

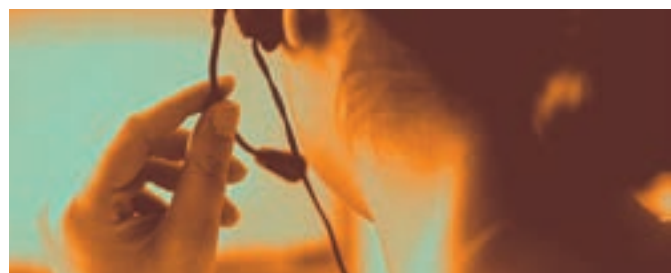
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Foreword

Mike Clancy, General Secretary

In the last year Prospect continued to demonstrate our influence, both in the workplace and in wider public debate, as 2025 was the year where the Employment Rights Bill passed into law as the Employment Rights Act.



Prospect played a pivotal role in shaping this legislation and getting it onto the statute book, following months of fraught debate and negotiation. I am proud of the way we have deployed our industrial, policy, and legal expertise to influence this Act in ways that will help our members in the future.

The union has already started the important task of preparing for the changes in the Act through our National Organising Unit and, as the rights are phased in, making sure we are in the best possible position to utilise the rights unions will be granted to access workers and build industrial strength.

Industrially this was another strong year with important wins for members in all of our sectors. However the year was not without its challenges, and members have faced job losses at many employers such as the National Trust, AWE,

the RSC, and across the nuclear decommissioning estate. The union is doing all we can to support affected members and mitigate the damage wherever possible, but it is a reminder of the tough economic circumstances we face at the moment, with a continued cost of living crisis and government budgets still extremely tight.

I must also apologise again that we experienced a cyber incident. I think it is a key aspect of leadership to acknowledge when something adverse has happened and to front it with those affected. We have learnt from it, upgraded our systems and commissioned an independent review which was shared with branches.

Despite these challenges, the union continued to grow in 2025, reaching 162,000 members for the first time in our history. This landmark is a testament to the

hard work of reps and members, as well as to our brilliant organising teams and the efforts of the National Organising Unit who coordinated a successful Union Week. This membership growth underpins all of our success, and is a crucial barometer of the health of the union, demonstrating that our collective effort is being recognised in your workplaces.

While 2025 was not a National Conference year, we did host vibrant sector conferences where reps came together to make plans, share knowledge, and exercise their democratic rights. It was a pleasure to speak at many of these events and catch up with reps, and I am pleased that we are able to host more branch- and sector-level events at what still feels our 'new' headquarters in Rochester Row, which was one of the primary motivations for last year's move.



Left:

2025 was a busy sector conference year, including major events held for the Energy and Bectu sectors, in Birmingham and York



Beyond the Employment Rights Bill our campaigning efforts yielded results for our members. The publication of the government's Industrial Strategy was a milestone moment, confirming that many of the sectors that our union organises in are the key growth sectors in the economy. This plan was built on with individual sector plans, and I am pleased with the role Prospect played in shaping many of these including in energy, defence, and the creative industries. The Clean Energy Jobs Plan, and the commitment to appoint a Freelance Champion for the creative industries, are tangible examples of the wins the union can secure for members through our wider influence. It was also good to see the role of the union being recognised by government, with Philippa Childs, Head of Bectu, being given a seat on the Creative Industries Taskforce, Senior Deputy General Secretary Sue Ferns being appointed to the board of the Department of Energy Security and Net Zero, and the Ministry of

Defence asking me to serve on the Defence Industrial Joint Council. This was all topped off by Sue being awarded a well-deserved OBE in recognition of her service to the trade union movement.

The external context for the union remains challenging, despite the passage of the Employment Rights Act. Globally, instability and conflict are on the rise once again and are causing a series of economic and political issues in the UK. We are also seeing the continued rise of populist forces on the far right who fundamentally oppose the principles on which our movement rests. We will continue to chart a course through these obstacles in 2026, and I am confident that our professional style of trade unionism, our dedicated staff and members, and our solidarity with each other will see the union continuing to grow and thrive in the years ahead.

Mike Clancy

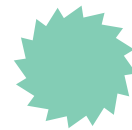
Above:

In his natural habitat: General Secretary Mike Clancy joined Bectu Outside Broadcast members on a site visit to Everton's Hill Dickinson Stadium



The year in review

2025 was a year of real momentum. Prospect kept campaigning, kept growing and kept working hard for our members as, for the first time in many years, the broader conditions for workers' rights in the UK began to move in a more favourable direction.



Aviation

Following the establishment of the Aviation sector, the website has been updated and the first new mailing to Aviation members was sent in November. The first sector meeting and sector executive committee elections were due to be organised in the first quarter of 2026. Following a review of the current branch structure, five aviation branches have been created to reflect areas where we have established collective bargaining. A branch has also been created for personal contract grades in National Air Traffic Services, moving members out of the two collectively bargained NATS branches.

We held two meetings with the Aviation Minister and Department for Transport officials. We have also responded

to several consultations including on digital licensing, UK Airspace Design Authority (which became the UK Airspace Design Service), proposed changes to the UK Flight Information Service and the EU consultation on Minimum Service Levels.

Organising work has focussed on training new reps and consolidation of membership areas where we already have recognition. It has been a busy year across the sector in terms of recognition campaigns. We secured a new recognition agreement at Newcastle International Airport (NIAL) following a strong industrial action ballot and huge effort from reps and members to get NIAL management to understand their concerns. We have also focussed on training and succession planning within established aviation branches in the last 12 months to ensure that these areas remain stable. These efforts have delivered 4% overall growth in the aviation membership.

We are optimistic that we will sign a new voluntary recognition agreement at Biggin Hill Airport after a year of discussions. We are discussing extending our scope of recognition with easyJet, Ascend and Draken. In 2026, we intend to review each civil aerodrome offering a service where Prospect does not have recognition, such as at Southend Airport, and use the new access rights in the Employment Rights Act to increase membership and density.

The NATS branch has raised serious concerns about detrimental changes to the NATS defined contribution pension scheme the Civil Aviation Authority is seeking to enforce through the regulatory settlement. The 2025/26 pay negotiations with NATS have been difficult with limited movement from the company on the long-term strategic pay issues raised by the branch.

Below:

Prospect Aviation sector members and staff make their voices heard on the CAA picket line in March 2025



Members at the Civil Aviation Authority accepted the revised pay offer for 2025-26. The offer gave an average consolidated pay rise of 3.77% and a non-consolidated payment of £1,150. The acceptance of the offer concludes the industrial action. Following the 2024-25 offer, Prospect brought a tribunal claim on behalf of more than 100 CAA members for unlawful inducement to circumvent collective bargaining. The case is listed to be heard in October 2026.

Very serious concerns have been publicised about the culture and leadership within the International Transport Workers' Federation (ITF) and serious allegations have been made about the conduct of the General Secretary. Prospect has written to the ITF about our concerns, calling for an independent KC-led enquiry. We are monitoring the situation and while we remain affiliated to the IFT we are calling for these allegations to be addressed fairly, transparently and quickly.

Bectu

During 2025 the sector conducted the first Bectu Big Survey designed to provide an in-depth analysis of the state of the UK's creative industries, focussing on the experiences of and challenges faced by creative workers. The survey gathered over 5,500 responses from people working across film, TV, theatre, live events and fashion.

The survey provided a baseline of information across a variety of critical issues for sector

workers including employment and security, pay and working conditions, diversity and inclusion, bullying and harassment and health and safety. Crucially the results also provided invaluable insight into the challenges faced by freelancers, such as late payments, the lack of employment rights and financial challenges such as the low levels of pensions that freelancers enjoy.

In 2025 the Government set out the key areas for its Industrial Strategy, and the creative

Below:

Head of Bectu Philippa Childs, Sector President Sean O'Malley, and Research Officer Rosie Carter join Baroness Fiona Twycross at Portcullis House, London, for the launch of the inaugural Bectu Big Survey report in October 2025



industries were identified as one of the sectors for driving economic growth. The Head of Bectu was invited to be part of the sector taskforce and in that context sought to highlight the distinctive challenges that the sector faces with such a heavy reliance on a freelance workforce. Bectu has long argued for an advocate in Government to respond to these challenges and successfully argued for this within the taskforce. Government did commit to appointing a Freelance Champion by the end of 2025 and whilst that deadline was missed it is hoped that an announcement will have been made when this report goes to print.

The BBC has continued to face challenges throughout 2025 culminating in the resignation of the Director General and the Head of News in November following the controversy over the editing of a Panorama programme on President Trump. Accusations of political bias were made against the BBC from different perspectives, and the involvement of BBC Board members came under scrutiny in the aftermath. As we enter the BBC Charter renewal consultation period it is important that its independence from political interference is reasserted. We hope through our submission to be able to focus on the need for long term and sustainable funding to enable the BBC to continue its role at the centre of the creative industries eco-system and to preserve well paid, unionised jobs.

Audience behaviour proved to be an ongoing challenge for workers in theatres and live events, with around a third reporting that they had experienced anti-social behaviour, violence or aggression from an audience member during the previous year.

In 2025, Bectu continued to focus on conditions for festival workers, and also held a roundtable to highlight the experiences of our growing membership working in the fashion industry.



Above right:

Fashion workers join Bectu staff for a screening of *Fashion: The State of the Sector*, Bectu's roundtable on the fashion industry, in February 2025



Defence

The Defence Reform programme announced in the spring involves major Ministry of Defence (MOD) reorganisation, involving structural change from 11 top level budget holders to four pillars, also affecting arm's-length bodies. This has been a major focus of work throughout the year, both through direct engagement and via the MOD Council of Civil Service Unions. This has included reshaping branch structures within the MOD to optimise representation and Prospect presence in the new employee relations frameworks that are emerging.

The Strategic Defence Review (SDR), published in June, put UK industry and defence jobs at the heart of Britain's security. Prospect's response emphasised that UK defence is only as strong as its people, whether in industry or in the public sector. It called for investment in people, including in MOD capabilities, and creation of an inclusive defence working culture. The SDR was followed by publication of the Defence Industrial Strategy, ahead of the Government's wider Industrial

Strategy announcements. Prospect's response included the need to bolster the MOD as an 'intelligent customer'; invest in skills and improve workplace culture; prioritise UK companies and supply chains; and create a new partnership with industry and workers. The Government also announced the formation of a Defence Industrial Joint Council, on which Prospect is represented by the General Secretary.

The Defence Industrial Strategy was eventually published in September, with a strong emphasis on skills development. However, at the time of writing the Defence Investment Plan has not been published, creating some anxiety about the prospects for UK employment.

The MOD's programme to address sexual harassment against women has proved largely ineffectual. A second Prospect membership survey in early 2025 showed little or no progress made over the course of the year. In November, the results of MOD's own survey of sexual harassment in the armed forces were published, demonstrating ongoing issues for civilian and military personnel. Prospect continues to raise the lack of progress with ministers and with the Defence Select Committee, and has begun a training programme to support representatives handling sexual harassment cases.

The MOD Departmental Group annual delegate meeting was held on 22 May and the first defence lay leadership programme in June. Coalitions of members with overlapping interests continue to operate. The Babcock Coalition registered a formal failure to agree over pan-organisation pension issues and the need to make the company scheme more equal.

In the face of these, and other private sector challenges, sector membership grew by 1,335 members in 2025.



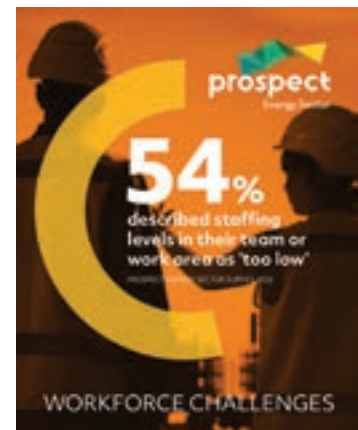
Energy

2025 began with a series of consultations anchored by the Government’s 2030 Clean Power Action Plan. Prospect responded to inquiries by the Scottish Affairs Select Committee into ‘Great British Energy’ and by the Energy Security and Net Zero Select Committee into ‘Workforce planning to deliver clean, secure energy.’

Prospect engaged with transmission employers on the T3 transmission price control review. Quarterly meetings with Ofgem continue, where all unions press for a sharper focus on workforce resilience. The extent of work pressures on members across the networks were clearly demonstrated in a survey undertaken in the spring, which also highlighted widespread fatigue. These issues have been raised with MPs and ministers, and the outcome of a government review of Ofgem is awaited. With advice from representatives Prospect

also submitted evidence to the Government’s inquiry into the fire at the National Grid substation near Heathrow.

After extensive lobbying by Prospect the Final Investment Decision for Sizewell C was confirmed following the Spending Review. Towards the end of the year Great British Energy – Nuclear confirmed the siting of Rolls-Royce Small Modular Reactors at Wylfa. Whilst welcoming progress towards implementation, Prospect is continuing to press for prompt delivery progress and for employment impacts to be maximised through strong UK supply chain commitments. Prospect submitted evidence to the Nuclear Regulatory Review 2025. At the time of writing government decisions on next steps are awaited. The Prime Minister has visited Springfields Fuels and Suffolk New College to





Above:

Representatives of Prospect, Unite and GMB are joined by Charlotte Nichols MP to take the 'What a Waste' campaign to Parliament

demonstrate the Government's commitment to the nuclear industry, on both occasions meeting Prospect representatives.

The nuclear decommissioning sector has faced a challenging year, not least due to a Spending Review settlement insufficient to meet ongoing work commitments. A voluntary exit programme has progressed across much of the Nuclear Decommissioning Authority (NDA) group, at considerable cost but without a clear strategy on retention of skills and capacity. In response Prospect has launched a 'What a Waste' campaign, involving contacts with relevant MPs locally and in Parliament. Prospect has also worked to raise awareness of the implications of failure to progress the work

on a geological disposal facility, including a roundtable discussion with MPs. Towards the end of 2025 the Government announced an independent review of the NDA.

In October the Department for Energy Security and Net Zero published a Clean Energy Jobs Plan emphasising the importance of industry working with unions to deliver good, unionised jobs. Prospect has played a key role in the negotiations that followed on a Fair Work Charter for offshore wind auction Allocation Round 8, focusing on early access and engagement for unions and good health and safety standards.

The energy sector grew by 746 members in 2025, and a further lay leadership programme was held in February.



Heritage

2025 was a year defined by significant external pressures on heritage organisations. Across the sector, our reps worked to effectively represent members' interests during a particularly challenging period for funded heritage institutions and workforce stability.

Big Heritage Survey 2025

To strengthen the evidence base for campaigning, Prospect launched the Big Heritage Survey '25, which was open to both members and non-members, to gather crucial data on pay, progression, workplace pressures and morale. The findings will play a key role in informing future bargaining, engagement with stakeholders and continued development of a long term strategy for improving working conditions across the sector.

The survey gathered insights from over 2,200 heritage sector workers, highlighting persistent challenges around pay and organisational change. Despite some upward movement in pay bands since the last survey, salaries across many roles remain in the bottom quartile nationally, with significant differences in pay progression between England, Scotland and Wales.

Cost of living pressures remain a concern, even as inflation has eased. More respondents are able to meet essential living costs, but 86% have had to adjust their spending, and a notable minority still require financial support.

Organisational restructuring has been widespread, with many experiencing departmental changes, recruitment freezes or voluntary exit schemes. Often

departing staff have not been replaced, contributing to increased workloads and a rise in regular unpaid overtime. Although staffing pressure has slightly improved since 2022, half of respondents still feel there are insufficient staff to meet core operational needs. Qualification requirements are also shifting, with fewer roles now requiring Master's-level education.

Staff turnover continues to be a significant risk for the sector. Around four in ten workers are actively seeking higher-paid opportunities, both within and outside heritage – particularly those in HR, estates, marketing and communications. While many wish to remain in the sector due to their specialist skills and commitment, low pay and increasing workload remain strong drivers of departure.

Further uncertainty arose following the UK Government's 2025 Spending Review, which

confirmed real-terms reductions to both resource and capital budgets for the Department for Culture, Media and Sport. While the review included commitments to broader cultural investment and youth cultural access, sector members expressed concern that these measures fell short of addressing the deep rooted financial instability facing many heritage institutions.

During 2025 Prospect reiterated its policy calls for government to review financial pressures facing the sector, address staffing and skills shortages, improve pay progression frameworks, and provide public funding settlements that allow heritage bodies to plan sustainably.

Campaigns and challenges

Throughout 2025, members confronted significant workplace pressures, funding-driven

THE SUN IS OUT, THE SKY IS BLUE...

When it's hotting up at work, do you know the rights for you?

During periods of extreme hot weather:
Ask your Prospect Archaeologists branch rep about your rights and your health & safety. Together, we're making work a safer place to be.

prospect.org.uk/prospectarch

QR code:

Thermometer graphic with text: **HOT WEATHER WORK**, **prospect**, **PROSPECT - SUPPORT - PROGRESS**

Total Victory
AT THE CUTTY SARK

prospect

Prospect members at the Cutty Sark made a stand after their concerns with an unsafe and hot workplace didn't receive a sufficient response by management. After just a month of campaigning the members achieved a near total victory...

- ✓ extra 10 minutes break
- ✓ unlimited water/comfort breaks
- ✓ sun cream
- ✓ electric fans
- ✓ portable aircon unit.

You can win too by joining your RMG Prospect Branch, just scan the QR and sign up today

Got an issue in the workplace?
Contact your branch at prospectcommittee@rmg.co.uk

plus a parasol over the retail desk

QR code:

25-056/AUG24/PPH

restructures and inequities in pay and conditions, while also securing important wins for staff welfare.

For example, at the Cutty Sark, members successfully campaigned for improved working conditions following dangerous summer heat levels that reached 35°C inside the admissions area. Their collective action, including a 100% supported petition and coordinated health and safety reporting, resulted in tangible improvements, including better cooling measures and installation of shade for frontline staff.

At the National Trust, up to 500 job losses were announced as part of cost saving measures. A reduced savings target preserved 76 roles, but many members still faced compulsory redundancy. Prospect warned that cuts of this scale undermine the Trust's ability to safeguard the UK's natural, cultural and historic heritage.

At English Heritage, staff were informed of significant organisational restructuring likely to lead to widespread redundancies and seasonal site closures. Prospect emphasised the potential loss of vital specialist knowledge and the profound impact on the preservation of historic sites, urging the organisation to work closely with unions to minimise impact.

Within National Museums Liverpool, Prospect highlighted the challenges created by a shift toward opaque 'market rate' pay systems. The branch continues to campaign for transparency, equal pay auditing and fair pay structures to address deepening inequality and low pay across the sector.

In late 2025, pay talks between the British Library and Prospect members stalled after staff rejected a 2.4% pay offer with an £800 underpin, citing long delays and below expectation proposals. With no improved offer on the table and DCMS confirmation still pending, the



Above:

Tom Rutland MP addresses Heritage members and Prospect staff during the Heritage sector AGM in February 2025

union prepared to move toward an industrial action ballot, urging the Library to address real terms pay decline and staff frustration. Prospect eventually secured an improved pay deal after members rejected two earlier offers. The final agreement includes a 3.8% pay rise and structural changes to support better progression for the lowest paid grades, with 78% of members voting to accept. Tate announced a 7% reduction in its workforce (around 40 roles) implemented through voluntary departures and hiring freezes, to address a persistent financial deficit. Prospect supported affected members and warned that cuts across the cultural sector threaten both institutional expertise and the quality of public provision.

Industrial action in the form of a one-day strike and action short of a strike was being scheduled at the time of writing in response to an unacceptable, and delayed, pay deal at London Museum while the organisation prepares to open a new building.



Information Technology and Telecommunications

The Information Technology and Telecommunications (IT&T) sector conference was held at Prospect's Headquarters in June and was very well received. The conference included a panel debate on the subject of diversity, equity and inclusion (DEI) policies in the light of political attacks on DEI in the United States. As a result of the conference, the sector executive committee have a full programme to take forward over the next two years, including motions on AI and using new employment rights to support our organising across the sector. In addition to taking forward the motions, we have launched new member communications for all sector members.

The Tech Workers Branch continues to grow and is now one of the union's largest branches. We are preparing recognition campaigns in the tech sector, using

the new improved recognition and access rights in the Employment Rights Act, and will work with the National Organising Unit on these projects. In terms of recognition, we have secured an agreement in a new business unit, O2 Daisy, in VMO2. We have also extended and improved our recognition agreement at Ofcom.

The Tech Workers Branch ran its annual member survey and presented the findings to members during Union Week. It revealed that many are pushed by employers to work longer hours, with half reporting being asked to opt out of working time limits. This means that companies are pushing staff to exceed the standard legal limit. The survey also indicated that companies are adopting AI faster than they are establishing the necessary rules, training and risk management for responsible use. Consequently, workers feel uncertain about the potential benefits that AI could bring to their roles and are concerned about the associated risks. We have used these survey results to talk to officials at the Department for Science, Innovation and Technology about workforce strategy.

The union has been in a pay dispute with BT since the imposition of an unsatisfactory pay award in June 2025. We have developed the RESPECT campaign which is a powerful example of members standing together for fairness and pay. Across BT, EE and Openreach, members have been actively encouraging colleagues to get involved in the campaign, which aims to keep pressure on BT. A survey, conducted as part of the campaign, exposed serious issues within BT such as unfair pay, excessive workloads, high stress and significant unpaid hours.

prospect

YOUR PAY YOUR SAY

Take part in the ballot

and let BT know what you think about the 2025 pay offer.

1-19 May 2025

prospect

RESPECT

VALUE OUR WORK / **FAIR TREATMENT** / **MEANINGFUL PAY RISES**



Public Services

Biennial sector conference

The sector held its biennial conference in June 2025, well represented by branches from across the public sector with respectful and thoughtful debate and guest speaker Georgia Gould MP, Parliamentary Secretary to the Cabinet Office at that time, who took questions and engaged in friendly discussions with attendees. Conference delegates were introduced to the refreshed *Prospect – the voice for specialists in the public service* branding, and excerpts from our members' survey. The survey focussed on members' views of civil service reform and demonstrated that while Prospect members in principle supported measures to improve the performance of the Civil Service, they identified 'shortage of skills' and 'indiscriminate job cuts' as high risks to the agenda.

Civil service reform

A spell of intense political activity took place in early 2025, with government announcing targeted 'administrative' savings of up to 15% by 2030 and a Cabinet Office-led review of arm's-length bodies following the decision to incorporate NHS England within the Department of Health and Social Care. Prospect engaged in media work on both reforms, as well as directly with the Government to set out why blunt cuts and closures without considering the evidence should be avoided.

We continue to engage with ministers, the Cabinet Office, and delegated employers, supporting branches with shared information and practical questions and campaigning ideas to challenge and mitigate against compulsory

redundancies. We regularly highlight and comment publicly on the impact of both cuts and the lack of specialists in particular employers or government missions, often supporting independent reviews or committees.

At times, the Government has made tin-eared comments about underperforming civil servants, particularly at Senior Civil Service levels. We have worked extensively with the Cabinet Office to ensure that policy developments, including 'mutually agreed exits' are developed through genuine partnership working.

Pay

Prospect called a Public Services sector reps' pay meeting in January to reflect on the pay landscape across branches, to get a sense of the mood of union members and to discuss the year ahead.

The annual Pay Remit Guidance, published in May 2025, presented a final figure of 3.25% which was up on the government affordability evidence and provided an additional 0.5% for specific workforce issues. The Public Services Sector Executive Committee (PSSEC) met to agree a position to advise delegated negotiations to ensure that the full value of the award was utilised, to seek to maximise the value of 0.5% to apply to specialist workforce issues exacerbated by the lack of developed pay frameworks, and to push for pay business flexibility cases with employers while retaining a focus on meaningful engagement on equal pay.

Most pay negotiations progressed satisfactorily with members voting to accept what our negotiating teams had delivered through delegated talks.

Opposite page:

Public Services members get to grips with the refreshed sector branding during the sector conference in June 2025



We continue to press extensively, to Cabinet Office, to individual employers and to other stakeholders and in the media, for a new pay framework that supports the development and retention of specialist roles.

Pensions

In December 2025, administration of the Civil Service Pensions Scheme transferred from MyCSP to Capita. Ahead of that, alongside other trade unions we sought to engage with Cabinet Office on the transfer and to build a more active role for us with the new provider. Very soon after the transfer, it became apparent that not only were there technical challenges around transition, but that a significant backlog of work had built up ahead of transfer – including delays in paying new retirees their pensions, resolving death benefits and ill-health retirement cases.

Prospect has worked tirelessly to push for a focussed recovery plan, attending weekly meetings with the Cabinet Office to reflect our members' experiences and to suggest practical ways to correct this unacceptable level of performance that causes real harm to members. We have provided briefings and held webinars with representatives as well as engaging with MPs and with the media to raise the profile of the situation.

We have campaigned to demand a reduction in the Gender Pensions Gap in the Civil Service using our research to organise an online petition and writing to the Government to propose practical improvements.

Organising

Prospect membership levels across the sector remained steady through 2025, which given job losses in the sector represents a solid achievement, aided by strong

Below:

Deputy Head of Research, Martin McIvor, and Negotiations Officer, Jane Lancaster, brief members during the Public Services pay meeting in January 2025



showings in Union Week and local activity supported by staff.

We have improved Prospect's presence on government hubs, where multiple organisations use the same property but no one branch would necessarily organise on a location basis.

We have also sought to develop our profile and activity with specialists working in data and digital, given the growth in numbers in these roles and their cross-civil service nature, pulling together working groups to help develop policy interventions and increase the number of representatives.

The bi-monthly all-members Public Services sector newsletter was re-established during 2025, raising the profile of our national and branch-based work to build on the sector's re-branding exercise.



Activities and achievements

Working time

Too often freelance workers find themselves working such long hours that they have less than 11 hours between finishing work and starting again the next day. In film and TV production this is widely termed 'broken turnaround'.

Bectu's campaign against broken turnaround brought these unlawful practices to the attention of the Health and Safety Executive which has powers to intervene. The union's talks with the independent producers' and employers' association (Pact) have been widened to include other employers, including the broadcasters, in an effort to bring about industry-wide consensus.

Other discussions with Pact this year have included proposing a new agreement for workers on unscripted productions, and another one for freelancers working on films with budgets under £30m.

Opposing the far right


Prospect continued to work with the Trades Union Congress (TUC) to oppose the far right's continued threats to individuals and communities. Following the violence around the Unite the Kingdom rally in London, Prospect became aware that some members and their families had been subjected to distressing verbal assaults and issued a statement condemning the reprehensible comments of Tommy Robinson (real name Stephen Yaxley-Lennon), Elon Musk and other speakers at the rally who were "directly contributing to an atmosphere where workers are put at risk."

It continued: "The far right is no friend of working people, seeking to divide our communities. Trade unions have a proud tradition of uniting workers, and we will do all we can to support our members right across the country."



"We are proud to support Hope Not Hate in their grassroots work to combat extremism and would encourage our members to support their work too. We will also work, including through the TUC, to consider what more can be done to tackle hatred, racism and xenophobia."

Against sexual harassment

 Prospect's campaign against workplace sexual harassment continued at the MOD and extended into the energy sector.

In April, Prospect wrote to Defence Minister Alistair Carns asking for an inquiry as a survey of female members working in defence had revealed persistent and widespread concern about sexual harassment in the sector. Nearly half of workers surveyed said that their employer had taken no action to tackle sexual harassment in the last year.


First conducted in February 2024, the union's survey, widely reported in the media, showed that nearly 60% of respondents had personally been sexually harassed, with a similar proportion witnessing unwanted behaviours. The follow up survey, in March 2025, was to identify whether perceptions or attitudes had changed since then and to assess the effectiveness of measures implemented by MOD leaders since Prospect's 2024 research. The 2025 survey showed that very little had changed, with large numbers of women concerned both about the culture in the industry and about the ability and commitment of employers to adequately tackle sexual harassment.

Prospect also ran a survey of members working in the energy sector following the union's receipt of a number of disturbing reports of members being subjected to sexual harassment. The survey revealed that 40% of women across the

sector have personally experienced sexual harassment at work. This rises to over 50% of women aged 30-50, who are also the least confident about reporting sexual harassment to management. Half the women in the same age range fear there would be negative impacts on their career if they were to report the harassment.

The union began rolling out a pilot training programme to lead reps in a small number of branches across the energy sector, including to National Grid Electricity Distribution and in Sellafield. The training is designed to help branches to understand the culture in their workplaces, and to support branch committees in driving inclusive cultures that are safe for everyone.

Artificial intelligence

 For good or ill, AI is affecting industries across the union. Prospect worked hard during the year to evaluate opportunities and minimise risks, and called for AI to be introduced in consultation with the workforce, rather than being imposed on them.

In the Bectu sector, AI has dire potential consequences for creatives, with their copyrighted work being hoovered up to train AI models. In December the



The banner features the Prospect logo (a stylized 'P' in green and yellow) above the word 'prospect' in white lowercase letters. Below this, the text 'SEXUAL HARASSMENT SUPPORT SERVICE' is written in white uppercase letters. Underneath, it says 'Scan the QR for the online form or call us on 020 7902 6647. We're open 9am-5pm, Mon-Fri.' To the right of this text is a QR code. The background of the banner is dark with a close-up image of a woman's face in profile, looking towards the right. The bottom of the banner has a colorful gradient bar.

Below:

The devastating wildfires in California prompted equipment donations from Bectu members to their fellow media workers



government had to concede that 95% of 10,000 people responding to their consultation on copyright and AI had called for copyright to be strengthened and a requirement for licencing in all cases, or no change to copyright law. Only 3% supported the government's originally preferred option more sympathetic to AI companies, and this preference was dropped.

Bectu argued that a copyright exemption for AI training would harm the UK's world-leading creative industries, and urged the government to ensure that AI is regulated so there is transparency and accountability in its application, that it does not undercut human creativity and inadvertently take value away from a thriving creative industry.

International solidarity

International solidarity is one of the foundations of the trades union movement and this year it was even more necessary to act on this. The union joined with the TUC and the Federation of Entertainment Unions in protesting against the war in Gaza and the killings of Palestinian media workers.

After the fires in southern California devastated the homes of so many fellow media workers, Bectu branches quickly organised collections and donations of professional equipment to send to their stateside colleagues who had lost everything.

Europe

Many areas of Prospect have been badly affected by Britain leaving the EU, and the union lobbied for the government to take action to ameliorate some of the damage. Prospect successfully proposed a motion at the Trades Union Congress, pointing out that independent estimates of the longterm hit to the UK's annual GDP from Brexit trade barriers range from 4-8% - in other words, £100-200bn a year in lost economic output.

Proposals in the motion called on the TUC General Council to lobby the UK Government to fully rejoin Erasmus+ and to maintain pressure on the government to remove barriers for musicians touring in the EU. It must also evaluate proposals to change the Trade and Co-operation Agreement and press trade union priorities through the Domestic Advisory Group.

Theatre and live events members who now have major problems when attempting to tour Europe were delighted that the Labour government responded to their lobbying when Prime Minister Keir Starmer set it as one of the key aims of talks with Brussels.



Rights at work

The end of the year saw the long-awaited Employment Rights Act 2025 given Royal Assent. Marking the biggest change to employment law in 50 years, the Act affords workers considerably better rights at work.



Prospect played a significant role in the negotiations between government, business and trade unions to ensure the successful passage of the Bill through Parliament. Key rights include the much-needed reduction in the two-year qualification period required to bring a claim of unfair dismissal to the Employment Tribunal. The Act will enable employees who have six months or more qualifying service to bring a claim. The cap on compensation for unfair dismissal will also be lifted.

There will be stronger protections for workers on exploitative zero-hours contracts; steps taken to limit unilateral contractual changes; increased rights to family leave and enhanced duties on employers to prevent sexual harassment.

Trade unions will also have better rights of access to places of work, and to seek recognition.

EMPLOYMENT RIGHTS ACT

AT A GLANCE

MAKING WORK BETTER

- Upgraded parental and bereavement leave
- Improved sick pay
- Easier to request flexible working

TACKLING EXPLOITATION

- Banning fire and rehire
- A right to guaranteed hours
- Protection from unfair dismissal

A STRONGER ROLE FOR UNIONS

- New right of access to workers
- Statutory Equality Reps
- Simplified union recognition

prospect bectu



As of October 2026, employers will be under a duty to inform workers of their right to join a union and equality representatives will be recognised in statute and will have specific rights to paid time off to undertake work relating to improving equality in their workplace.

We have responded to several government consultations on the impact and implementation of the new rights and have held various sessions with representatives and members to discuss the changes ahead. Whilst the passing of the Act is an important milestone, there is still much to do – a host of secondary legislation is expected in 2026 along with consultations on a variety of issues.


A key part of the legal team's work is to keep the union's officers and representatives informed on the law. In 2025, we produced a number of briefings on legal developments and worked on new and updated guidance for members. We ran refresher training courses for reps and negotiators and met with many branches to discuss the changes arising out of the Employment Rights Act 2025.

Legal cases

● We provided advice on a range of issues from unfair dismissal, discrimination at work, redundancy and contractual disputes, with many resulting in successful negotiated resolutions.


Around 60 new employment tribunal claims for members were presented during the year and members recovered, or were awarded, over £700,000 in compensation in employment law cases taken through the Employment Tribunal or court.


2025 legal highlights

 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.


The tribunal upheld her complaints, finding 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.

 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.


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

 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.


 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.

Personal injury scheme and other legal services

 Over £1.5 million was recovered in compensation for members with personal injury claims in 2025. The amounts in each individual case vary enormously depending on the nature of the injury and claim. There were around 220 new validated applications for legal advice in respect of personal injury in 2025.

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.

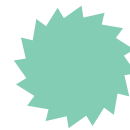
 The Prospect guide to legal advice describes the full range of advice and assistance available and the conditions of the service.



3

Health and safety

Health at work remained a major focus in 2025, with stress and fatigue common issues across the union. The prevention of occupational health issues was a priority of the Health and Safety Executive, while the government published its independent *Keep Britain Working* review.



We supported members and health and safety reps with advice on a range of issues

including work during hot weather, violence and harassment, fire risk assessments and manual handling. Working time pressures were a recurring challenge as branches sought to tackle fatigue and protect members' right to rest and recovery.


We engaged with the *Keep Britain Working* review following its launch in January. A Prospect rep attended a Trades Union Congress roundtable with the review team, we met with the Department of Work and Pensions and other interested organisations. We will continue working to influence the review's implementation.

In April, we held our 10th biennial health and safety conference, *Shaping the future: Health and safety at a crossroads?*, bringing together reps at our London HQ. Attendees heard


from the General Secretary, policy experts and fellow reps on topics including AI, the effectiveness of the regulatory system, and health at work. Four workshops covered goal-setting regulation, 'just' health and safety culture, stress, and organising for health and safety.

We launched a new guide, the *Health and Safety Handbook*, to help reps and branch officers take a systematic approach to representing members and engaging with employers on health and safety. The guide contains information on health and safety law, including the rights of union reps. It also gives practical information on consultation, involvement and engaging with employers, covering responding to incidents and accidents, framework agreements and rep charters.

Health and safety rep training

 We continued to deliver our health and safety representative training both online and in-person. In 2025 we held 17 courses, training 117 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 for the energy supply industry, a key forum to raise issues, discuss solutions and share information. In 2025, Prospect provided feedback on the Energy Networks Association's management standards on driving for work and hand-arm vibration syndrome (HAVS), due for completion in 2026.

We continue to shape the electricity industry's health and safety strategy *Powering Improvement*, which in 2025



marked its 15th year and completed the third of its five-year phases. New jointly produced lone working resources were launched at the Energy Networks Association's Safety, Health and Environment Management Conference, and we are discussing with employers the future governance and operation of the strategy to ensure it delivers for workers in 2026 and beyond.

Prospect remains an active member of the working group established after the Health and Safety Executive's 2024 Prevention Summit. Employers and unions across the utilities industry have discussed measures to prevent work-related health issues, including HAVS and musculoskeletal disorders. The group has agreed to design interventions to address stress, with work beginning in 2026.

We convene quarterly meetings of the Energy sector health and safety working group, bringing together reps from across the sector to share information, insights and good practice, helping to shape the union's sectoral health and safety priorities.



Health and Safety Conference

Prospect's 10th health and safety conference brought together delegates from across the union for policy briefings, group workshops and panel discussions on AI and the future of the workplace.



4

Education and skills

The overall goal of Prospect's education and skills function has been to expand our reps' education and wider skills reach in content, format, and delivery in the pursuit of raising standards of competence and behaviour.



Our pathways of development enhance and grow the skills and confidence not


only of our representatives in achieving fairer, safer and inclusive workplaces and spaces, but also our membership, enhancing their employability in the UK economy.

The hybrid model of delivery continues to be preferred and most effective, enabling a more student-centred approach across our National Education Programme (NEP) and broader vocational and continuing professional development (CPD) training and development programmes.

Adult skills is a devolved policy matter, with each nation administration identifying its own adult skills priorities. This informed the 2025 Scottish Bectu Vision and Welsh Cult Cymru projects within the Bectu sector. The union's investment in vocational training and CPD development in England

and Northern Ireland has enabled the function to expand its breadth of support and commission new work. This has included the development of an industry-recognised 'Lifting Safely' course for our Bectu sector members and wider creative community – complementing our current health and safety provision for those in precarious employment.

Representative training

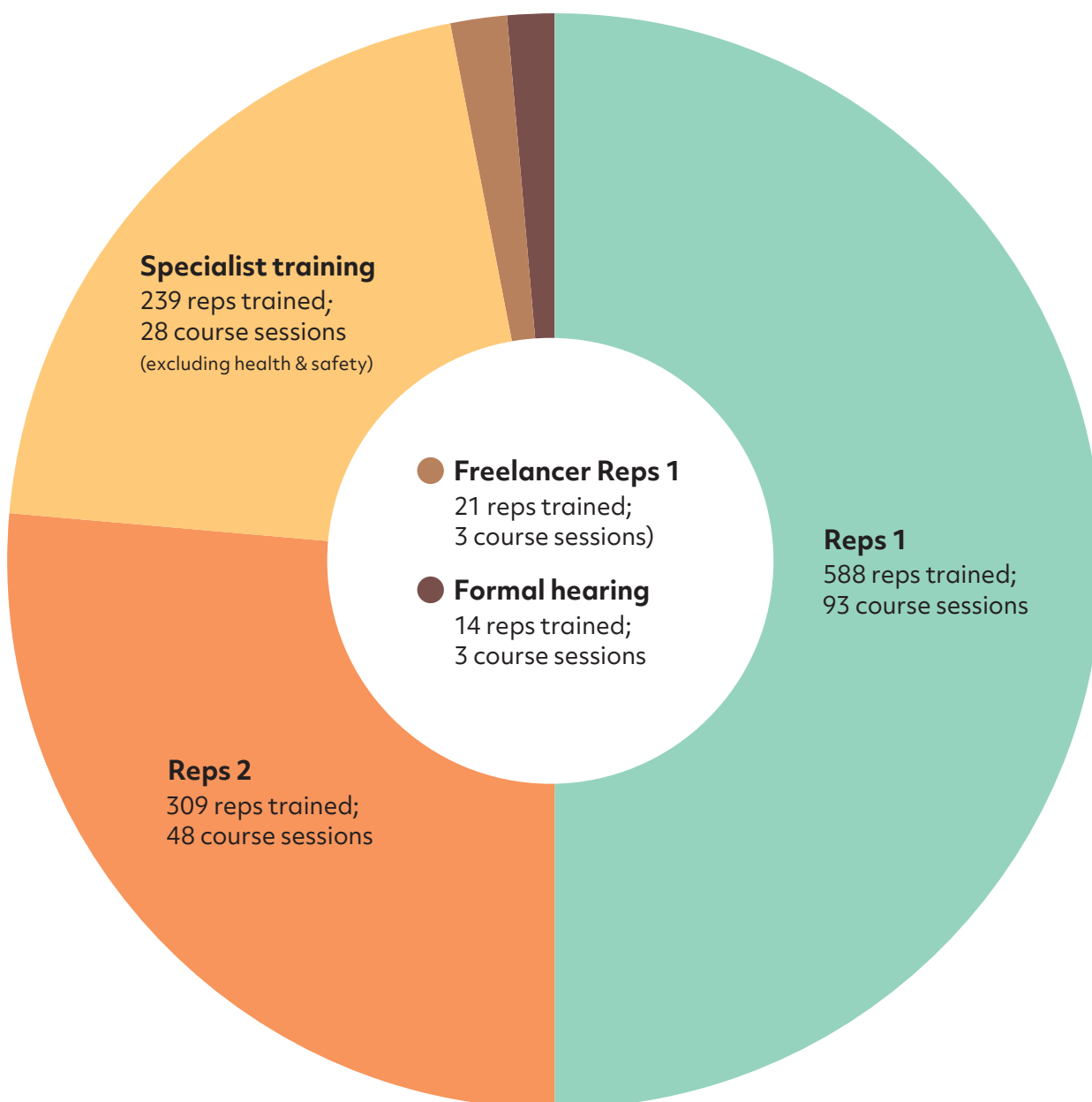
 The NEP was the main channel through which most reps were trained and supported. In 2025 1,171 reps were trained

across 174 course sessions, detailed in the pie chart below. The most popular specialist courses were:

- **Negotiations skills:** 30 reps
- **Public speaking:** 22 reps
- **Employment law:** 15 reps
- **Introduction to EDI:** 2 reps

Further details on the union's reps' training courses can be found at:

- <https://prospect.org.uk/get-involved-in-the-union/being-a-rep/training-for-reps/>
- <https://bectu.org.uk/get-involved-in-the-union/training-for-reps/>



Below:

Aspiring film and TV trainees simulate the rigours of a location shoot as part of the *Lights, Training, Action* course



Vocational and CPD training and development programmes

Objectives of the externally funded and union-invested skills and CPD/vocational training and development workstreams have been to build capacity and skills for individuals and members; facilitate employability and therefore productivity; recruit and retain members; and provide career information, advice and guidance.

The Alfie Squires Educational Bursary Award

The annual bursary scheme (<https://bectu.org.uk/about/alfie-squires/>) saw 11 Bectu sector members receive funding amounting to between 20% and 100% of applied course fees to enhance their careers or employability within the sector.

Mentoring programme

Four schemes operated during the year involving three branches from the Bectu sector. The branches were: Art Technicians, Live Events, and Hair, Make-up and Prosthetics. These four schemes involved 16 mentors and 24 mentees and all focused on supporting members to augment their skills, build industry networks and enable grade progression or development.

CPD in England and Northern Ireland

With union investment, the 2025 CPD and vocational learning framework of support comprised:

- Free, online, CPD sessions for members in the Bectu, Information Technology and Telecommunications, and Energy sectors, led by a sector/subject practitioners from introductory to advanced levels.
- Discounted industry-focussed course fees for members (in-person or online).
- Branch-led mentoring schemes
- Co-investment approach to new courses/collaborative partnerships.

The programmes and wider CPD support were informed from member feedback, industry priorities and identified gaps



plus sector relevance, offering accreditation where appropriate.


In England and Northern Ireland, 87 CPD short courses provided to 902 learners covered five key categories 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 management and leadership courses.

The union's freelancer health and safety course, CRISP, was delivered to 420 people (42 courses). The introductory Starting Safely delivered 22 courses to 269 people and the new course, Lifting Safely, was provided to 28 people across eight courses.

14 in-person nationally accredited or industry-supported courses included:

- 8 x BS7909 – Working with temporary power training: 94 learners
- 5 x Emergency First Aid Training: 54 learners
- 1 x New Entrants to Film & TV: 11 learners

Bectu Vision: Scotland

 Bectu Vision's focus is targeted short courses and drama training aimed at freelance film and television practitioners. Funding was secured from Scottish Union Learning, Screen Scotland, BFI Skills Cluster Funding and the BBC. The 2025 short course programme concentrated on specialist skills for key production roles and freelance development.

Training included costume techniques such as Speedy Alterations and Dye and Breakdown Processes, Third Assistant Director Theory as part of the Skills Boost Programme, and leader-focused sessions for supervisors and managers covering management, disability awareness, and cross-language communication.

Freelance courses addressed essential topics such as Finance for Freelancers, Planning for Your Future, Understanding AI, and collaborative job-sharing strategies.

The Drama Training Programme including the New Entrants' Base delivered 91

Above:

Bespoke training on *Wireless for Live Events and Broadcast* at London's Rose Shure Experience Centre


one-to-one advice sessions and hosted seven networking and partner events with film access organisations across Scotland.

Freelance foundation skills training reached 134 trainees across seven programmes, embedding core skills on productions such as Granite Harbour 2 and Blood of My Blood, and piloting sessions for higher education students.

Skills Boost initiatives provided targeted upskilling for electricians, script editors, and hair and make-up teams, while the Producer Development Programme supported 12 professionals with bespoke training. Industry development efforts focused on flexible working, physical resilience and sustainability, with initiatives

including job-share funds, on-set physical wellbeing sessions, and sustainable production resources.

Cult Cymru: Wales

 Cult Cymru, the joint Federation of Entertainment Unions learning project, has continued to empower creative workers through skills, information and support with a new three-year project, awarded in April 2025.

The main funder continues to be the Welsh Government's Wales Union Learning Fund with the additional project of Mental Health and Wellbeing funded by Creative Wales. The Mental Health and Wellbeing programme involved 776 people with 77 receiving accreditations.

Working with union learning representatives and the South Wales Freelance branch of Bectu sector, a range of activities were delivered, including a locations meet-up at Great Point Studios Cardiff; a Costume Alternations and Repairs workshop; a Scenic Arts weekend at Cardiff Theatrical Services; and Pensions for Freelancers. Other courses offered were Self-releasing Music, Songwriting, and Brush-up your Shakespeare. 31 individuals benefitted from the Mentoring 4 Creatives programme, with several union members as mentors.

Wellbeing facilitators were placed on 18 productions via 6ft from the Spotlight and employers. Workshops offered to the workforces included Suicide Prevention, Dealing with Sensitive Content and Grief Awareness.

The project organised the first official presence of the creative unions at the National Eisteddfod in Wrexham and are part of discussions with TUC Cymru for 2026. It led the union support for the first Black Welsh Music Awards held at the Royal Welsh College of Music and Drama.



Logo:      

Creative Unions Learning Together

- ✓ Practical and vocational
- ✓ Business and digital
- ✓ Health and safety
- ✓ Equality and diversity
- ✓ Mental health and wellbeing
- ✓ Coaching and mentoring


cult.cymru

RESEARCH • TRAINING • EVENTS



Logo:      

Undebau Creadigol yn Cyd-ddysgu

- ✓ Ymarferol
- ✓ Busnes a digidol
- ✓ Iechyd a diogelwch
- ✓ Cydroddoldeb ac amrywiaeth
- ✓ Iechyd meddwl a lles
- ✓ Annog a mentora


cult.cymru

YMCHWIL • HYFFORDDIANT • DIGWYDDIADAU



5

Equality, diversity and inclusion

Promoting equality remains a key foundation of Prospect's work, both in terms of influencing employers and engaging our members. Inclusivity informs everything we do, from the agreements we negotiate to the way we organise ourselves.



The equality, diversity and inclusion networks, including the Bectu sector equalities

committees, play a key role for reps to discuss and engage with our work, for example the women's network webinars on neurodiversity and on pregnancy and maternity discrimination. This work is overseen by the Equal Opportunities Advisory Committee (EOAC).

The EOAC agreed to prioritise their work on issues of direct relevance to the negotiating agenda including closing the gender pay and pensions gaps, family friendly rights, neurodiversity, and addressing workplace harassment and culture. This has included submissions on mandatory ethnicity and disability pay gap reporting and on equality law. In March Prospect submitted evidence to the Women and Equalities Select Committee inquiry into shared parental leave and paternity leave.



There has also been a clear focus on the equality provisions of the Employment Rights Act 2025, including the proposed new rights for statutory equality reps, on which the government is consulting. This will entail a new programme of training for reps to access facility time for this work, with the legislative provisions expected to take effect from October 2026.

Prospect's 2025 report on the Gender Pensions Gap was published in July, including best practice examples of including family-friendly rights in the public and private sectors. A webinar to inform and empower members was held in October, and a network formed with a view to making progress at company level.

A women's lay leadership programme was launched in early 2025. This has included sessions on engaging with business and political leaders, discussions with women trade union leaders, and how to challenge effectively. The programme was well received and will be run again in 2026.

The EOAC met with the author of the Trades Union Congress' report *And then it*

clicked, outlining Black women's experiences of sexual harassment. This was reported to all members, with an invitation to participate in an informal, supportive discussion. However, to date this offer has not been taken up.

In June, evidence was submitted to the Government's Pathways to Work consultation, focusing on work-related aspects of the proposals. This submission was informed by a roundtable discussion by representatives of the Disabled workers' network. Also, in June Prospect made a submission to a consultation by the Equality and Human Rights Commission on its interim guidance in response to the Supreme Court / For Women Scotland ruling. Prospect's submission, drawn up in consultation with representatives from the LGBT+ Network, criticised the inadequacy of the interim guidance and called for a more respectful approach.

Prospect continues to play an active role in the TUC's equality committees and conferences. Prospect's 2024 national conference debate on disability leave became the lead topic at the 2025 TUC Disabled Workers' Conference.

Above left:

Senior Deputy General Secretary Sue Ferns is joined by Ignacia Pinto from the Women's Budget Group to launch Prospect's 7th annual Gender Pensions Gap report



Retired Members' Group

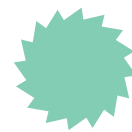
In January, Prospect's Retired Members Group came together at our Rochester Row headquarters and online for their 2025 Annual Delegate Conference.



6

Membership, recruitment and organising

Membership grew to record levels in 2025, with recruitment hitting a historic high of 2,000 joiners in a single week. Organising was strengthened too, with the establishment of the new National Organising Unit to underpin future union growth.



Membership

Total Prospect members on
31 December 2024:

159,366

Total joiners in 2025:

+19,866

Total leavers in 2025:

-17,058

Total Prospect members on
31 December 2025:

162,174

The average age of Prospect
joiners in 2025 was 38 years old.

National Organising Unit

In 2025 Prospect established the National Organising Unit (NOU) to ensure that the union is in the best possible position, with enhanced staffing resources, to maximise the improved collective trade union rights being introduced through the Employment Rights Act 2025. The NOU's strategy is focussed on organising projects which build out from existing collective bargaining arrangements and those in greenfield areas.

The key objective is to use the new legal rights to access workplaces to pursue opportunities, organise at scale, extend our collective bargaining reach, build successful and sustainable branches and grow the union in terms of membership numbers and density. Decisions on target areas will be made based on agreed metrics and criteria to ensure we make sufficient progress in membership and density levels.

The NOU will provide resources, templates, briefings and training for staff, branches and workplace reps to build skills and confidence in how we organise.

Union Week

Union Week is a significant event in Prospect's calendar. It not only supports the union in expanding its membership and influence, but it also plays a crucial role in strengthening the organisation, identifying local leaders and ensuring the union's future sustainability.

Increased centralised coordination among the NOU, organisers, and officers collaborating with their branches to facilitate discussions in the workplace, both in-person and online, has led to a record-breaking number of joiners during Union Week this year, the highest

since we began tracking these statistics in 2019. Notably, this marks the first occasion we've exceeded 2,000 joiners in a single week. In total, we welcomed 2,126 new members.

Heart Unions Week

Heart Unions Week is a Trades Union Congress (TUC)-led annual initiative aimed at getting members to talk about why they love their union and encouraging others to join. February 2025 saw a particularly successful Heart Unions recruitment week for Prospect, with 1,200 new joiners that week alone, 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

Our annual Reps' Fortnight, held in September, allows branches to plan for Union Week while providing opportunities for training sessions that support branch activities. In addition to the usual strategy sessions, this year we added a panel discussion to





Above:

Group discussion and activity at Prospect's annual Young Workers' Forum in November

celebrate the amazing contributions of our reps and their achievements at work, along with sessions focused on the collective organising possibilities offered by the access rights of the Employment Rights Act.

Another new initiative was a visibility days pilot that took place during Reps' Fortnight at the Harwell Science and Innovation Campus. For three days, organising colleagues and local branches/reps from different sectors on site collaborated to improve their outreach and organising capabilities.

Young workers

2025 was another great year for our Young Workers' Network and Committee, the voice of the thousands of Prospect members aged 35 and under.

In March, our delegation attended the TUC's annual Young Workers' Conference. Prospect's motions on the new Growth and Skills Levy and the use of AI in the Creative Industries were passed unanimously with support from many other unions. Our delegates spoke passionately on several motions across the weekend.

Throughout 2025, the Young Workers' Committee met in person and online, including a fascinating visit to the People's History Museum in Manchester in June.

In November, 40 young workers from across all sectors of the union gathered at Rochester Row for the annual Young Workers' Forum. Sessions were held on organising, writing and debating conference motions and changing the language we use to talk about migration. Delegates also had the opportunity to talk to the General Secretary about the future of trade unionism and Prospect's plans for the new Employment Rights Act.

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 2025 CPI was 3.5%, the National Executive Committee applied an increase of 3% to the Prospect banded rates, the 0.55% subscriptions maximum rate and retired members' rate.



Benefits and services

Travel

- Discounted train tickets at TrainPal

Airport parking:

- APH • SkyPark Secure
- Discounts at London Stanstead, Manchester, East Midlands Airports

Holidays

- Travel by Inspire • Parkdean Resorts
- Etihad holidays • Eurocamp

Leisure

- Discounts at Merlin attractions
- Virgin Experience Days

Sustainability

- Utility Warehouse
- Smol • Original Organics

Retail

- Bensons for Beds • Boden • Craft Beers
- Hello Fresh • Gousto • Cult Beauty



Prospect Plus


Prospect Plus, the affinity benefits scheme provided by Parliament Hill, was available to members throughout 2025. The average annual savings calculated for Prospect members across the benefits featured since 1 January 2025 is £333.

Members can subscribe to Prospect Plus and directly receive emails with offers, and there are monthly prize draws.

Parliament Hill have substantially expanded the offers available on the Prospect Plus website. On the left are just some of the companies now offering discounts on the website.

Prospect members can also get discounted membership of Boundless, who offer further savings on eating out, top brands and everyday essentials.


Quilter

 Quilter (previously Lighthouse Financial Advice) continues to provide financial advice to Prospect members.

Members can get a free initial consultation with Quilter. In 2025 they held two seminars with 20 members attending and 21 surgeries with 80 members attending.


Individual appointments were held with 631 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, offering 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 2025 12,701 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 2025 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 2025, the benevolent fund made 58 grants with a total value of £30,063.14.

Other benefits

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

Asbestos and respirable crystalline silica registers

 In 2025, 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 if they experience a latent occupational health issue.

Asbestos


- At the end of 2025, 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 2025, four people were on the register.
- The form and associated information 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.

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.

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

- The scheme received 23 new claims during the 2024/25 financial year.
- 1,833 cases have been considered since the scheme began and 202 resulted in successful claims.
- Around £10million has been paid to claimants.
- For further information visit www.csrlld.org.uk or email jez.stewart@prospect.org.uk.



8

Managing the union

42,409

phone calls were managed

86,907

emails were received

18,765

new member applications were processed

90%

of all calls were answered within 90 seconds




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.

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.

Data protection

 The following data protection compliance work was undertaken by the Data Protection Compliance Officer (DPCO) in 2025.

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, retention lawful basis test, 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 of Man and Gibraltar.
- The DPCO attended the 2025 Information Commissioner's Office (ICO) Data Protection Officers Conference.
- Policy documents continue to be revised in line with new guidance.
- New privacy notices, to reflect new guidance, have been produced which will be published on-line in 2026.

Data audit

The data protection audit of staff was completed at the end of 2024, and the Accountability and Governance Report was circulated to the National Executive Committee (NEC) in 2025.

Briefing/Guidance documents

Guidance was provided regarding whether exemptions for data protection breaches by an

employer should be part of settlement agreements, clarifying that such exemptions should not be included.

Guidance was also produced on the use of covert recordings and compliance with data protection legislation.

Training

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

- Four courses on data compliance were held for branch reps and members.
- Cyber security and document management training for staff.

Data breaches

- Fifty-two data breaches were reported to the DPCO, by staff and reps.
- One data breach was reported to the ICO, but no further action was taken.
- Cyber breach reported to the ICO and police. For more information on the breach, see [Cyber incident and risk management](#) in the Statement of Accounts.

Subject access requests and erasure requests


- The DPCO responded to 19 subject access requests during 2025.
- 112 subject access requests were made in relation to the cyber breach.
- We received 12 requests to erase personal data from our systems. 102 requests were made in response to the cyber incident.

Advice

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

- Lawful basis of consent in the workplace.
- Subject access requests – how to make a request and what to expect in a response.
- Employer processing and data sharing agreements with the union.

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 below.

- 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	2025	2024
£10,000 – £19,999	0	0
£20,000 – £29,999	0	0
£30,000 – £39,999	60	67
£40,000 – £49,999	50	44
£50,000 – £59,999	46	55
£60,000 – £69,999	28	37
£70,000 – £79,999	36	16
£80,000 – £89,999	14	15
£90,000 – £99,999	10	3
£100,000 – £109,999	3	4
£110,000 – £119,999	0	1
£120,000 – £129,999	1	0
£130,000 – £139,999	0	1
£140,000 – £149,999	1	0
	249	243

Schedule of investments

YEAR ENDED 31 DECEMBER 2025

SCHEDULE OF INVESTMENTS AT COST AND MARKET VALUE		Cost	Market value
Share holding		£'000	£'000
Sarasin & Partners – Equities			
64,092	3I Infrastructure Plc	216	240
159,931	Biopharma Credit Plc	124	109
21,688	Gresham House Energy Storage Fund Plc	24	17
33,391	HG Capital Trust Plc	165	170
95,829	International Public Partnership Ltd	141	120
9,370	ISHARES JPM EM LCL GOV BND	321	332
55,187	Renewables Infrastructure Group	70	38
92,308	Sequoia Economic Infrastruct	100	73
54,433	US Solar Fund Plc	41	14
		1,202	1,113
Sarasin & Partners – Pooled investments			
423	AQR MANAGED FUTUR UC-IAG1FGA	55	61
593	AXA WF-US HI YLD BD-IGBI	56	54
720	Bre Howard Ab Rt G-A2 GBP Acc	78	85
846	Brevan Howard Ab Rt G-A GBP	103	123
38	CFM IS TRENDS FUND-PGBP	37	43
837	Fulcrum Equity Disp Fd-I GBP	101	119
8,675	ICS-Sterling Liquidity Fund - Acc	998	1,063
3,048	Invesco Physical Gold Etc	508	940
537,146	SARASIN RESPONSIBLE GLOBAL EQUITY - Z INC	6,883	8,122
521,195	SARASIN RESPONSIBLE GLOBAL EQUITY CLASS Z (GBP HEDGED) INC	6,623	8,120
383,518	SARASIN RESPONSIBLE STRATEGIC BOND - Z INC	3,385	2,885
41,617	Schiehallion Fund Ltd/The	43	44
		18,870	21,659
	Sarasin & Partners Portfolio – Total	20,072	22,772

Schedule of investments, continued

YEAR ENDED 31 DECEMBER 2025

SCHEDULE OF INVESTMENTS AT COST AND MARKET VALUE		Cost	Market value
Share holding		£'000	£'000
Rathbones – Gilts			
76,000	UK Treasury 1 1/4% I/L Stock 22/11/2027	130	161
240,000	UK Treasury 5/8% Bonds 31/07/2035	156	170
100,000	UK Treasury 7/8% Green Gilt 31/07/2033	72	78
		358	409
Rathbones – UK Equities			
38,000	3I Infrastructure Plc NPV Ordinary Shares	77	142
5,196	Anglo American NPV Ordinary Shares	188	160
2,230	Astrazeneca Plc USD0.25 Ordinary Shares	144	308
42,000	BH Macro Ltd NPV Ordinary Shares (GBP)	85	168
29,000	BP Plc USD0.25 Shares	105	126
130,000	Cordiant Digi Infrastructure NPV Ordinary Shares	138	137
4,040	Diageo Plc 28 101/108p Ordinary Shares	73	65
4,500	Diversified Energy Co Plc 20p Ordinary Shares	95	48
9,900	Elixirr Intl Ltd 1p Ordinary Shares	63	82
3,600	Experian Plc USD0.10 Ordinary Shares	97	121
100,000	GCP Infrastructure Inv Ltd 1p Ordinary Shares	122	74
113,352	Gore Street Energy Storage Plc 1p Ordinary Shares	125	63
1,000	London Stock Exchange Grp Plc 6 79/86p Ordinary Shares	90	90
70,500	Londonmetric Property Plc 10p Ordinary Shares	77	134
20,000	National Grid Plc 12.431289p Ordinary Shares	173	228
6,750	Plus500 Ltd ILS0.01 Shares	90	245
14,000	Prudential Plc 5p Ordinary Shares	126	160
120,000	Sequoia Economic Infrastruct NPV Ordinary Shares	135	95
8,800	Shell Plc EUR0.07 Ord Shs (UK Quote)	136	241
12,500	Smithson Investment Trust Plc 1p Ordinary Shares	150	196
9,700	Standard Chartered Plc USD0.50 Ordinary Shares	55	177
110,000	Tritax Big Box Reit Plc 1p Ordinary Shares	111	167
2,422	Unilever Plc Ordinary Shares	43	118
		2,498	3,345

Schedule of investments, continued

YEAR ENDED 31 DECEMBER 2025

SCHEDULE OF INVESTMENTS AT COST AND MARKET VALUE		Cost	Market value
Share holding		£'000	£'000
Rathbones – Overseas Equities			
1,500	Alcon Ag CHF0.04 Shares	108	89
2,000	Alphabet Inc USD0.001 Cls A Common Stock	98	465
1,875	Amazon Com Inc USD0.01 Common Stock	15	322
160	Asml Holdings Nv EUR0.09 Shares (Post Split)	86	129
284	Axon Enterprise Inc USD0.00001 Common Stock	148	120
4,300	Bank Of America Corp NPV Common Stock	154	176
1,470	Bjs Wholesale Club Hldgs Inc USD0.01 Common Stock	116	98
57,000	Blackrock Asset Mgrs (Uk) Eurp Absolute Alpha D Acc	110	111
684	Broadcom Corp USD1 Common Stock	178	176
1,560	Citigroup Inc USD0.01 Common Stock	50	135
680	CME Group Inc USD0.01 Cls A Common Stock	109	138
2,500	CRH EUR0.32 Ord Shs (Primary List)	115	232
760	Danaher Corp USD0.01 Common Stock	113	129
710	Ferguson Enterprises Inc USD0.0001 Common Stock	114	118
3,600	Hdfc Bank Ltd Spon ADR Each Rep 3 INR10 Shs	95	98
320	Linde Plc EUR0.001 Common Shares	74	101
240	L'Oreal SA EUR0.20 Shares	84	77
180	Lvmh Moet Hennessy SA EUR0.30 Shares	122	101
650	Marsh & McLennan Co Inc USD1 Common Stock	116	90
260	Meta Platforms Inc USD0.000006 Cls A Common Stock	115	128
740	Microsoft Corp USD 0.00000625 Common Stock	243	266
1,250	Netflix Com Inc USD0.001 Common Stock	121	87
1,720	Novo-Nordisk As DKK0.1 Ser B Shares	117	65
1,480	Nvidia Corp USD0.001 Common Stock	196	205
1,600	Palo Alto Networks Inc USD0.0001 Common Stock	73	219
280	S&P Global Inc USD1 Common Stock	113	109
610	Schneider Electric SE EUR4 Shares	109	125
1,200	Schroder Investment Mgmt GAIA Bluetrend C Acc Hgd (GBP)	107	130
750	Servicenow Inc USD0.001 Common Stock	111	85
650	Siemens Ag NPV Shares (Regd)	115	136
468	Stryker Corp USD0.10 Common Stock	125	122
640	Taiwan Semiconductors Man Ltd ADS Rep 5 TWD10 Ord Share	99	145
740	Texas Instruments Inc Common Stock	120	95
674	Visa Inc USD0.0001 Common Stock	77	176
3,000	Yum China Holdings Inc USD0.01 Common Stock	125	106
		3,971	5,104

Schedule of investments, continued

YEAR ENDED 31 DECEMBER 2025

SCHEDULE OF INVESTMENTS AT COST AND MARKET VALUE		Cost	Market value
Share holding		£'000	£'000
Rathbones – Corporate bonds			
100,000	3i Group Plc 5.75% Bonds 3/12/2032	101	105
70,000	Deutsche Bahn Finance 3.125% Gtd 24/07/2026	81	71
71,000	Goldman Sachs Group 3.125% Snr MTN 25/07/2029	81	69
110,000	Severn Trent Water Utilities 6.25% Gtd Bonds 7/06/2029	122	119
100,000	Southern Electric Power Dist 5.5% Snr 7/06/2032	100	107
		485	471
Rathbones – Pooled investments			
495,000	Abrdn OEIC II AAA Bond Instl S Inc	252	235
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	142
10,000	First Trust US Equity Income UCITS ETF	252	259
6,300	IShares Plc Physical Gold ETC (GBP)	127	392
158,872	Janus Henderson Investments Strategic Bond F Inc	191	162
140,000	JP Morgan Asset Mgrs (UK) US Equity Income C2 Net Inc	96	249
374,496	Jpmorgan Fund Icvc Japan C2 Inc (GBP)	290	373
260,000	Rathbones Asset Mgmt High Quality Bond S Dist	263	237
1,258	Schroder Investment Mgmt Asian Total Return Z Inc (GBP)	97	154
17,700	Stewart Investors Asia Pacific Leaders B Acc	67	195
32,744	Waystone Fund Services (UK) Ruffer Total Ret J Inc	102	122
		2,014	2,677
	Rathbones Portfolio – Total	9,326	12,005
Other Pooled investments			
	Marlborough (Trade Union Fund Managers)	1,955	8,453
		1,955	8,453
Total Pooled investments		22,839	32,788
Total Equities, Gilts and Bonds		8,514	10,442
	Quoted investments – Total	31,353	43,230
Bank deposits			
	Sarasin & Partners	340	340
	Rathbones	189	189
	Bank deposits – Total	529	529
Unquoted Shares			
	Unity Trust Bank Plc	577	2,616
	Other	8	8
	Unquoted Shares – Total	585	2,624
	GRAND TOTAL	32,467	46,383



9

Other organisations

£6,491

was raised for The Trussell Trust

£6,307

was raised for War Child

£1,030

was raised for Help for Heroes




Charities

Members again contributed generously to The Trussell Trust and War Child, both of which experienced growing demand for their support. Prospect's annual Christmas appeal supplemented by staff fundraising and matching donations from the National Executive Committee raised £4,477.71 for War Child and £4,931.96 for The Trussell Trust.

Additionally, member contributions through the Member Recruit Member (MRM) scheme up to the end of October 2025 raised £1,830 for War Child, £1,560 for The Trussell Trust, and £1,030 for Help for Heroes.

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 2025.

(NB: The list is not exhaustive.)

- Association of Licensed Aircraft Engineers (ALAE)
[David Avery](#)
- British Copyright Council
[Philippa Childs](#)
- Communication Workers' Union
[Philippa Childs](#)
- Confederation of Shipbuilding and Engineering Unions (CSEU)
[Bob King](#)
- Creative Industries Federation
[Philippa Childs](#)
- European Federation of Public Service Unions (EPSU)
[Steve Thomas](#)
- European Transport Workers' Federation (ETF)
[David Avery](#)
- Federation of Entertainment Unions (FEU)
[Philippa Childs](#)
- Int Fed Air Traffic Safety Electronics Association (IFATSEA)
[David Avery](#)
- International Transport Worker Federation (ITF)
[David Avery](#)
- Irish Congress of Trade Unions (ICTU)
[Richard Hardy](#)
- National Pensioners Convention
[Mike MacDonald](#)
- Royal Aeronautical Society
[David Avery](#)
- Scottish Trades Union Congress (STUC)
[Richard Hardy](#)
- ShareAction
[Sue Ferns](#)
- Trades Union Congress (TUC)
[Mike Clancy](#)
- Trafford Trades Union Council
[Steven Roberts](#)
- UK Flight Safety Committee
[David Avery](#)
- UNI Global Union (Bectu)
[Philippa Childs](#)
- Unions 21
[Sue Ferns](#)
- TUC Cymru
[Mike Clancy](#)



Big Autumn Gathering

Bectu's annual Big Autumn Gathering in October 2025 offered film and TV workers the opportunity to attend seminars, meet union officials, and gain invaluable career insights from experts.



10

National Executive Committee, officers and subcommittees



National Executive Committee

President

Eleanor Wade

7

Andrea Gould

4

Carolyn Spence*

2

Freddie Brown

5

James Taylor-Tovey

7

Rachel Garrick

5

Satnam Ner

7

Tasos Zodiates

4

Tom James*

RMG, replaced DH

5

Vice President

Neil Hope-Collins

6

Andy Mooney

5

Christine Danniell

6

Geoff Fletcher

6

Kathryn Sosville

6

Rebecca Jarvis

7

Scott McKenzie-Cook

6

Mike Clancy

Ex-officio

7

Deputy Vice President

Alice Black

7

Audrey Uppington

5

Domanic Smith-Jones

5

George Ryall

7

Mike Collier-Prickett*

3

Richard Clatworthy

6

Sean O'Malley

7

Andrew Ruffhead

RMG

5

Amy Bishop

7

Carol Magor

6

Eamonn Guilfoyle

7

Helen Carp

4

Phil Cartwright

6

Sarthak Kumar

7

Suzanna Bryant

3

David Harding*

RMG, stepped down

1

* Did not complete a full term. Figures indicate number of NEC meetings attended.



Bectu Sector Executive Committee

President

Sean O'Malley
LPD
Outside Broadcasting

Vice President

Carmen Locke
RPD
Western Freelance

Treasurer

Isabella Di Biase
A&E
London Live Events
Network

Andy Lowe
LPD
Lighting Technicians

Angie Mason
LPD
Writers, Producers
and Directors

Baliyar Khalsa
IB
ITN

Carol Magor
BBC
East Midlands

Dan Fontaine
LPD
Lighting Technicians

Eleanor Adler
LPD
Post Production and
Facilities

Gary Painter
A&E
Glasgow Theatres
and Freelance

Glen Keane
A&E
West End Commercial
Theatres

Heather Crompton
RPD
North West Freelance

James Taylor-Tovey
LPD
Unscripted TV

Jane Connelly
A&E
New Theatre Oxford

John Rogers
A&E
London Live Events
Network

John West
LPD
Art Department

Jude Winstanley
LPD
Unscripted TV

Kim Morris
IB
Channel 4

Laura McNeill
LPD
Outside Broadcasting

Liza Wallis
BBC
Birmingham and West
Midlands

Mike Dick
LPD
Writers, Producers
and Directors

Raphael Rosenhagen
LPD
Camera Department

Richard Wilson
A&E
Scottish Live Events
Network

Rosanna Armenante
LPD
Unscripted TV

Steve Grey
A&E
BFI Southbank

Tracey Russell
A&E
National Theatre

Wilfred Darlington
RPD
North West Freelance

Willis McBriar
RPD
Northern Ireland
Freelance

Simon Eley/
Iain Dawson
BBC
Wood Norton

Charlotte Sewell/
Sarah Dutton
LPD
Costume and Wardrobe

 **Energy Sector Executive Committee**

President Richard Clatworthy National Grid Electricity Distribution	Senior Vice President Gary Blinco Sellafield	Vice President James Burton-Sweeten UK Atomic Energy Authority	Andrew Lucas Westinghouse
Asfaq Patel Westinghouse	Brian Butterworth Electricity North West Limited	Catherine Collins Office for Nuclear Repository	David Davidson Nuclear Decommissioning Authority
David Tennyson Low Level Waste Repository Ltd	Eduardo Antonio EDF Energy	Ian Moore National Grid	Jonathan Lord Electricity North West Limited
Mark Vernon National Energy System Operator	Mary McCormick Low Level Waste Repository Ltd	Nadeem Saeed National Grid	Neil Thomson SSE
Paddy Goggin Cavendish Nuclear	Paul Clark EDF Energy	Paul Johnston Sellafield	Sean Perry NTS Global
Simon Norris Radioactive Waste Management	Steve Smye Sellafield	Tasos Zodiates National Energy Branch	Thomas Bleasdale Westinghouse
Tifani Dinda Nastiti National Gas	Tom Herbert Northern Powergrid	Trevor Sperring EDF Energy	

 **Public Services Sector Executive Committee**

President Geoff Fletcher HSE	Vice President Nick Mole UK Intellectual Property Office	Deputy Vice President George Ryall UK Research and Innovation	Alison Smith Welsh Government
Andrew Messer National Lottery Community Fund	Ben Caile Hydrographic Office	Brian Lewthwaite MOD Land	Caroline Coogan Joint Nature Conservation Committee
Charanjit Pabla Defence Equipment & Support	Charlie Harris Environment Agency	Elisabeth Ostrom Met Office	John Turland National Physical Laboratory
Jon Hollis Environment Agency	Jorge Quintero UK Intellectual Property Office	Julia Coneybeer EFRA	Karina Murrell Metropolitan Police
Lloyd Collier Diamond Light Source	Martyn Williams Welsh Government	Mathew Sims UK Research and Innovation	Roopa Prabhakar Department of Health
Sanjiv Mooneeram National Physical Laboratory	Tim Jaques Valuation Office Agency	Stephen Smith College of Policing	



Heritage Sector Executive Committee

President Scott McKenzie-Cook Science Museum Group	Vice President Lewis Robinson National Trust	Abi Gardner NatureScot	Ailbhe Turley National Galleries of Scotland
Alexa Buffey National Trust	Bob Gooday National Museums Scotland	Carmen Hesketh National Library of Scotland	Catherine Gibbs Archaeologists
Claire Hazell Science Museum Group	Claire Walsh Natural History Museum	Denise Curd Historic England	Denise King National Gallery
Eleanor Hall Museum of London	Gavin Johnson NatureScot	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	Kay Heather Imperial War Museums	Kitty Cooke Museum of the Home
Lewis Pollard Science Museum Group	Liadan Stevens Natural History Museum	Luisa Duarte Museum of London	Mark Slattery National Gallery
Michael Laposata British Museum	Mike Saunders National Library of Scotland	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	Sabrina Offord Victoria and Albert Museum
Sarah Magee National Trust for Scotland	Sarah Paterson Imperial War Museums	Sarah Reilly Historic England	Susan North Victoria and Albert Museum
William Fraser National Trust for Scotland			

 **Defence Sector Executive Committee**

President Helen Carp AWE	Vice President Lee Atwells MOD Defence Infrastructure Org	Adam Ley Serco Marine	Amy Luesley Hydrographic Office
Brian Lewthwaite MOD Land	Colin Gillan ABL	Colin Swaine BAE Surface Ships	Craig Nicholson Babcock DCTT
Daniel Phillips BAE Systems - holding branch	Daniel Shore Babcock Communications	Darren Coe QinetiQ	Dave Harvey MOD HOCS
David Edwards Babcock DSG	David Kevan Babcock RSME	Debbie Lamb Babcock Corporate Services Ltd	Gary Davidson Rosyth Royal Dockyard
Graham Jickells Fisher Defence Training	Ian Bond BAE Systems - Global Combat Systems (Land)	Ian Davey MOD UKStratCom	Ian Laird Babcock ACTS
Jill Bedford MOD SDA	Jim Honeywell Cavendish Nuclear	Karen Chalcraft DSTL	Kelvin May Devonport Royal Dockyard
Kevin Davies Atlas Elektronik UK Ltd	Lucy Hibbitt MOD Air	Mark Harbige DE&S	Mark Liddell MOD Fire Service Officers
Michael Weeks MOD Defence Training and Education	Paul Rookes RBSL Rheinmetall	Paul Wilson Babcock Marine and Technology	Steve Latimer MOD Navy

 **IT&T Executive Committee**

President Ian Varnes CMD North	Vice President Barrie Worth CMD South	Christine Danniell BT Business	Domanic Smith-Jones Tech Workers
Malcolm Weston CMD Greater London	Mark Kent CMD South	Peter Brett Tech Workers	Phillip O'Rawe CMD Scotland and Northern Ireland
Philip Williams CMD London Central	Sam Watkins BT Networks and Digital	Tony Cox CMD Greater London	

Branch Rules Working Party (BRWP)

Eleanor Wade NEC	Alice Black NEC	Amy Bishop NEC	George Ryall NEC
Neil Hope-Collins Ex-officio, NEC	Suzanna Bryant NEC		

Campaigns and Communications Committee (CCC)

Alice Black NEC	Alison Baxter	Andy Mooney NEC	Helen Carp NEC
James Taylor-Tovey NEC	Sarthak Kumar NEC	Scott McKenzie-Cook NEC	Stephanie Scott
Stephen Syme			

Committee for Organisation, Recruitment and Education (CORE)

Eleanor Wade NEC	Freddie Brown NEC	Graeme Iveson	Helen Carp NEC
Kathryn Sosville NEC	Neil Hope-Collins NEC	Scott McKenzie-Cook NEC	Sean O'Mally NEC

Equal Opportunities Advisory Committee (EOAC)

Freddie Brown NEC	Aidan McComb	Alan Gooden	Amanda Hoyle
Amy Bishop NEC	Christine Danniell NEC	Debbie O'Sullivan	Faisal Qureshi
Praveen Kolluguri	Rebecca Jarvis NEC	Satnam Ner NEC	

Digital and Cyber Security Committee

Neil Hope-Collins NEC	Domanic Smith-Jones NEC	Eamonn Guilfoyle NEC	James Taylor-Tovey NEC
Scott McKenzie-Cook NEC			

Estates Management Working Group (EMWG)

Eleanor Wade NEC	Andy Mooney NEC	George Ryall NEC	Mike Clancy NEC
Neil Hope-Collins NEC	Sarthak Kumar NEC	Tasos Zodiates NEC	

Finance and Audit Committee (FAC)

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

Health and Safety Committee (H&S)

Rebecca Jarvis NEC	Richard Clatworthy NEC	Caroline Spence	Catherine Collins
Malcolm Weston	Matthew Coward	Steve Dickson	Suzanna Bryant NEC
Tasos Zodiates NEC			

Industrial Action Approval Group

Eleanor Wade NEC	Alice Black NEC	Geoff Fletcher NEC	Neil Hope-Collins NEC
Richard Clatworthy NEC	Sarthak Kumar NEC		

Pensions Committee (PASC)

Christine Daniell NEC	Andrew Meadley	Elizabeth Ostrom	Freddie Brown NEC
Ian Varnes	Jackie Moonan	Jeff Rowlinson	Neil Walsh
Rob Fabry	Satish Sha	Satnam Ner NEC	

Retired Members' Group (RMG)

President

Andrew Ruffhead	Arthur Bavister	Bryan Puxley	Don Forrester
George Betke	Graham Clarkson	Ireen Goulding	John Atkinson
John Attree	John Augoustis	John Taylor	Julian Hayhurst
Michael Moriarty	Paul Danneau	Paulette Hill	Peter Hedgcock
Robbie Ridoutt	Stan Kordys	Tim King	Tom James
Tom Smyth			

Senior Management Team (SMT)

Mike Clancy General Secretary NEC	Sue Ferns Senior Deputy General Secretary	Philippa Childs Deputy General Secretary	Steve Thomas Deputy General Secretary
Rachel Curley Deputy General Secretary	Nicola Duffy Director of People and Operations	Hafsa Begum Director of Finance, Estates and Legal	Kieren Walters Director of Communications and Research

Trustees

Phil Kemball

David Simpson

Phil Hooley

Auditors

BDO LLP



Branches

Code	Branch name
1233	Aberdeen Theatres and Freelance
094	ABL
601	Accenture
187	ADAS
800	Affinity Flying Training Services
330	AGCS - Retired Members' Group
764	AirTanker
009	Air Traffic Control Officers
011	Air Traffic Systems Specialists
602	Airwave
1685	Al Jazeera International
945	Alten UK Holding
029	Amentum
1659	Animation & VFX
181	Archaeologists
1772	Arqiva
1365	Art Department
1713	Art Technicians
1815	Ascent Flight Training
1694	Assistant Directors

Code	Branch name
258	Association of Guernsey Civil Servants
286	Association of Licensed Aircraft Engineers
741	Association of School and College Leaders
1369	ATG Richmond, Wimbledon & Woking
169	AtkinsRealis
757	Atlantic Aviation Group
285	Atlas Elektronik UK Ltd
246	Audit Wales
204	Aviation and Space
326	Avon Valley Retired Members' Group
124	AWE
648	BA Cityflyer
811	Babcock ACTS
219	Babcock Clyde
1825	Babcock Communications
810	Babcock Corporate Services Ltd
199	Babcock DCTT

Code	Branch name
236	Babcock DSG
1814	Babcock LAFT
733	Babcock MCS Onshore
715	Babcock RSME
1568	Babcock Skelton
1824	BAE Shared Services
276	BAE Surface Ships
133	BAE Systems - Land
465	BAMMM
1518	BBC Atos
1427	BBC Birm & West Midlands
1433	BBC Bristol & West
1521	BBC Contractors General
1669	BBC Corporate Functions
1382	BBC East
1383	BBC East Midlands
1398	BBC General
1653	BBC Immediate Media
1403	BBC London
1073	BBC London Library/Archive
1406	BBC Media City & North West
1623	BBC Mitie (First) London
1673	BBC Newsgathering
1674	BBC Newsroom
1119	BBC North East & Cumbria
1418	BBC Northern Ireland
1169	BBC Plymouth & South West
1407	BBC Product Group
1060	BBC R&D
1701	BBC Radio & Music Operations London
1435	BBC Radio & Music Production
1527	BBC Radio Obs
1018	BBC Scotland
1411	BBC South
1410	BBC South East
1717	BBC Studios London
1004	BBC Studioworks
1464	BBC Technology London
1665	BBC Television London
1675	BBC W1 Operations
1449	BBC Wales
1672	BBC World Service
1415	BBC Yorks & Lincs
1414	BBC Yorkshire
1650	Belfast Grand Opera House

Code	Branch name
754	Berks, Bucks & Oxfordshire Wildlife Trust
1122	BFI & BFI Imax
1430	Birmingham Rep Theatre
1678	Birmingham Royal Ballet
735	Bournemouth International Airport Ltd
1372	Brewery Arts Centre
1679	Brighton Dome and Festival
1294	Bristol Hippodrome
982	British Academy
042	British Board Of Agrément
006	British Library
192	British Museum
214	British Veterinary Association
1662	Broadcast & Film Chaperones & Tutors
722	Brontë Museum
802	BT Business
803	BT Corporate
804	BT Networks & Digital
200	Building Research Establishment
820	BWSC Renewable Energy Plant
012	CAA
015	CAB International
069	Cabinet Office/Treasury
1444	Cable & Satellite
454	Cable & Wireless
1446	Camera department
086	Cangen Treftadaeth Cymru/Wales Heritage
752	Capita Fire Officers
630	Capita VMo2
711	Care Quality Commission
1554	Carpenters
283	Cavendish Nuclear
1749	Cellnex UK
306	Central London Regional
321	Central Southern Retired Members' Group
756	Centre for Ecology and Hydrology
410	Centrica
1024	Certified Grips & Crane Techs
430	Certsure
1463	Channel 4

Code	Branch name
785	Chartered Institute of Public Finance Accountancy
717	Chatham House
1656	Cinemas East and West Midlands
1657	Cinemas London
1654	Cinemas Scotland
1827	City of Birmingham Symphony Orchestra
249	Civil Nuclear Police Authority
1373	Clearcast
316	CMMDI Retired Members' Group
707	College of Policing
1486	Costume & Wardrobe
650	Coventry and Solihull Waste Disposal Company
291	Crown Commercial Service
1677	Curzon Cinemas
293	Cyclamen
767	Cytiva
264	Defence Equipment & Support
736	Defence Services
064	Dental Reference Board
732	Department for Business and Trade
017	Department for Education
646	Department for Energy Security and Net Zero
647	Department for Science, Innovation and Technology
145	Department for Work and Pensions
1724	Devon, Dorset & Somerset TLC
132	Devonport Royal Dockyard
188	DfT
063	DHSC and MHRA
254	Diamond Light Source
217	Disability Analysts
719	DNV
1783	Dock 10 Ltd
282	Dounreay
207	Draken Europe
404	Drax Power
202	DSTL
1166	Dundee & Perth Theatres & Freelance

Code	Branch name
436	E.ON UK
1502	East Anglia Freelance
414	EA Technology Ltd
317	East Anglia Retired Members' Group
245	East Midlands Airport
1511	East Midlands Freelance
318	East Midlands Retired Members' Group
1262	Eastern Counties
216	easyJet
457	EDF Energy
1237	Edinburgh Theatres and Freelance
701	Education and Children's Services Group
611	EE Plus
001	EFRA
459	Electricity North West
1095	Encompass London
1220	Encompass Woofferton
784	Energy Branch
788	Energieo
744	English Heritage
1311	English National Opera
179	Enrichment Technology
164	Environment Agency
463	EP UK Investments
437	EPH
608	Ericsson Field Services Organisation
1729	Essex TLC
1812	Eurofins
751	Exeter Airport
1779	FashionUK
128	FCDO & FCDOS
812	Fera Science Ltd
1008	Film Artistes Association
721	Fire Leaders Association
704	Fire Service College
423	First Hydro Ltd (Engie)
243	Fisher Defence Training
730	Flybe
278	Food Standards Agency
019	Forestry Commission
747	Forestry Scotland

Code	Branch name
294	Gatwick Airport
003	GE Healthcare Biosciences (Amersham plc)
1726	Glasgow Cineworld
1633	Glasgow Life
162	Glasgow Prestwick International Airport
1240	Glasgow Theatres and Freelance
1020	Glyndebourne Opera
652	GMB Union
062	Government Actuary's Department
137	Government Officers' Association
649	Green Alliance
419	Guernsey Electricity
050	Health & Safety Executive
227	Highlands & Islands Airports Ltd
194	Historic England
226	Historic Environment Scotland
1818	HOME Manchester
065	Home Office
111	Hydrographic Office
1039	IB General
728	IBERS
1231	ICA
221	Imperial War Museums
651	Innovate UK Business Connect
078	Insolvency Service
458	Intergen (UK) Ltd
738	International Nuclear Services
165	Interserve
1759	Intimacy Coordinators
1241	Inverness Theatres and Freelance
716	IOM Health MPTC
331	IOM Retired Members' Group
298	Isle of Man - Whitley
272	Isle of Man General
709	Isle of Man Social Care NJC
1055	ITN
1089	ITV General
1347	ITV Regional & Nations News
1016	ITV Soaps
026	Jacobs
036	James Hutton Institute
290	JCSA
425	Jersey Electricity

Code	Branch name
238	JNCC
729	John Innes Centre
1670	Kennington Park
1693	Kings Place Music Foundation
758	Kyndryl
268	Land Instruments
240	Landmarc Support Services
1267	Leeds Grand Theatre
1289	Leeds Playhouse
153	LGC
1085	Lighting Technicians
1099	Lime Pictures
1351	Liverpool Empire Theatre
1524	Locations Department
792	Loganair
1734	London Arts & Leisure
323	London Central Retired Members' Group
428	London Energy
271	London Fire + Emergency Planning Authority
1751	London Independent Theatres
1711	London Live Events Network
1816	London Lydd Airport (Ashford)
1752	London UK Theatres
1628	LPD General
1353	Manchester Palace Theatre & Opera House
617	Manx Telecom
424	Manx Utilities
808	Marine Biological Association
1297	Mayflower Theatre and Studios
1103	Media Hair, Makeup & Prosthetics
251	Menter Mon
115	Met Office
1800	Metal Workers
070	Metropolitan Police
301	Midlands Regional
1287	Midlands Theatre, Leisure and Live Events
274	Ministry of Housing Communities and Local Government
710	Ministry of Justice
191	Mirion Technologies
024	MLCS Ltd

Code	Branch name
104	MOD: Air
143	MOD: Defence Infrastructure Organisation
112	MOD: Defence Training and Education
105	MOD: Fire Service Officers
287	MOD: Head Office and Corporate Services
239	MOD: Land
270	MOD: Navy
263	MOD: UKStratCom
983	Money and Pensions Service
746	Moredun
655	Mott Macdonald
1829	MUBI
025	Museum of London
656	Museum of the Home
467	MVV Environment
151	N U M A
303	N West/N Wales Regional
427	National Energy System Operator
1123	National Film/TV School
703	National Football Museum
230	National Galleries of Scotland
260	National Gallery
653	National Gas Transmission
429	National Grid
451	National Grid Electricity Distribution (NGED)
1826	National Highways
232	National Library of Scotland
1755	National Live Event Riggers
198	National Lottery Community Fund
158	National Museums Liverpool
231	National Museums Scotland
008	National Nuclear Laboratory
755	National Oceanography Centre
155	National Physical Laboratory
708	National Portrait Gallery
1316	National Theatre
220	National Trust
205	National Trust for Scotland
1138	National Visual Artists

Code	Branch name
1817	NATS Personal Contract Grades Branch
007	Natural History Museum
705	Natural Resources Wales
161	NatureScot
789	NEOS
1354	New Theatre Oxford
1250	Newcastle Theatre Royal
631	NHS Digital
783	NHV Helicopters Ltd.
727	NIAB EMR Ltd
449	NIE
1715	North East & Cumbria Theatres & Leisure
302	North East Regional
314	North East Retired Members' Group
1215	North Wales Freelance
1140	North West Freelance
1252	North West Leisure
313	North West Retired Members' Group
1253	North West Theatres
1116	Northern Freelance
1046	Northern Ireland Freelance
304	Northern Ireland Regional
312	Northern Ireland Retired Members Group
1243	Northern Ireland TLC
225	Northern Lighthouse Board
1760	Northern Live Events
431	Northern Powergrid
1742	Northern Stage Theatre
748	Norwich City Airport
466	NQA
257	Nuclear Decommissioning Authority
408	Nuclear Restoration Services
813	Nuclear Waste Services Limited
211	Nuvia Limited
077	Ofcom
072	Office for National Statistics
046	Office for Nuclear Regulation
267	Office of Rail and Road
288	Offshore Helicopter Services UK
1747	Old Vic

Code	Branch name
806	Openreach
1277	Opera North
761	Ophthalmic
073	Ordnance Survey
357	Orsted
1790	Outside Broadcasting
329	Overseas Retired Members' Group
759	OVO Energy
1164	Oxford Playhouse
074	Parliamentary
292	Pharmaron UK (Quotient)
1757	Photographic Technicians
1706	Picturehouse UK
1167	Pinewood Group
299	Planning Inspectorate
1168	Plasterers
1725	Plymouth & Cornwall TLC
640	Plymouth Marine Laboratory
1754	Podcasting and Audio
766	Police Investigation and Review Commission
1171	Post Production and Facilities
1823	Postal Museum
186	Prison Service
1746	Production Transport
1175	Props
172	QinetiQ
726	Quadram Institute Bioscience
150	QuidelOrtho
1549	Racetech
1180	Radio
782	Rail For London Infrastructure
753	RBSL Rheinmetall
1378	Red Bee Media (Ericsson)
180	Ricardo Energy & Environment
1530	Riggers
797	Rolls-Royce (Small Modular Reactors)
131	Rosyth Royal Dockyard
725	Rothamsted Research
793	Royal Academy
1318	Royal Albert Hall
248	Royal Armouries
1320	Royal Ballet & Opera
229	Royal Botanic Garden Edinburgh

Code	Branch name
032	Royal Botanic Gardens
765	Royal Households and Parks Agency
033	Royal Mint
212	Royal Museums Greenwich
1284	Royal Shakespeare Company
422	RWE
1555	S4C
1324	Sadlers Wells Theatre
1784	Scenic Painters
189	Science Museum Group
1740	Scotland Leisure
309	Scotland North Retired Members' Group
305	Scotland Regional
310	Scotland South Retired Members' Group
177	Scotland's Rural College
438	Scottish & Southern Energy
781	Scottish Aviation
706	Scottish Football Referees
1553	Scottish Freelance
037	Scottish Government
1766	Scottish Live Events Network
206	Scottish Parliament
440	Scottish Power
228	Scottish Prison Service
1560	Scottish TV
1684	Scripted Production and Accounts
1792	Sculptors
325	SE England Retired Members' Group
280	Sellafield Limited
099	Serco Marine
208	Serious Fraud Office
1785	Set Crafts (Other Construction Roles)
760	SGS Baseefa
1660	Shakespeares Globe Theatre
1793	Sheffield Theatres
1782	Showroom Workstation
1574	Sky
1813	Sloane Helicopters
460	Soni
1561	Sound

Code	Branch name
794	South East 1 Regional
795	South East 2 Regional
796	South East 3 Regional
1731	South East TLC
1771	South London Gallery
1730	South TLC
1222	South Wales Freelance
328	South West Retired Members' Group
307	South West/South Wales Regional
1593	South Western Freelance
327	Southern Retired Members' Group
1565	Special Effects
702	Sports Professionals
1585	Stagehands
742	Stansted
360	Students
1780	Students Network
654	Submarine Delivery Agency
1254	Sunderland Theatres
320	SW Midlands Retired Members' Group
619	Tata Consultancy Services
247	Tate Gallery
787	Tech Workers
888	Telecoms
166	Telent Technology Services Ltd
324	Thames Valley Retired Members' Group
241	The National Archives
724	The Pirbright Institute
455	The Woodland Trust
1764	Theatre Freelancers
1769	Theatres Touring
273	TQ
1820	TRAFFIC International
201	Transport for London
1275	TRCH Nottingham
039	Trinity House
027	UK Health Security Agency
079	UK Intellectual Property Office
416	UK Power Networks
739	UK Research and Innovation
004	UKAEA

Code	Branch name
190	UKAS
745	Uniper
447	United Utilities
269	Universities UK
031	University of Greenwich
1758	Unscripted TV
178	Urenco
067	Valuation Office Agency
434	Veolia
213	Victoria & Albert Museum
308	Virtual Regional
624	VMo2
626	Vodafone
786	VPI Power
1787	Wales Live Events Branch
1213	Wales Millennium Centre
311	Wales Retired Members' Group
1748	Wales Theatres & Leisure
1202	Walt Disney Theatrical
1718	Watershed Bristol
791	Wellcome Trust
087	Welsh Government
1306	Welsh National Opera
801	West Burton Energy
1327	West End Commercial Theatres
1212	West Midlands Freelance
319	West Midlands Retired Members' Group
1733	West TLC
1203	Western Freelance
284	Westinghouse
1770	Whitechapel Gallery
723	WHRI - Warwick
1219	Wood Norton
1765	Worthing Theatres and Museums
085	WRc
1221	Writers, Producers and Directors
799	WSP
629	Yell
1226	York & Humberside Freelance
1256	York Theatre
1744	Yorks & Humberside Leisure
1745	Yorks & Humberside Theatres
315	Yorkshire Retired Members' Group
1329	Young Vic Theatre



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Awards



Distinguished Service Award – Gold

Garry Graham
Prospect Deputy General Secretary



Distinguished Service Award – Silver

Alan Atherton
MOD: Head Office and Corporate Services

Hazel Armstrong
Parliamentary Branch

Left:

Former Prospect Deputy General Secretary, Garry Graham, receives his Gold Distinguished Service award in January 2025

 **Long Service Awards**

Alison Clark
Health and Safety
Executive

Anne Killen
BT Networks and
Digital Branch

Audrey Uppington
Sellafield

Brian Bainbridge
UK Research and
Innovation

Brian McIntyre
UK Research and
Innovation

Charlotte Brown
UK Research and
Innovation

Christine Edwards
Natural Resources
(Wales)

Christopher Turbitt
UK Research and
Innovation

David Galloway
UK Research and
Innovation

Eileen Callaghan
UK Research and
Innovation

Ellen Clarke
UK Research and
Innovation

Graham Tulloch
UK Research and
Innovation

J Laughlin
UK Research and
Innovation

James Berry
National Galleries
of Scotland

Jin Nirwal
Science Museum
Group

John Kellegher
UKPN

John Meikle
UK Research and
Innovation

Kenneth Lawrie
UK Research and
Innovation

Lee Jones
UK Research and
Innovation

Lesley Oliver
UK Research and
Innovation

Lynn Davies
QuidelOrtho

Maxine Akhurst
UK Research and
Innovation

Mike Tetley
Health and Safety
Executive

Nichola Smith
UK Research and
Innovation

Nicola Yates
Royal Museums
Greenwich

Paul Delaney
National Trust

R McIntosh
UK Research and
Innovation

Sarah Arkley
UK Research and
Innovation

Sarah Hamlyn
British Library

Sarah Reay
UK Research and
Innovation

Sarah Reilly
Historic England

Susan Kirkby
National Nuclear
Laboratory

Susan Loughlin
UK Research and
Innovation

Tim Jaques
Valuation Office
Agency

Tom Nuttgens
BT Business



Summer Reception

In July 2025, Prospect's Summer Reception at 100 Rochester Row brought together members, staff and friends of the union for an evening of conversation, cocktails and ice cream!



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Finance

Statement of accounts

2025 has been a notable year for Prospect as we completed the delivery of our digital infrastructure, made instrumental contributions to the passing of the landmark Employment Rights Act 2025, and recovered from a cyber incident.



The cut in interest rates and modest changes in inflation have contributed to the positive results reported in our pensions and investments.

During the year we focused resource into Prospect's National Organising Unit to deliver our organising strategy. Despite the challenges, we maintained a steady growth in membership, secured wins for members through personal cases and collective bargaining and made significant strides in our operations, our networking capabilities and our management of risk.

2025 highlights

Income and expenditure

Membership grew by 2,808 resulting in subscription income of £26.8m, a 4% increase on prior year. The Prospect banded rates

were increased by 3% in October and we experienced consistent growth throughout the year with peaks in February's Heart Unions Week and November's Union Week. From 1 January 2025 we reduced some of the Bectu banded rates, but despite the reductions, we ended the year positively as operating income increased by £1m to £27m.

Total operating expenditure before pension scheme expenditure and property related costs was £27.1m, leaving a small deficit of £30k.

Overall operating expenditure has remained at the same level as 2024, as we did not have National Conference and the investment and resource concentrated on property and digital infrastructure was reaching a conclusion.

Our impairment test of 100 Rochester Row did not reveal any further reduction in value, so there was no material property related cost. The net pension scheme expenditure was a service credit of £602k, resulting in a total operating surplus of £593k.

Income from investments

In February 2025, we assigned a 5-year lease of the third floor of 100 Rochester Row to a third-party financial services company. The lease provides a modest contribution to the overall investment income of £1.7m. There was an increase in the fair value of our investments of £2.1m, and a small actuarial loss of £405k resulting in a comprehensive surplus for the year of £4m.

Balance sheet and cash flow

The balance sheet continues to be strong, with three key changes:

- The recording of the value of 100 Rochester Row is now allocated between tangible

fixed assets and property held for investment. The amounts allocated to the investment property (the third floor of 100 Rochester Row) is recorded at the close of the year at £3.1m.

- We are now stating all capitalised software development costs as intangible fixed assets, which is recorded at £908k and transferred from tangible fixed assets.
- All three pension schemes are now in surplus, so there are no pension scheme liabilities recognised in the balance sheet.

Cyber incident and risk management

In June 2025, we experienced a cyber incident that impacted some of our networks and files. We took immediate steps to contain the incident and through our cyber insurance engaged a range of experts to support us with managing the incident.

Once the incident was contained, we spent six weeks investigating the impact to our systems. It was clear that none of the new third-party software platforms such as the CRM had been impacted and Microsoft systems were also unaffected.

During these six weeks we also rebuilt and restored our systems and completed a range of enhancements as recommended by our cyber experts.

We then commenced a data impact assessment of the incident and found that unfortunately there was a regrettable impact to staff and certain members. By October 2025, we were able to inform all impacted data subjects, and we provided Experian credit and ID monitoring to all those impacted.

Throughout this process we have reported the incident compliant with our regulatory obligations. In December 2025,

the Information Commissioner's Office announced their joint investigation and in early 2026, that investigation was underway and is expected to take 12 months. We have been open and transparent with the regulator and have not assessed this incident to pose any material financial risk to Prospect.

The cost of managing the incident and the support offered to members has been recovered through our cyber insurance and recognised in the 2025 accounts.

Whilst the incident is something we continue to monitor and apologise over, similar incidents have become frequent events for a range of organisations. Therefore, we have accelerated our risk management strategy in IT and throughout all our operations.

2026 and beyond

In November 2025 we completed the five-year lease of a new office in Coventry as the location for our Midlands base. In February 2026 we completed the refurbishment and move into this new space, a positive investment for staff, branches and members in the Midlands. We expect to conclude the triennial pension valuations for all three pension schemes in

the second half of 2026. Whilst we expect that the valuations will not materially increase our contributions, we are not complacent about the overall risk of the schemes. We will continue to work with the trustees of the schemes to further mitigate risks where we can.

We expect to conclude our strategic work in finance and risk which will incorporate finances, pensions and investments and include a pension scheme covenant review.

Prospect is influential in many areas and in 2025, we commenced a joint venture with the GMB union by creating Climate Jobs UK, a research project to ensure successful transition to green jobs. In 2026 we will intensify the work in this space.

Prospect continues to be influential in the union movement and our focus over the next year will be growing the movement and, as always, improving the working lives of our 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

Independent Auditor's Report to the members of Prospect

REPORT ON THE AUDIT OF THE FINANCIAL STATEMENTS

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 2025 and of its result for the year then ended; and
- the financial statements have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice.

We have audited the financial statements of Prospect ("the Union") for the year ended 31 December 2025 which comprise the following:

Prospect Union
Combined Income and Expenditure Account
Combined Balance Sheet
Combined Cash Flow Statement
Notes to the financial statements
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. However, because not all future events or conditions can be predicted, this statement is not a guarantee as to the Union's ability to continue as a going concern.

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 course of 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 in accordance with the requirements of the Act; 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.

In forming our opinion, we are required to have regard to your duty as members of the National Executive Committee of the Union not to approve the financial statements unless you are satisfied that they give a true and fair view.

Responsibilities of the National Executive Committee

As explained more fully in the Statement of responsibilities, 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.

However, the primary responsibility for the prevention and detection of fraud rests with both those charged with governance of the Union and management.

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 Union's 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 meetings 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; and
- Assessing significant estimates made by management for bias, including the valuation assessment of investment

property element of the 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 who were all deemed to have appropriate competence and capabilities 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: 06 May 2026

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

Financial Statements 2025

COMBINED INCOME AND EXPENDITURE ACCOUNT – YEAR ENDED 31 DECEMBER 2025

	Note	2025 £'000	2024 £'000
OPERATING INCOME	3	27,031	26,034
OPERATING EXPENDITURE		(27,060)	(27,021)
		(29)	(987)
OTHER OPERATING INCOME & EXPENDITURE			
Net pension scheme expenditure – service credit	13	602	352
Property related credit/(cost)	8	20	(4,953)
OPERATING SURPLUS/(DEFICIT)		593	(5,588)
INVESTMENT INCOME			
Income from Investment Operations	5	1,678	1,422
Change in the Fair Value of Investments	10	2,055	2,117
SURPLUS/(DEFICIT) AFTER INVESTMENT OPERATIONS		4,326	(2,049)
OTHER ITEMS			
Net pension scheme expenditure – interest credit/(cost)	13	43	(130)
SURPLUS/(DEFICIT) FOR THE YEAR		4,369	(2,179)
OTHER COMPREHENSIVE (EXPENSE)/INCOME			
Actuarial (losses)/gains on defined benefit pension schemes	13	(405)	3,197
COMPREHENSIVE RESULT FOR THE YEAR		3,964	1,018
RESERVES AT THE BEGINNING OF THE YEAR		65,201	64,183
RESERVES AT THE END OF THE YEAR		69,165	65,201

The notes on pages 94 to 111 form part of these financial statements.

Financial Statements 2025, continued

COMBINED BALANCE SHEET – YEAR ENDED 31 DECEMBER 2025

	Note	2025		2024	
		£'000	£'000	£'000	£'000
FIXED ASSETS					
Investment Property	7		3,068		-
Tangible Fixed Assets	8		16,321		20,404
Intangible Fixed Assets	9		908		-
Equity Investments	10		46,383		43,814
			66,680		64,218
CURRENT ASSETS					
Debtors and prepayments	11	3,685		3,394	
Cash at bank and in hand	15	2,292		1,965	
		5,977		5,359	
CURRENT LIABILITIES					
Creditors and accruals	12	3,492		4,136	
NET CURRENT ASSETS					
			2,485		1,223
NET ASSETS EXCLUDING PENSION OBLIGATIONS					
			69,165		65,441
PROVISIONS FOR LIABILITIES					
Pension Scheme Deficit	13		-		(240)
			69,165		65,201
Represented by:					
RESERVES – GENERAL FUND			68,589		64,591
RESERVES – POLITICAL FUND			576		610
			69,165		65,201

Approved for issue to the members on 1 May 2026.



Mike Clancy
General Secretary



Eleanor Wade
President

The notes on pages 94 to 111 form part of these financial statements.

Financial Statements 2025, continued

COMBINED CASH FLOW STATEMENT – YEAR ENDED 31 DECEMBER 2025

	Note	2025 £'000	2024 £'000
Cash flows from Operating Activities			
Surplus/(Deficit) after Investment Operations		4,326	(2,049)
Adjustments for:			
Pension scheme expenditure – service credit	13	(602)	(352)
Surplus on sale of investments	10	(554)	(313)
Change in investment values	10	(2,055)	(2,117)
Depreciation, impairment and amortisation	8, 9	1,021	5,312
Loss on sale of fixed assets		48	90
Net investment income and rental income	5	(966)	(905)
Movements in working capital:			
Change in debtors	11	(291)	550
Change in creditors	12	(644)	(701)
Net cash from operations		283	(485)
Investing Activities:			
Payments to acquire tangible fixed assets	8	(528)	(4,587)
Payments to acquire intangible fixed assets		(520)	-
Net transfer to investments		40	2,004
Receipts from sale of tangible fixed assets		86	-
Investment and rental income		966	905
Net cash inflow/(outflow) from investing activities		44	(1,678)
Net increase/(decrease) in cash at bank and in hand	15	327	(2,163)
Cash balances brought forward		1,965	4,128
Cash balances carried forward	15	2,292	1,965

The notes on pages 94 to 111 form part of these financial statements.

Notes to the financial statements

YEAR ENDED 31 DECEMBER 2025

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 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. The National Executive Committee has reviewed the going concern assessment and concluded that Prospect has adequate resources and liquid assets to continue to operate and meet its financial commitments as they fall due for at least

12 months from the date of signing these statements.

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 property.

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 Mixed Use Properties – Property Held for Investment

Mixed Use Properties are measured in two different ways; for the proportion held by the union and its operations, this is initially measured at cost and subsequently measured at cost, net of depreciation and any impairment losses. For the proportion held for investment, these assets are carried at fair value, which is determined by external valuation, and the changes in fair value recognised in the income and expenditure account. The fair value is obtained through an independent valuation carried out by a RICS registered surveyors.

Notes to the financial statements, continued

YEAR ENDED 31 DECEMBER 2025

1.8 Depreciation

Depreciation is provided on all tangible and intangible 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 are depreciated based on a cost less residual value using straight-line over the period of five 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.

1.9 Intangible Fixed Assets and Amortisation

Intangible assets are held on the balance sheet at cost less accumulated amortisation and impairment losses. Where expenditure on computer software meets the FRS102 criteria for recognition as an intangible asset, the computer software including development costs is capitalised as an intangible asset and amortised on a straight-line basis over the expected useful life of four years. Impairment reviews are conducted when events and changes in circumstances indicate that an impairment may have occurred. If any asset is found to have a carrying value materially higher than its recoverable amount, it is written down accordingly. Amortisation is charged from the point at which the asset is brought into use. Computer software is amortised over four years, which represents the period over which the software in its existing form is expected to be used.

1.10 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.

Notes to the financial statements, continued

YEAR ENDED 31 DECEMBER 2025

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

1.11 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.

1.12 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.

1.13 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.

1.14 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.

1.15 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.

1.16 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.

1.17 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.

Notes to the financial statements, continued

YEAR ENDED 31 DECEMBER 2025

1.18 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.

1.19 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.

1.20 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 market value.

1.21 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.

1.22 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.

Notes to the financial statements, continued

YEAR ENDED 31 DECEMBER 2025

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 2025 is expected to give rise to a liability to tax.

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.

Property impairment

The Union considers any apparent triggers of impairment which may affect properties. In making this assessment they have made a judgement regarding the indicators that they feel are reflective of an impairment.

Investment Property Valuation

Investment property is valued by externally qualified RICS surveyors, and the Union has considered the assumptions applied to the properties in arriving at their fair value.

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, continued

YEAR ENDED 31 DECEMBER 2025

3	INCOME	2025	2024
		£'000	£'000
	Subscription income		
	Retired Members	994	707
	Unemployed Members	57	56
	Working Members	25,718	25,065
		26,769	25,828
	Other Income from Members	262	206
	TOTAL INCOME	27,031	26,034

4	EMPLOYMENT COSTS	2025	2024
		£'000	£'000
	Staff Salary Costs	13,696	12,879
	Employer's National Insurance Contributions	1,711	1,352
	Employer's Pension Contributions	1,813	1,661
	Cost of travel, subsistence, mobile phones and cars	669	715
	Other Staffing Costs	778	708
		18,667	17,315

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 £1,213,673 (2024: £1,405,097) and includes gross pay, employer's pension contributions and employer's national insurance. This figure includes payments to 8 SMT members (2024: 10 SMT members).

The average number of employees during the year was 244 (2024: 242). The full number of employees within each £10k bracket is included within Prospect Annual Report 2025.

5	INVESTMENT INCOME	2025	2024
		£'000	£'000
	Investment Income	750	910
	Investment Management Fees	(42)	(5)
	Net Investment Income	708	905
	Rental Income	258	13
	Net gain on sale of investments	554	313
	Other Income	158	191
		1,678	1,422

Notes to the financial statements, continued

YEAR ENDED 31 DECEMBER 2025

6 TAXATION

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 allowance or expenses. Therefore no unrealised gain at 31 December 2025 is expected to give rise to a liability to tax.

7 INVESTMENT PROPERTY

2025

£'000

Fair value of 1 January 2025

-

Transfer from Property Fixed Asset to Investment Property

3,068

Fair value adjustment

-

Fair value at 31 December 2025

3,068

The investment property relates to the third floor of 100 Rochester Row, which has been leased to a third party since 1 March 2025, for a period of 5 years. An independent red book market valuation was carried out by Graham and Sibbald (RICS registered surveyor) as at 31 December 2025.

Notes to the financial statements, continued

YEAR ENDED 31 DECEMBER 2025

8	TANGIBLE FIXED ASSETS	2025	2024				
		£'000	£'000				
	Property related (credit)/costs						
	Irrecoverable Property Taxes	(20)	397				
	Property fixed asset impairment	-	4,556				
	Total Property Related Costs	(20)	4,953				
		Freehold Land & Buildings	Office Equip	Fixtures & Fittings	IT Equip	Motor Vehicles	Total
		£'000	£'000	£'000	£'000	£'000	£'000
	COST						
	At 1 January 2025	24,593	187	893	2,784	875	29,332
	Additions	-	13	62	234	219	528
	Disposals	-	-	(4)	(449)	(250)	(703)
	Transfer to investment property/ intangible fixed assets	(3,068)			(577)		(3,645)
	At 31 December 2025	21,525	200	951	1,992	844	25,512
	DEPRECIATION						
	At 1 January 2025	7,143	121	60	1,212	392	8,928
	Charge for the Year	205	25	92	401	109	832
	Impairment	-	-	-	-	-	-
	Disposals	-	-	(2)	(427)	(140)	(569)
	At 31 December 2025	7,348	146	150	1,186	361	9,191
	NET BOOK VALUE						
	At 31 December 2025	14,177	54	801	806	483	16,321
	At 31 December 2024	17,450	66	833	1,572	483	20,404
	Transfer to investment property						
	The £3.068m transfer under land and buildings relates to the third floor of 100 Rochester Row, which has been let for investment purposes. Further details are disclosed in note 7 above.						
	Property Fixed Asset Impairment – Land and Buildings						
	The union carried out a review of any impairment factors relating to the purchase and refurbishment cost of Rochester Row at the reporting date of 31 December 2025, and no such factors were identified. During 2024 the impairment assessment of the purchase and refurbishment costs of Rochester Row was impacted by the following:						
	- GDP growth is slow						
	- Wage growth and inflation remain high						
	- Property investment market being subdued over two years						
	The effect of all of the above resulted in lower than expected property value in 2024 and no material change in 2025. Management is confident that in the long term the value of the property will improve.						

Notes to the financial statements, continued

YEAR ENDED 31 DECEMBER 2025

9	INTANGIBLE FIXED ASSETS	IT software
		£'000
	COST/VALUATION	
	At 1 January 2025	-
	Transfer from tangible assets	577
	Additions	520
	Disposals	-
	At 31 December 2025	1,097
	AMORTISATION	
	At 1 January 2025	-
	Transfer from tangible assets	-
	Charge for the Year	(189)
	Impairment	-
	Disposals	-
	At 31 December 2025	(189)
	NET BOOK VALUE	
	At 31 December 2025	908
	At 31 December 2024	-

The intangible fixed assets relate to several computer software assets where the cost of development of these assets have been completed and capitalised as applicable under FRS102.

Notes to the financial statements, continued

YEAR ENDED 31 DECEMBER 2025

10	INVESTMENTS	2025		
		£'000		
	MARKET VALUE			
	At 1 January 2025		43,814	
	Additions		4,976	
	Disposal proceeds		(4,905)	
	Net movement in cash deposits		(111)	
	Surplus on sale of investments		554	
	Change in Investment Values		2,055	
	At 31 December 2025		46,383	
		Cost 2025	Market Value 2025	Cost 2024
		£'000	£'000	£'000
	Quoted investments			
	EQUITIES, GILTS AND BONDS			
	Sarasin & Partners	1,202	1,113	931
	Rathbone Investment Management	7,312	9,329	6,604
		8,514	10,442	7,535
	POOLED INVESTMENTS			
	Sarasin & Partners	18,870	21,659	18,913
	Rathbone Investment Management	2,014	2,676	2,325
	Trade Union Fund Managers	1,955	8,453	1,955
		22,839	32,788	23,193
	Total quoted investments	31,353	43,230	30,728
	UNQUOTED SHARES			
	Unity Trust Bank PLC	577	2,616	577
	Other	8	8	8
		585	2,624	585
	BANK DEPOSITS			
	Sarasin & Partners	189	189	235
	Rathbone Investment Management	340	340	405
		529	529	640
	TOTAL INVESTMENTS	32,467	46,383	31,953
	Please refer to the Schedule of Investments within Prospect Annual Report 2025 for the full breakdown of the investments Prospect holds with various investment managers.			
	Joint Venture			
	Prospect has a joint venture with Climate Jobs UK Ltd (limited by guarantee), with 50% owned or controlled. Incorporated in Great Britain and registered in England with the value of investment nil.			

Notes to the financial statements, continued

YEAR ENDED 31 DECEMBER 2025

11	DEBTORS	2025	2024
		£'000	£'000
	Trade debtors	2,378	1,989
	Other debtors	108	407
	Prepayments and accrued income	1,199	998
		3,685	3,394

12	CREDITORS	2025	2024
		£'000	£'000
	Trade Creditors	703	906
	Other Creditors	821	741
	Other Taxes and Social Security	556	721
	Lease Obligations	82	-
	Accruals and Deferred Income	1,330	1,768
		3,492	4,136

Notes to the financial statements, continued

YEAR ENDED 31 DECEMBER 2025

13 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 2025.

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 which are 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. The triennial valuation to 31 October 2025 is currently under way with an expectation to reach an agreement for obligations going forward.

Included within current service costs are the following amounts relating to GMP equalisation: PPS £74K (2024: £73K), CPLAS £43K (2024: £42K), BSRS £65K (2024: £63K) and totalling £182K (2024: £178K).

Total contributions to the schemes for the year were as follows:	PPS		CPLAS		BSRS		Totals	
	2025	2024	2025	2024	2025	2024	2025	2024
	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000
	1,869	1,666	611	581	223	223	2,703	2,470

Outstanding contributions at the year end were:	2025	2024
	£'000	£'000
PPS	159	179
CPLAS	54	50
BSRS	18	21
	231	250

The main financial assumptions used in all three schemes were:	PPS / CPLAS / BSRS	
	2025	2024
	%	%
Rate of increase in pensionable salaries	4.00	4.00
Rate of increase in pensions in payments	2.70	2.90
Discount rate for scheme liabilities	5.55	5.65
Rate of inflation – RPI	2.70	3.00
Rate of inflation – CPI	2.40	2.70

Regular employer contributions to the pension schemes in 2026 are estimated to be £2m (PPS: £1,632k; CPLAS: £166k; BSRS: £217k).

Notes to the financial statements, continued

YEAR ENDED 31 DECEMBER 2025

13 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 2025 are as follows:

	PPS		CPLAS		BSRS		Totals	
	2025	2024	2025	2024	2025	2024	2025	2024
	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000
Diversified Growth Funds	20,886	21,970	6,098	5,624	-	-	26,984	27,594
Equities	27,369	29,998	6,244	6,254	5,620	6,323	39,233	42,575
Bonds & Gilts	-	-	4,221	6,373	11,941	15,808	16,162	22,181
Property	11,568	11,570	-	-	234	226	11,802	11,796
Cash/Other	1,195	760	3,269	68	5,620	226	10,084	1,054
Insured Assets	-	-	2,250	2,302	-	-	2,250	2,302
LDI	35,886	30,492	-	-	-	-	35,886	30,492
Total Market Value of Assets	96,904	94,790	22,082	20,621	23,415	22,583	142,401	137,994
Present value of liabilities	(73,681)	(73,468)	(21,397)	(20,861)	(21,566)	(20,931)	(116,644)	(115,260)
Scheme Surplus / (Deficit)	23,223	21,322	685	(240)	1,849	1,652	25,757	22,734
Derecognition of surplus	(23,223)	(21,322)	(685)	-	(1,849)	(1,652)	(25,757)	(22,974)
Recognised Pension Scheme Deficit	-	-	-	(240)	-	-	-	(240)

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 all three schemes, the FRS102 valuation method revealed a combined surplus of £25.8m, 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, continued

YEAR ENDED 31 DECEMBER 2025

13 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	
	2025	2024	2025	2024	2025	2024	2025	2024
	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000
Opening defined benefit obligation	73,468	78,278	20,861	23,396	20,931	23,290	115,260	124,964
Current service cost	1,369	1,631	120	143	191	205	1,680	1,979
Interest cost	4,031	3,587	1,151	1,079	1,152	1,076	6,334	5,742
Contributions by Scheme participants	24	33	-	-	-	-	24	33
Actuarial losses/(gains) on liabilities & changes to demo & fin assumptions	(860)	(6,045)	243	(2,866)	574	(2,646)	(43)	(11,557)
Net benefits paid out	(4,351)	(4,016)	(978)	(891)	(1,282)	(994)	(6,611)	(5,901)
Closing defined benefit obligation	73,681	73,468	21,397	20,861	21,566	20,931	116,644	115,260

Notes to the financial statements, continued

YEAR ENDED 31 DECEMBER 2025

13 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	
	2025	2024	2025	2024	2025	2024	2025	2024
	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000
Opening fair value of Scheme Assets	94,790	94,377	20,621	20,406	22,583	22,621	137,994	137,404
Expected return on Scheme assets	5,277	4,380	1,153	951	1,152	1,038	7,582	6,369
Return on plan assets excluding interest income	(338)	(1,551)	728	(387)	740	(304)	1,130	(2,242)
Contributions by the employer	1,869	1,837	611	596	223	223	2,703	2,656
Contributions by Scheme participants	24	33	-	-	-	-	24	33
Net benefits paid out	(4,351)	(4,016)	(978)	(891)	(1,282)	(994)	(6,611)	(5,901)
Administration Costs	(367)	(270)	(53)	(54)	(1)	(1)	(421)	(325)
Closing fair value of Scheme assets	96,904	94,790	22,082	20,621	23,415	22,583	142,401	137,994
Actual return on assets	4,939	2,829	1,881	564	1,892	734	8,712	4,127
NET PENSION SCHEME EXPENDITURE – SERVICE COST								
	PPS		CPLAS		BSRS		Totals	
	Year ended		Year ended		Year ended		Year ended	
	2025	2024	2025	2024	2025	2024	2025	2024
	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000
Current service cost	(1,369)	(1,631)	(120)	(143)	(191)	(205)	(1,680)	(1,979)
Administration Costs	(367)	(270)	(53)	(54)	(1)	(1)	(421)	(325)
Contributions	1,869	1,837	611	596	223	223	2,703	2,656
	133	(64)	438	399	31	17	602	352

Notes to the financial statements, continued

YEAR ENDED 31 DECEMBER 2025

13 STAFF PENSION SCHEMES (CONTINUED)								
NET PENSION SCHEME EXPENDITURE – NET INTEREST								
	PPS		CPLAS		BSRS		Totals	
	Year ended		Year ended		Year ended		Year ended	
	2025	2024	2025	2024	2025	2024	2025	2024
	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000
Interest on scheme assets	5,277	4,380	1,153	951	1,152	1,038	7,582	6,369
Interest on scheme liabilities	(4,031)	(3,587)	(1,151)	(1,079)	(1,152)	(1,076)	(6,334)	(5,742)
Interest on effect of asset ceiling	(1,205)	(757)	-	-	-	-	(1,205)	(757)
Net interest on defined benefit liability	41	36	2	(128)	-	(38)	43	(130)
Net pension scheme income/(expenditure)	174	(28)	440	271	31	(21)	645	222
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	
	2025	2024	2025	2024	2025	2024	2025	2024
	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000
Actual return on scheme assets	(338)	(1,551)	728	(387)	740	(304)	1,130	(2,242)
Other actuarial gains/(losses)	860	6,045	(243)	2,866	(574)	2,646	43	11,557
Movement in net asset ceiling	(696)	(4,466)	(685)	-	(197)	(1,652)	(1,578)	(6,118)
Remeasurement gains/(losses) recognised in Other Comprehensive Income	(174)	28	(200)	2,479	(31)	690	(405)	3,197

Notes to the financial statements, continued

YEAR ENDED 31 DECEMBER 2025

14 COMMITMENTS UNDER OPERATING LEASES

LESSEE

At 31 December 2025, Prospect had obligations of total future minimum lease payments under non-cancellable operating leases for the following periods:

	Land and buildings		Other	
	2025	2024	2025	2024
Expiry date:	£'000	£'000	£'000	£'000
No later than 1 year	300	226	-	4
Later than 1, no later than 5 years	676	133	-	14
	976	359	-	18

The lease payments recognised as an expense during the year were £321,000 (2024: £212,000).

Lease Obligations – New Prospect House, Waterloo

The union entered into a five year leaseback arrangement for New Prospect House from 22 January 2022. The lease contained a 15 months 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 at that date.

LESSOR

At 31 December 2025, Prospect had contractual future minimum lease receipts under non-cancellable operating leases for the following periods:

	Land and buildings	
	2025	2024
Expiry date:	£'000	£'000
No later than 1 year	245	-
Later than 1, no later than 5 years	775	-
	1,020	-

The lease receipts recognised as rental income during the year were £204,000 (2024: £nil).

15 ANALYSIS OF CHANGES IN NET DEBT

	At 1 Jan 2025	Cash Flows	At 31 Dec 2025
	£'000	£'000	£'000
Cash	1,965	327	2,292

16 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)

FOR THE YEAR ENDED 31 DECEMBER 2025

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	145,637
		Bonus	-
		Pension contributions	18,468
		Taxable Benefit (Car)	6,947

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.”

Appendix: Income and expenditure account – general fund

YEAR ENDED 31 DECEMBER 2025

NB: The appendices on pages 112–115 do not form part of the statutory financial statements and are unaudited.

	Note	2025		2024	
		£'000	£'000	£'000	£'000
OPERATING INCOME					
Subscriptions	A1		26,735		25,791
Other Income from Members	A1		262		206
			26,997		25,997
OPERATING EXPENDITURE					
Committees and Conferences	A2	387		891	
Local Democratic Organisation and Education	A3	1,036		920	
Employment costs	4	18,667		17,315	
Property costs	A4	2,023		2,466	
Administration and Other Supplies	A5	3,130		3,420	
Benefits to Members	A6	1,749		1,945	
			(26,992)		(26,957)
			5		(960)
OTHER OPERATING INCOME & EXPENDITURE					
Net pension scheme expenditure - service credit			602		352
Property impairment charge and VAT expenditure			20		(4,953)
			627		(5,561)
Investment Income and Realised Gains	5		1,678		1,422
SURPLUS/(DEFICIT) AFTER INVESTMENT INCOME			2,305		(4,139)
Change in the Fair Value of Investments			2,055		2,117
SURPLUS/(DEFICIT) AFTER INVESTMENT OPERATIONS			4,360		(2,022)
OTHER ITEMS					
Net pension scheme expenditure – interest credit			43		(130)
SURPLUS/(DEFICIT) FOR THE YEAR			4,403		(2,152)
OTHER COMPREHENSIVE (EXPENSE)/INCOME					
Actuarial (losses)/gains on defined benefit pension schemes			(405)		3,197
COMPREHENSIVE RESULT FOR THE YEAR			3,998		1,045
RESERVES AT BEGINNING OF THE YEAR			64,591		63,546
RESERVES AT THE END OF THE YEAR			68,589		64,591

Appendix: Income and expenditure account – political fund

YEAR ENDED 31 DECEMBER 2025

	Note	2025 £'000	2024 £'000
INCOME			
Subscriptions	A1	34	37
		34	37
EXPENDITURE			
		(68)	(64)
OPERATING (DEFICIT) FOR THE YEAR			
		(34)	(27)
POLITICAL FUND AT BEGINNING OF THE YEAR			
		610	637
POLITICAL FUND AT THE END OF THE YEAR			
		576	610

Appendix: Notes to the financial statements

YEAR ENDED 31 DECEMBER 2025

	2025			2024			
	Political Fund	Prospect	Total	Political Fund	Prospect	Total	
	£'000	£'000	£'000	£'000	£'000	£'000	
A1	INCOME						
	Subscription Income						
	Retired Members	9	985	994	9	698	707
	Unemployed Members	1	56	57	1	55	56
	Working Members	24	25,694	25,718	27	25,038	25,065
		34	26,735	26,769	37	25,791	25,828
	Other Income from Members	-	262	262	-	206	206
	TOTAL OPERATING INCOME	34	26,997	27,031	37	25,997	26,034

Appendix: Notes to the financial statements, continued

YEAR ENDED 31 DECEMBER 2025

		2025		2024
		£'000		£'000
A2	COMMITTEES AND CONFERENCES			
	National Committees	90		256
	National and Sector Conferences	297		635
		387		891
A3	LOCAL DEMOCRATIC ORGANISATION AND EDUCATION			
	Professional, Departmental and Other Groups	429		345
	Branches and Sections	498		467
	Education and Training	109		108
		1,036		920
A4	PROPERTY COSTS			
	Rent, Rates and Service Charges	1,079		940
	Light and Heat	143		83
	Decoration, Repairs and Maintenance	54		410
	Cleaning and Security	361		371
	Property Depreciation	205		226
	Insurance and Health and Safety and Legal	181		436
		2,023		2,466
A5	ADMINISTRATION AND OTHER SUPPLIES			
	Equipment Maintenance and Repairs	156		133
	Printing, Stationery and Postage	65		89
	Telephone	34		135
	IT Costs	2,213		2,362
	Loss on disposal of fixed assets - hardware and software	20		11
	Other Office Services	54		69
	Loss on disposal of fixed assets - fixtures and fittings	2		48
	Bank Charges and Collection of Subscriptions	99		96
	Research, Publications and Subscriptions	44		41
	Editorial Publishing and Publicity	38		72
	Legal, Professional and Audit Fees	405		364
		3,130		3,420
A6	BENEFIT TO MEMBERS			
	Affiliations and Donations*	690		664
	Members' Benefits	902		1,091
	Recruitment and Organisation	157		190
		1,749		1,945

* Please refer to full list of affiliations, donations and appeals on page 115.

Appendix: Schedule of subscriptions, donations and affiliation fees

YEAR ENDED 31 DECEMBER 2025

AFFILIATION AND MEMBERSHIP FEES	2025	2024
	£	£
British Copyright Council	1,431	1,157
Confederation of Shipbuilding and Engineering Unions (CSEU)	1,950	1,950
Creative Industries Federation	5,100	5,100
Association of Licensed Aircraft Engineers (AEI)	4,478	1,518
UNI Europa Conference – contribution	10,618	-
European Transport Federation (ETF)	5,456	4,404
Federation of Entertainment Unions (FEU)	5,390	7,380
Int Fed Air Traffic Safety Electronics Assn (IFATSEA)	-	(2,116)
Irish Congress of Trade Unions (ICTU)	10,211	8,245
International Transport Worker Federation (ITF)	11,110	10,555
National Pensioners Convention	2,725	2,600
Royal Aeronautical Society	1,561	1,500
ShareAction	-	-
Scottish TUC (STUC)	35,968	32,979
Trades Union Congress (TUC)	456,413	426,838
UK Flight Safety Committee	-	375
UNI Global Union (Bectu)	114,985	119,330
Unions 21	5,625	4,403
TUC Cymru	1,875	1,875
Other Affiliation Fees under £1,000 (13)	1,002	1,728
	675,898	629,821
DONATIONS AND APPEALS	2025	2024
	£	£
British Red Cross	-	146
British Entertainment History Project	-	3,250
National Pensioners Convention	2,000	-
Toby Hayward-Seers	-	1,235
Medical Aid for Palestine	-	5,146
Show Racism the Red Card	2,500	2,500
Trussell Trust	365	5,622
War Child	365	5,768
TUC	9,000	9,550
Other Donations under £1,000 (4)	370	800
	14,600	34,017
TOTAL AFFILIATIONS AND DONATIONS	690,498	663,838

Acknowledgements

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