



BRITISH
TRANSPORT
POLICE

Embracing Diversity and Inclusion: Annual Report 2014/15

Part 2

Building a representative
workforce for the 21st century



Part 2: Workforce Profile & Diversity Monitoring

You will find in this section a report from the BTP People & Development Team outlining employee workforce monitoring and profile data from 2014 – 2015.

Data Sources

Unless otherwise noted, all data has been sourced from the BTP HR ORIGIN Resource and Data Management System. All data is for the performance year running from 1 April 2014 to 31 March 2015 inclusive.

Workforce Diversity Data

All diversity data in BTP is held confidentially.

- Information in respect of age and gender is held for all employees.
- Ethnicity, sexual orientation, transgender status, religion or belief and disability data is self-declared by individual employees on a voluntary basis. Where a self-declaration has been made this data will be held and is captured for new and for existing employees.

Data Gaps

Data gaps may occur in this report for three reasons.

- The numbers involved in the datasets are too low for effective analysis or might risk identification of individuals.
- Systems are not yet in place to capture the information required.
- Data is reliant on individual self-declaration and levels of self-declaration remain too low to support analysis.

Employee Profile

BTP recognises the importance of having a representative workforce and that this representation needs to be present at all levels of the organisation. This section of the report looks at the profile of BTP employees across all employee types (officer, staff, PCSO and Special Constable) and management structures.

National Employee Profile

The following is an overview of the BTP employee population according to the monitored diversity strands. This information is in tabulated format, with the population data for comparison and commentary about what this tells us about BTP.

Employee Profile by Age

Age Profile	Police Officer	Special Constable	Police Staff	PCSO	Workforce Total	Population ¹ (Britain)
<30	16.99%	60.48%	21.77%	42.72%	22.19%	27.4%
30-44	44.57%	29.03%	37.94%	36.22%	41.25%	35.3%
45-59	37.50%	10.48%	33.61%	20.12%	33.90%	29.6%
60+	0.94%	0.00%	6.68%	0.93%	2.66%	7.7%

- Police officers and police staff both have lower representation of those under 30 (16.99% and 21.77% respectively) compared to population trends (27.4%), however both categories have increased significantly since 2013-2014.
- Special constables (60.48%) and PCSOs (42.72%) both have higher levels of employees under 30 than the population trends (27.4%).
- All employee groups have lower levels of those over 60 compared to the population. The low rates for police officers and special constables could be attributed to the compulsory retirement ages applied to these roles. It is fair to say that these retirement ages will mean that it is unlikely that BTP will be able to have a representative workforce in these categories.

¹ Population data estimates based on Labour Market Statistics

Employee Profile by Disability

Disabled	Police Officer	Special Constable	Police Staff	PCSO	Workforce Total	Population ² (Britain)
Y	1.24%	4.84%	2.23%	2.48%	1.80%	19%
N	58.16%	72.58%	70.53%	83.90%	64.28%	81%
(blank)	40.60%	22.58%	27.24%	13.62%	33.92%	

- There continues to be high levels of non-declaration for this category, however declarations have increased year on year since BTP first started capturing this data with the numbers of those choosing to make no declaration of disability status (those shown as 'blank') decreasing substantially in all categories.
- All employee groups show under-representation for disability in comparison with population data. Although BTP wishes to increase the number of employees with disabilities, the organisation is aware that the nature of the roles of police officers, special constables and PCSOs precludes those who cannot meet minimum operational fitness requirements from being employed. This factor may have a disproportionate impact on the disabled community and mean that BTP will be unable to recruit a fully representative workforce.

Employee Profile by Ethnicity

Ethnic Origin 5+1	Police Officer	Special Constable	Police Staff	PCSO	Workforce Total	Population ³ (Britain)
White	89.07%	85.08%	75.81%	82.66%	84.40%	93.2%
Mixed	2.19%	2.02%	2.55%	3.10%	2.35%	0.8%
Asian or Asian British	2.99%	6.05%	10.25%	7.43%	5.65%	3.4%
Black or Black British	2.02%	2.82%	6.05%	3.41%	3.38%	1.8%
Chinese Other Ethnic Group	0.40%	0.00%	1.08%	0.31%	0.59%	0.8%
Not Stated	3.33%	4.03%	4.26%	3.10%	3.64%	

- Police staff and PCSOs show the highest level of BME employees (19.93% and 14.25%) followed by special constables (10.89%) and police officers (7.60%) and all employee groups show levels higher than the general population (6.8%).

² Population data estimates provided by the Business Disability Forum

³ Population data estimates based on Labour Market Statistics



- The number of employees across all roles not declaring an ethnicity has decreased year on year, with the most noticeable decrease being PCSOs, dropping from 10.1% in 2011-2012 to 3.10% in 2014-2015.

Employee Profile by Gender

Gender	Police Officer	Special Constable	Police Staff	PCSO	Workforce Total	Population ⁴ (Britain)
Male	82.27%	85.89%	47.10%	74.61%	71.16%	49%
Female	17.73%	14.11%	52.90%	25.39%	28.84%	51%

- Female police officers (17.73%), special constables (14.11%) and PCSOs (25.39%) are all under-represented in comparison with the population (51%), with Special Constables showing the lowest level.
- All categories of employees saw an increase in female representation during 2014-2015, with the overall female workforce increasing from 27.76% to 28.84%.
- 52.90% of police staff are female; which is an over-representation of the workforce based on Labour Market Statistics as well as an increase on the previous year's figure of 52.56%.

Employee Profile by Sexual Orientation

Sexual Orientation	Police Officer	Special Constable	Police Staff	PCSO	Grand Total	Population ⁵ (Britain)
Bisexual	0.61%	1.21%	0.13%	2.17%	0.59%	
Gay/Lesbian	2.62%	6.05%	2.48%	3.41%	2.80%	6%
Heterosexual	25.87%	29.84%	34.95%	29.72%	29.09%	94%
Prefer not to say	6.02%	2.82%	3.06%	4.02%	4.83%	
(blank)	64.88%	60.08%	59.39%	60.68%	62.70%	

- There continues to be high levels of non-declaration in this category, with an overall decrease in declarations for the first time since monitoring of this category was first introduced. In 2008-2009 76.2% of employees did not complete this section of self service. In 2010-2011 this dropped to 70.3% of employees, in 2011-2012 this dropped again to 60.9% of employees and this has dropped further to 60.37% in 2013-2014. This has now risen to 62.70% in 2014-2015. This decrease in declarations would imply that employees are less comfortable with the sharing of this data.

⁴ Population data estimates based on Labour Market Statistics

⁵ Population data estimates provided by Stonewall



- There has been a small increase in the amount of Police Officers, Special Constables and PCSO's who have declared their sexual orientation as 'gay/lesbian', with only Police Staff showing a decrease (from 2.59% to 2.48%).
- 3.39% of the total workforce declare themselves as gay/lesbian or bisexual, which is considerably lower than the national population level of 6%; but a small increase on the previous year of 3.3%. Special Constables continue to declare themselves as gay/lesbian or bisexual (7.26%) in higher numbers than the population level.

Management Profile

The following section examines employee distribution across the management tiers in the organisation. These tiers have been defined as follows:

	Police Staff	Police Officer
Worker	A001-A005 (or equivalent) & PCSOs	Constable
Supervisor	A006-B002 (or equivalent)	Sergeant
Manager	B003-C001 (or equivalent)	Inspector & Chief Inspector
Executive	C002 or above (or equivalent)	Superintendent and above

Police Officer Management Profile by Age

Age Profile	Executive	Manager	Supervisor	Worker	Workforce Total
<30	0.00%	0.86%	3.96%	21.75%	16.99%
30-44	22.22%	33.62%	48.33%	45.26%	44.57%
45-59	75.00%	62.93%	46.04%	32.40%	37.50%
60+	2.78%	2.59%	1.67%	0.58%	0.94%

- It is important to note that police service promotion process requires officers to undertake certain lengths of service before they can undertake activities required to progress to the next level. This is reflected in the distribution shown in the graph in relation to age and management level.

Police Staff Management Profile by Age

Age Profile	Executive	Manager	Supervisor	Worker	Workforce Total
<30	26.61%	7.41%	18.30%	26.38%	21.77%
30-44	27.52%	54.32%	42.77%	32.78%	37.94%
45-59	33.03%	35.19%	34.30%	32.91%	33.61%
60+	12.84%	3.09%	4.62%	7.94%	6.68%

- There is police staff representation from all age categories at all management levels.
- It could be considered normal to have a higher concentration of younger people at lower levels and vice versa at higher levels. This is based on the general principle that people are promoted through experience and/or knowledge gained over time.

Police Officer Management Profile by Disability

Disabled	Executive	Manager	Supervisor	Worker	Workforce Total
Y	0.00%	0.00%	0.00%	1.66%	1.24%
N	27.78%	34.91%	48.13%	63.24%	58.16%
(blank)	72.22%	65.09%	51.88%	35.10%	40.60%

- There are no police officers at Supervisor, Manager or Executive level who have declared a disability and due to low declaration levels it is not possible to draw any conclusions from this data at this time. This position has not changed from the previous performance year, 2013-2014.

Police Staff Management Profile by Disability

Disabled	Executive	Manager	Supervisor	Worker	Workforce Total
Y	3.67%	1.23%	1.54%	2.69%	2.23%
N	72.48%	67.90%	66.67%	73.37%	70.53%
(blank)	23.85%	30.86%	31.79%	23.94%	27.24%

- Self-declaration rates are higher for police staff than police officers, with non-disclosure rates (those shown as 'blank') below 50% at all levels. This would indicate that police staff feel more confident in declaring a disability to the organisation than police officers.

Police Officer Management Profile by Ethnicity

Ethnic Origin 5+1	Executive	Manager	Supervisor	Worker	Workforce Total
White	94.44%	92.67%	88.54%	88.72%	89.07%
Mixed	0.00%	1.72%	2.50%	2.20%	2.19%
Asian or Asian British	0.00%	0.86%	3.33%	3.19%	2.99%
Black or Black British	0.00%	1.29%	2.29%	2.07%	2.02%
Chinese Other Ethnic Group	0.00%	1.29%	0.00%	0.40%	0.40%
Not Stated	5.56%	2.16%	3.33%	3.42%	3.33%

- The level of BME workers (7.86%) and Supervisors (8.12%) is over-represented in comparison with the BTP population (7.60%) whilst BME populations for all other management levels are lower than the BTP population.
- The level of BME supervisors has risen notably from 6.7% in 2013-2014 to 8.12% in 2014-2015.
- The table would indicate for the first time a proportionately higher concentration of BME police officers at the sergeant rank than all other ranks. However, BME overall representation does not match the general population as you move up the management chain (into Manager or Executive roles).
- There was a noticeable decrease in BME police officers at Executive rank (superintendent and above) in 2014-2015, falling from 2.70% to 0.00% (none). There are currently no BME officers at superintendent rank or above.

Police Staff Management Profile by Ethnicity

Ethnic Origin 5+1	Executive	Manager	Supervisor	Worker	Workforce Total
White	71.56%	69.14%	80.73%	74.52%	75.81%
Mixed	7.34%	3.09%	1.73%	2.30%	2.55%
Asian or Asian British	5.50%	15.43%	8.86%	10.76%	10.25%
Black or Black British	4.59%	7.41%	4.43%	7.04%	6.05%
Chinese Other Ethnic Group	3.67%	1.85%	0.19%	1.15%	1.08%
Not Stated	7.34%	3.09%	4.05%	4.23%	4.26%

- There is BME representation at all police staff management levels, with 21.10% at Executive level, 27.78% at Manager level and 15.21% at Supervisor level.

- Both Executives and Managers have seen an increase in BME employees during 2014-2015, with Executives rising from 15.63% to 21.10% and Managers rising from 24.80% to 27.78%. Only Supervisors levels have dropped, from 15.68% to 15.21% during 2014-2015.

Police Officer Management Profile by Gender

	Executive	Manager	Supervisor	Worker	Workforce Total
Male	91.67%	85.34%	86.04%	80.99%	82.27%
Female	8.33%	14.66%	13.96%	19.01%	17.73%

- Supervisors (13.96%), Managers (14.66%) and Executives (8.33%) all have lower levels of females than the BTP population (17.73%).
- Female officers at Executive (8.11% to 8.33%) and Supervisor (12.10% to 14.66%) level have both increased during 2014-2015 with Managers decreasing from 15.68% to 14.66% during 2014-2015.

Police Staff Management Profile by Gender

Gender	Executive	Manager	Supervisor	Worker	Workforce Total
Male	51.38%	54.32%	50.67%	42.64%	47.10%
Female	48.62%	45.68%	49.33%	57.36%	52.90%

- There are a higher percentage of males in police staff management positions at all levels (Supervisor, Manager & Executive) compared to females. However, female representation at every management level has increased from the previous year, with female Executives rising from 43.75% to 48.62%, Managers rising from 43.20% to 45.68% and Supervisors rising from 47.05% to 49.33%.
- The workforce total for female police staff is higher (52.90%) overall.

Police Officer Management Profile by Sexual Orientation

	Executive	Manager	Supervisor	Worker	Workforce Total
Bisexual	0.00%	0.00%	0.63%	0.67%	0.61%
Gay/Lesbian	0.00%	5.17%	1.88%	2.56%	2.62%
Heterosexual	41.67%	36.64%	30.21%	23.55%	25.87%
Prefer not to say	2.78%	6.03%	9.38%	5.35%	6.02%
(blank)	55.56%	52.16%	57.92%	67.87%	64.88%

- There has been a small increase in police officers declared themselves as bisexual at Supervisor level from the previous year, increasing from 0.00% to 0.63% of the supervisor workforce.
- Disclosure levels remain low across all police officer ranks; however there is an incrementally higher disclosure rate as you move up the management chain to Manager level, which would indicate that police officers feel more confident in disclosing their sexual orientation as they progress up the ranks rather than at the beginning of their career, or when taking their first steps into supervisory roles. This would indicate a lack of confidence in declaring sexual orientation and that it may prove detrimental to their careers within the police service.

Police Staff Management Profile by Sexual Orientation

Sexual Orientation	Executive	Manager	Supervisor	Worker	Workforce Total
Bisexual	0.00%	0.00%	0.19%	0.13%	0.13%
Gay/Lesbian	2.75%	3.70%	2.89%	1.92%	2.48%
Heterosexual	22.94%	40.12%	36.22%	34.70%	34.95%
Prefer not to say	0.92%	4.94%	2.12%	3.59%	3.06%
(blank)	73.39%	51.23%	58.57%	59.67%	59.39%

- No Executives or Managers declared themselves as bisexual; however there is representation of gay/lesbian police staff across all levels of the Management structure.
- In a similar pattern to the police officer management profile, disclosure levels remain low across all police staff ranks. A significantly higher percentage of police staff at Executive level chose not to declare any sexual orientation, which in parallel with police officers, would indicate a lack of confidence in declaring sexual orientation to the organisation or that it may prove detrimental to their police staff careers within the police service.

Recruitment, Retention and Progression

This section of the report looks at the employee life cycle, through recruitment, retention and progression. BTP is committed to recruiting, progressing and retaining a representative workforce and use the following information to assess its performance in this area.

New Starters

Information in this section looks at the profiles of police officer, police staff, PCSO and Special Constable new starts during 2014-2015. Data in this section is compared with national workforce statistics when looking at issues of proportionality.

New Starters by Age

Age Profile	Police Officer	Special Constable	Police Staff	PCSO	Grand Total	Population ⁶ (Britain)
<30	62.16%	58.49%	43.26%	75.00%	53.83%	27.4%
30-44	29.73%	13.21%	24.11%	20.54%	24.44%	35.3%
45-59	6.76%	1.89%	26.71%	4.46%	16.54%	29.6%
60+	1.35%	26.42%	5.91%	0.00%	5.19%	7.7%

- All employee groups indicated an over representation of new starters from the under 30 category (police officer 62.16%, police staff 43.26%, special constable 58.49% and PCSO 75.00%) in comparison with the population (27.4%)
- There was a considerable increase in special constables new starters in the over 60 category, increasing from 0.00% in 2013-2014 to 26.42% in 2014-2015.
- The only category not to see any new starters from the over 60 category were PCSOs, which could be explained by the presence of compulsory retirement ages and fitness requirements for these roles.

⁶ Population data estimates based on Labour Market Statistics



New Starters by Disability

Disabled	Police Officer	Special Constable	Police Staff	PCSO	Grand Total	Population⁷ (Britain)
Y	5.86%	5.66%	3.78%	2.68%	4.32%	19%
N	85.59%	60.38%	72.58%	83.93%	76.91%	81%
(blank)	8.56%	33.96%	23.64%	13.39%	18.77%	

- There were new starters in all categories who declared a disability.
- Declaration levels are again incrementally much higher than in previous years in Police Officer, Special Constable and Police Staff categories, with more employees across these categories willing to self-disclose a disability than in previous years.
- The only category to see a fall in declarations were PCSOs, which fell from 7.04% to 2.68%

New Starters by Ethnicity

Ethnic Origin 5+1	Police Officer	Special Constable	Police Staff	PCSO	Grand Total	Population⁸ (Britain)
White	92.79%	83.02%	76.60%	89.29%	83.21%	93.2%
Mixed	3.15%	5.66%	1.89%	1.79%	2.47%	0.8%
Asian or Asian British	2.70%	7.55%	12.29%	7.14%	8.64%	3.4%
Black or Black British	0.45%	1.89%	4.96%	0.00%	2.84%	1.8%
Chinese Other	0.00%	0.00%	1.89%	0.89%	1.11%	0.8%
Ethnic Group Not Stated	0.90%	1.89%	2.36%	0.89%	1.73%	

- There were higher percentages of Asian/Asian British new starters across the special Constable, Police Staff and PCSO categories compared to the population (3.4%).
- The number of Asian/Asian British police officers dropped from 3.53% to 2.70%.
- There was an overall higher percentage of BME new starters (15.06%) compared to the population (6.8%); an increase from the previous year of 14.91%.
- Recruitment of BME Police staff has dropped for the first time, at 21.03% during 2014-2015. This is a change to the previous incremental improvement, rising from 12.7% in 2010-2011 to 20.1% in 2011-2012 and 23.96% in 2013-2014.

⁷ Population data estimates provided by the Business Disability Forum

⁸ Population data estimates based on Labour Market Statistics



New Starters by Gender

Gender	Police Officer	Special Constable	Police Staff	PCSO	Grand Total	Population ⁹ (Britain)
Male	77.48%	94.34%	49.41%	78.57%	64.07%	49%
Female	22.52%	5.66%	50.59%	21.43%	35.93%	51%

- Female police officer starters, although at a lower level (22.52%) than the general population (51%), is higher than the current BTP police officer workforce population (16.96%). However this is a drop in female police officer workforce from the previous year from 25.49% to 22.52%.

New Starters by Sexual Orientation

Sexual Orientation	Police Officer	Special Constable	Police Staff	PCSO	Grand Total	Population ¹⁰ (Britain)
Bisexual	0.00%	1.89%	0.00%	0.89%	0.25%	6%
Gay/Lesbian	3.15%	7.55%	1.42%	3.57%	2.59%	
Heterosexual	12.61%	9.43%	19.15%	13.39%	15.93%	94%
Prefer not to say (blank)	0.90%	0.00%	0.24%	1.79%	0.62%	
	83.33%	81.13%	79.20%	80.36%	80.62%	

- Declaration levels in this category have been too low to allow us to report on this data accurately, with the level of non-disclosure increasing in 2014-2015 with 80.62% of new starters not declaring their sexual orientation. This is a decrease in declaration rates from the previous year of 73.08% of new starters not declaring a sexual orientation to the business. In line with other workforce datasets, this is a worrying trend which would indicate a decreasing confidence in new starters declaring their sexual orientation to the organisation which may indicate an increasing perception that an employee's sexual orientation may prove detrimental to a career in the police service.

⁹ Population data estimates based on Labour Market Statistics

¹⁰ Population data estimates provided by Stonewall

Promotion Exams

This section looks at the OSPRE exam part of the promotion process in 2013-2014. The exams include Sergeants and Inspectors Parts I and II.

**Notes when analysing the data*

Please note that when reading the below data, percentages stated are specific to the dataset of each category. For example, in the first table 'Promotion Exams by Age', in the 30-44 age category, it shows that 100% withdrew, but then 65.91% passed, 45.00% failed and 25.00% were absent. To clarify, this does not mean 100% of all 30-44 year old candidates withdrew, rather that 100% of those who withdrew were in the 30-44 age bracket. Similarly, 65.91% of those who passed were in the 30-44 age bracket.

Promotion Exams by Age

Age Profile	Withdrew	Passed	Failed	Absent
<30	0.00%	19.70%	11.67%	25.00%
30-44	100.00%	65.91%	45.00%	25.00%
45-59	0.00%	14.39%	43.33%	50.00%
60+	0.00%	0.00%	0.00%	0.00%

- 19.70% of those who passed were under 30, 65.91% were 30-44 and 14.39% were 45-59.
- Due to the requirement to complete minimum service levels before taking promotion exams and the police officer compulsory retirement age, it is accepted that promotion exam distribution will follow a pattern similar to that shown above.

Promotion Exams by Disability

Disabled	Withdrew	Passed	Failed	Absent
Y	0.00%	0.76%	0.00%	0.00%
N	100.00%	77.27%	53.33%	50.00%
(blank)	0.00%	21.97%	46.67%	50.00%

- All officers who declared a disability passed their promotion exams, with none withdrawing from the process of failing. However, the disclosure levels for all categories are low making it difficult to draw any conclusions from this data.

Promotion Exams by Ethnicity

Ethnic Origin 5+1	Withdrawn	Passed	Failed	Absent
White	100.00%	89.39%	75.00%	100.00%
Mixed	0.00%	2.27%	1.67%	0.00%
Asian or Asian British	0.00%	3.79%	5.00%	0.00%
Black or Black British	0.00%	2.27%	15.00%	0.00%
Chinese Other Ethnic Group	0.00%	0.00%	0.00%	0.00%
Not Stated	0.00%	2.27%	3.33%	0.00%

- 8.33% of those who passed were BME and 21.67% of those who failed were BME. This indicates a lower success rate at promotion exam for BME officers compared to white officers.
- The number of BME officers' choosing to take the promotion exams increased dramatically from 12.5% in 2013-2014 to 30.00% in 2014-2015.
- The pass rate for BME officers has risen from 5.7% to 8.33%; however the failure rate has increased dramatically from 6.8% to 21.67%. This substantial increase in BME officers failing promotion exams may be partially explained due to higher numbers of BME officers going through the promotion process; however further work will need to be done to understand the marked rise in BME failure rates.
- The level of BME officers who took the exam (30.00%) was significantly higher than the BME police officer population (7.60%) indicating a positive impact on future BME officer distribution, resulting in higher levels of supervisors and managers in the future.

Promotion Exams by Gender

Gender	Withdrawn	Passed	Failed	Absent
Male	100.00%	81.82%	86.67%	75.00%
Female	0.00%	18.18%	13.33%	25.00%

- The level of female officers who took the exams (15.75%) was lower than the BTP female officer population level (17.73%).

Promotion Exams by Sexual Orientation

Sexual Orientation	Withdrawn	Passed	Failed	Absent
Bisexual	0.00%	0.00%	3.33%	0.00%
Gay/Lesbian	0.00%	2.27%	3.33%	25.00%
Heterosexual	0.00%	28.79%	36.67%	0.00%
Prefer not to say (blank)	0.00%	6.06%	5.00%	25.00%
	100.00%	62.88%	51.67%	50.00%

- The level of gay/lesbian officers who passed the exam (2.27%) was lower than the BTP population (2.62%).
- It should be noted that declaration levels remain low and therefore it is difficult to draw any significant conclusions from this data.

Promotion Boards

Data samples in relation to promotion boards were considered too small to analyse in detail.

Actual Promotions

Data samples in relation to promotion boards were considered too small to analyse in detail.

Leavers

This section of the report looks at the profile of leavers within BTP. Comparisons are made with BTP workforce population data in terms of proportionality.

Leavers by Age

Age Profile	Police Officer		Special Constable		Police Staff		PCSO		Grand Total
	Leavers	BTP Population	Leavers	BTP Population	Leavers	BTP Population	Leavers	BTP Population	
<30	12.50%	16.99%	60.23%	60.48%	25.30%	21.77%	70.45%	42.72%	33.91%
30-44	23.00%	44.57%	26.14%	29.03%	35.54%	37.94%	25.76%	36.22%	29.39%
45-59	58.00%	37.50%	13.64%	10.48%	30.42%	33.61%	3.79%	20.12%	31.12%
60+	6.50%	0.94%	0.00%	0.00%	8.73%	6.68%	0.00%	0.93%	5.59%

- Whilst looking at leavers data according to age it is important to bear in mind retirement ages and in particular the compulsory retirement ages that are present in the police service. The spike in police officers leavers at age 45-59 (58.00%) is considered normal.



Leavers by Disability

	Police Officer		Special Constable		Police Staff		PCSO		Grand Total
	Leavers	BTP Population	Leavers	BTP Population	Leavers	BTP Population	Leavers	BTP Population	
Disabled									
Yes	1.50%	1.24%	2.27%	4.84%	1.81%	2.23%	3.79%	2.48%	2.13%
No	43.00%	58.16%	70.45%	72.58%	76.51%	70.53%	81.82%	83.90%	67.82%
(blank)	55.50%	40.60%	27.27%	22.58%	21.69%	27.24%	14.39%	13.62%	30.05%

- The higher proportion of Police Officers (1.50%) and PCSOs (3.79%) with a declared disability leaving the organisation compared to the declared BTP population (1.24% and 2.48% respectively) may raise concerns relating to workforce profile; however BTP remains aware of the operational fitness requirements of the role of an officer and the impact that adherence to this may have on leaver levels.

Leavers by Ethnicity

Ethnic Origin 5+1	Police Officer		Special Constable		Police Staff		PCSO		Grand Total
	Leavers	BTP Population	Leavers	BTP Population	Leavers	BTP Population	Leavers	BTP Population	
White	89.50%	89.07%	85.23%	85.08%	74.70%	75.81%	82.58%	82.66%	81.25%
Mixed	2.50%	2.19%	1.14%	2.02%	2.71%	2.55%	3.03%	3.10%	2.53%
Asian or Asian British	2.00%	2.99%	6.82%	6.05%	10.54%	10.25%	6.06%	7.43%	7.05%
Black or Black British	2.00%	2.02%	0.00%	2.82%	5.12%	6.05%	3.03%	3.41%	3.32%
Chinese									
Other Ethnic Group	0.50%	0.40%	0.00%	0.00%	1.81%	1.08%	0.00%	0.31%	0.93%
Not Stated	3.50%	3.33%	6.82%	4.03%	5.12%	4.26%	5.30%	3.10%	4.92%

- The proportion of white police officer and special constable leavers to the organisation was higher than the BTP population; however this trend was reversed for PCSO and police staff leavers.
- 'Black or Black British' and 'Asian or Asian British' leavers were lower than the BTP population across police officer and PCSO roles, which will have a positive affect on BTPs BME population in the future. However, proportionately higher 'Black or Black British' and 'Asian or Asian



British' Special Constables and Police Staff left the organisation compared to the BTP population(s), which is in direct contrast to the previous year. There is not enough evidence in this increase to indicate or infer any trend.

Leavers by Gender

Gender	Police Officer		Special Constable		Police Staff		PCSO		Grand Total
	Leavers	BTP Population	Leavers	BTP Population	Leavers	BTP Population	Leavers	BTP Population	
Male	88.00%	82.27%	85.23%	85.89%	52.41%	47.10%	80.30%	74.61%	70.61%
Female	12.00%	17.73%	14.77%	14.11%	47.59%	52.90%	19.70%	25.39%	29.39%

- Female special constables (14.77%) left at a marginally higher rate than female special constable population level (14.11%) however female leavers in all other roles (police officer, police staff and PCSO) remained below the BTP population levels for each.
- For the first time, BTP has a proportionately higher number of female leavers (29.39%) compared to female joiners (28.84%). This will have a negative impact on future workforce representation, unless Positive Action activities are put into place to address the under-representation.

Leavers by Sexual Orientation

Sexual Orientation	Police Officer		Special Constable		Police Staff		PCSO		Grand Total
	Leavers	BTP Population	Leavers	BTP Population	Leavers	BTP Population	Leavers	BTP Population	
Bisexual	1.00%	0.61%	1.14%	1.21%	0.00%	0.13%	1.52%	2.17%	0.66%
Gay/Lesbian	2.00%	2.62%	2.27%	6.05%	2.41%	2.48%	3.79%	3.41%	2.53%
Heterosexual	22.50%	25.87%	36.36%	29.84%	31.93%	34.95%	28.79%	29.72%	29.39%
Prefer not to say	7.00%	6.02%	3.41%	2.82%	2.71%	3.06%	0.76%	4.02%	3.59%
(blank)	67.50%	64.88%	56.82%	60.08%	62.95%	59.39%	65.15%	60.68%	63.83%

- The number of police officer leavers who declare their sexual orientation as gay/lesbian or bisexual are, for the first time, less than the self-declared BTP gay/lesbian or bisexual population. However declaration levels remain low in this category which makes it difficult to provide any solid findings around the representation of employees who leave the organisation.



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- It should be noted that over 50% of the BTP workforce decline to self-declare their sexual orientation to the organisation across all roles (police officer, special constable, police staff and PCSO).