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# EQUALITY & DIVERSITY

**EMBRACING EQUALITY, IMPROVING CONFIDENCE**

**BRITISH TRANSPORT POLICE**

**EQUALITY SCHEME AND ACTION PLAN  
2008 – 2011  
EXECUTIVE SUMMARY**

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## **EXECUTIVE SUMMARY**

British Transport Police (BTP) Equality Scheme 2008 – 2011 is BTP's first single equality scheme. The Scheme, which fulfils BTP's disability, gender and race equality duties<sup>1</sup>, outlines the organisation's commitment to equality and diversity and how it intends to embed equality and diversity throughout all its functions.

Section 1 talks about the purpose of the Scheme detailing the reasoning behind BTP's decision to produce a single scheme. The legislative context and background for the Scheme is covered including information about legislation that has been considered outside of the equality duties. Details are provided around the consultation and involvement activities that were undertaken in the production of the Scheme, how the Scheme will be reviewed, monitored and reported on and the role the Police Authority plays in equality and diversity in BTP.

About British Transport Police provides information about the role of BTP as a service provider and gives details of BTP's current workforce. Information is also provided about BTP's 'Gold Standard' for equality and diversity and their levelling up of the equality duties. This is followed by the organisation's commitment to equality and diversity and provisions that have been put in place to reflect this.

Equality, Diversity and Service Provision looks in greater detail at how BTP have embedded equality and diversity throughout its service provision. This section provides information around BTP's approach to Hate Crime, Stop and Search and the Welsh Language Act. Detail is provided around the Neighbourhood Policing Strategy, Community Engagement and how to contact BTP. There is also information provided around raising public complaints and how such complaints are handled.

Section 4 is about equality, diversity and BTP's role as an employer. This section looks in detail at recruitment, retention and progression and what activities have been undertaken at

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<sup>1</sup> Detailed in the Disability Discrimination Act 2005, Equality Act 2006 and Race Relations (Amendment) Act 2000.



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each of the employment stages. Embedding equality and diversity within learning and development is discussed in detail as are the avenues for raising issues and complaints, such as the BTP grievance procedure. Information is provided around how BTP monitors its workforce and how this information is used to inform future projects and initiatives.

Section 5 looks at those business areas that fall both within service provision and employment. It gives details about the equality impact assessment process and how this has been built into the policy writing and project initiation processes. Information is given around BTP supplier diversity, communication and marketing and the activities BTP are undertaking to ensure their premises are accessible.

The Scheme comes to a conclusion with the BTP Equality Action Plans. These action plans outline BTPs key activities over the coming years and are aimed at ensuring that diversity becomes embedded throughout the organisation. The actions are divided into two plans:

1. Business As Usual – those activities that have previously been implemented but need to remain ongoing.
2. Implementation and Innovation – those activities that need to be implemented to build on what is already in place and improve the equality and diversity of BTP.

The implementation of the Scheme and its Action Plans will be monitored by the Diversity Unit, with annual progress reports being published. Regular consultation activities will be undertaken to ensure the Scheme remains focused on current equality and diversity issues within BTP and the wider policing sector.