

A year with Prospect Legal



Union Week is a great time to celebrate and promote the value of trade union membership. Read on to learn about some of our legal successes on behalf of Prospect and Bectu members over the past 12 months...

Equal pay

● In 2018, Prospect surveyed members at Natural England on the impact of pay austerity. After reviewing the survey results, Prospect pushed for Natural England to conduct an equal pay audit, which revealed a **mean pay gap in favour of men** which increased in size with the seniority of the grade involved, and which could be traced back to the formation of Natural England in 2006.

In January 2021, an **equal pay collective grievance** was lodged with Natural England. Following the grievance process, in February 2022, Prospect submitted a claim to the employment tribunal for a group of 38 members working in Natural England as managers, advisors and specialists.

With a final hearing due in late 2024, we managed to reach a settlement with the employer, some six years after the initial pay survey. Over £1m in compensation was achieved for the 38 claimants, plus a commitment to discussion around pay progression.

● Prospect secured a settlement of £22,500 for a Bectu member who claimed that she was being paid less than men for the the same work. We lodged **equal pay proceedings** in the Employment Tribunal on our member's behalf and negotiated an out-of-court settlement.

Disability and sex discrimination

● We represented a Met Office scientist at the Employment Tribunal in her claim for **disability discrimination and harassment**. Having raised concerns about the impact of office changes on reasonable adjustments in place for her and for others, our member said she was subjected to disability discrimination and harassment by senior managers.

At a hearing in Exeter, Employment Judge Volkmer upheld our member's complaints. The Tribunal found that comments made were related to disability and had the effect of violating our member's dignity or creating an **intimidating, hostile, degrading, humiliating or offensive environment** for her.

A HR manager was found to have used their position of seniority to make threats of unspecified disciplinary action because of something arising in consequence of our member's disability. A remedy hearing is due to take place in 2026.

● Prospect secured a settlement of £30,000 for a member claiming **disability and sex discrimination**. She was dismissed eight weeks into a new job after requesting part-time homeworking and flexibility around her hours due to health needs and childcare responsibilities. We lodged proceedings in the Employment Tribunal on our member's behalf and represented her at a Preliminary Hearing, after which an out of court settlement was negotiated.

Redundancy

● Where 20 or more employees are proposed to be made redundant, employers have a duty to collectively consult with the recognised trade union. In June, Prospect issued a claim for a number of members who had been made **redundant without any consultation**. The tribunal awarded our members 84 days' pay (from a maximum award of 90 days), plus their statutory redundancy payment.

Industrial relations

● In late 2024, Prospect successfully defended a claim against the Ports of Jersey, and won a counter claim against the employer, in relation to a dispute over **the correct dispute resolution process for industrial action**. This helped us successfully negotiate a successful resolution to an ongoing pension dispute.

Worker status

● A claim was successfully settled for a Bectu member, arguing that she was a 'worker' and, therefore, **entitled to holiday pay**.

TUPE

● 'TUPE' Regulations protect employees' existing terms and conditions when a business changes hands. Affected employees must be informed and consulted, and can be awarded up to 13 weeks' pay if not.

When our member's employment was transferred, she was **not consulted** and received little information. Her new employer **did not observe her contractual terms** in relation to paid time off for training and stopped making pension provision. She also experienced delays in receiving payslips and did not receive an updated statement of her terms of employment, making it difficult to get visibility on what was happening.

We issued a claim in the employment tribunal. Via settlement agreements with the outgoing and incoming employer, we secured compensation for **a failure to inform and consult**, and for **unlawful deduction from wages**. We ensured continuing pension provision, and obtained payslips and confirmation that our member's pre-transfer terms of employment continued to apply.

£1,692,122
recovered in damages for personal injury claims

1,279
enquiries received by our legal line

216
new cases for personal injury considered by our lawyers

62
claims submitted to the employment tribunal on behalf of members