

Women in Football

What can Prospect do for you?



Prospect is a union of over 140,000 members working as professionals, managers and specialists in a number of different industries, including in sport.

Our members come from a wide range of professions and include scientists, engineers, air traffic controllers, art gallery curators and archaeologists.

Prospect in Sport

Our 'sport professionals' branch includes; football referees & assistant referees, cricket umpires, rugby referees, workers in grounds management & in club administration or hospitality.

Prospect is officially recognised by Professional Game Match Officials Limited (PGMOL) for the select group referees. This has allowed us to successfully negotiate improvements in contracts of employment and severance terms.



Frances Cusack from Prospect legal presenting our video on unconscious bias & sexism at work

Prospect working with WiF

Over the last year Prospect has been pleased to work with WiF on several events:

- Prospect hosted a workshop on sexism at work, looking at the hidden barriers women face in the workplace. This was followed by a short video www.prospect.org.uk/at-work/equalities/unconscious-bias/
- We held a special event at Prospect members' conference.
- A WiF conference hosted by the TUC to challenge the issue of sexism in football.

We have also given advice and representation to WiF members, who have joined Prospect. These include cases of:

- Constructive dismissal where the employee felt she was prevented from doing her job.
- A woman who was refused the role of a coach and was told the post was for men only.
- An employee facing disciplinary action and likely dismissal, where we negotiated a settlement and stopped the disciplinary action.

Join our 6:06 Football Phone-in

Date: 23 January 2018

Time: 6:06pm

Join Prospect for our special WiF phone-in to ask questions of our specialists and to discuss all of your workplace issues.

This open event is for all WiF members.

Find out about:

- your rights at work
- equality in the workplace
- tackling sexual harassment
- contracts of employment
- equal pay

Ask questions to our panel:

- Alan Leighton, Prospect National Secretary
- Marion Scovell & Frances Cusack from Prospect Legal
- Caitlin Kinsella from our Communications team.

For more information, sign up on our Eventbrite page:

<http://bit.ly/Prospectfootballphonein>



Prospect Organiser Louise Staniforth & National Secretary Alan Leighton have responsibility for our members in sport

Women in Football

What can Prospect do for you?



Join Prospect

for advice, support & representation at work

The more members we have the stronger our voice. Sign up today and receive 3 months free membership.

It is easy to join - www.prospect.org.uk/join or call 0300 600 1878

Legal Challenges

Prospect has a wealth of experience in representing members on a range of employment issues including; pay, contracts, respect at work & equality.

We seek to negotiate with employers to improve working practices and to create the best environment at work for our members. But where this isn't possible we use the law.

One example was our successful legal challenge to the compulsory retirement age of football referees at 48.

Equality at work

We have a number of equality networks for members, including for women, LGBT, BAME, disability and young professionals.

Prospect has a proud record of raising equality issues for women in sport. We have raised issues in the media where women match officials have been publicly belittled or abused by managers or the media.

Right to accompaniment

All workers have the legal right to be accompanied by a union rep at grievance or disciplinary hearings.

This right only extends to representation by a union official or a co-worker. Other external advisers, including solicitors, are not covered. So being a union member gives you access to expert representation.

Employee or Worker?

It is a common misconception that only those working in traditional employment arrangements have legal rights at work.

But others working in 'atypical' working relationships will also have many legal rights. Many WiF members working, for example as footballers or referees, are likely to be 'workers' and will have legal rights such as the minimum wage, holiday pay and equality rights.

Other Legal Services

Working with our solicitors, Prospect offers members a range of legal services including:

- Advice & representation on personal injury
- A legal helpline on any non-work issue (such as family law, housing issues or consumer queries)
- Initial advice on defamation
- A free will writing service
- Advice on clinical negligence claims.

Breaking the bias barrier— how do we get beyond career stereotyping

Prospect invites WiF members to join us for the launch of our video exploring issues of gender and career choices. School children meet with women trailblazers in their field, including England footballer Rachel Yankey.

5pm on 15 January 2018 in central London

For more information and to book a place — <http://bit.ly/Breakingthebiasbarrier>



BREAKING THE BIAS BARRIER

HOW DO WE GET BEYOND CAREER STEREOTYPING?

Institute of Education, 15 January 2018, 5pm for 5:30 start.