and ensure that we can raise members' concerns with the company in a constructive and evidence-based way.

The feedback we receive will play an important role in shaping future discussions around workload, resourcing, and employee wellbeing. We encourage everyone to participate and share their experiences openly so that we can build the strongest possible case for positive change.

Further details on how you can get involved and contribute to this work will be shared in due course.

New guidance for 0-hour workers

The Government has published new guidance for employers on the use of zero-hours contracts, reinforcing that workers on these arrangements are entitled to important legal protections and should not be treated as a second-class workforce.

While zero-hours contracts remain lawful, the guidance makes clear that employers must still comply with employment rights legislation. Workers engaged on zero-hours arrangements are entitled to statutory protections, with the exact rights depending on whether they are classed as a worker or an employee. Employers are also reminded that zero-hours workers are entitled to receive a written statement setting out key terms and conditions, including pay, hours, holiday entitlement and notice provisions.

Importantly, the guidance challenges the overuse of zero-hours contracts. It states that these arrangements may be inappropriate where work is regular and predictable over a long period and encourages employers to consider more secure options such as permanent part-time or fixed-term contracts instead.

The publication comes as the Government prepares wider reforms under the Employment Rights Act 2025, including proposals for guaranteed hours, reasonable notice of shifts and compensation when shifts are cancelled at short notice.

Meet your Branch reps: Kirsty Hill

What motivated you to step into the role:

I wanted to do something proactive about changing the things in the workplace that don't work for us, and to be able to contribute to make NFM a fairer place to work. Ask a rep what it's like 😊. If it's something you're interested in, please do ask us any questions that would help you to know whether it's right for you. Also know that the commitment can be as much or as little as you'd like!

One thing people might not know about you (work or non-work!):

I'm trying to learn how to knit but am currently terrible at it - any advice or helpful YouTube video recommendations would be very welcome!

Has being on the committee helped you develop any skills or knowledge:

Yes. Being on the committee has given me access to loads of great training and development resources, like the Women in Lay Leadership course I'm on at the minute.

It's also been a great opportunity to meet reps from other branches working in heritage and beyond.

AGM Motions: A Guide for Members

The Annual General Meeting (AGM) is your opportunity to shape the work of the branch by proposing motions on issues that matter to you and your colleagues. A well-written motion should be clear, concise and focused on achieving a practical outcome.

Most motions follow a simple structure:

"NFM believes..."
This section explains the problem, concern or principle behind the motion. It sets out why the issue is important and provides the background for your proposal.

"NFM notes..."
This section sets out the facts, context or recent developments that relate to the issue. It explains what is happening and provides the background information that members should consider.

"NFM resolves..."
This section says what action you want the branch, employer or union to take. The best resolutions are specific and achievable.

For example: **NFM believes** that excessive workload is having a negative impact on staff wellbeing and work-life balance.

NFM resolves to seek discussions with management on workload pressures and campaign for appropriate staffing levels.

If you're looking for inspiration, consider issues such as: Equality, diversity, and inclusion. Flexible working, recruitment and retention, mental health and wellbeing, Health and Safety, Improvements to comms and consultation. Remember, the most effective motions identify a clear issue and propose a realistic solution. If you'd like support developing a motion for the AGM, speak to one of your local reps who will be happy to help.