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**British Transport Police (BTP) is committed to embedding equality, diversity and human rights responsibilities throughout the organisation; aligning activities to operational objectives/targets and ensuring they assist us in meeting our business needs/demands.**

### **STATEMENT OF INTENT**

The British Transport Police aims to deliver '15 in 5' by 2019:

- BME (Black and Minority Ethnic) officers make up at least 15% of our officer workforce
- Women fill at least 15% of our senior posts (Superintendent / C002 and above)
- At least 15% of our employees describe their sexuality as Lesbian, Gay or Bisexual
- People with a disability make up at least 15% of our workforce
- The BTP is in the top 15% of employers in the Stonewall Workplace Equality Index and Race for Opportunity benchmarking exercises

so that we can:

- Identify and engage with vulnerable and minority passengers to address their concerns and promote confidence in the use of the railways

and:

- Embed a culture of inclusiveness within the BTP ensuring all staff are treated fairly and with dignity and respect

### **INTRODUCTION**

The British Transport Police (BTP) Strategic Plan 2014-2019 has three distinct objectives described as 20:20:10:-

- Reduce crime by 20%
- Reduce disruption by 20%
- Increase passenger and staff confidence by 10%

The Public Sector Equality Duty of the Equality Act 2010 requires the BTP to have due regard to the need to:

- Eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited under the Act.

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- Advance equality of opportunity between people who share a protected characteristic and people who do not share it.
  - Foster good relations between people who share a protected characteristic and people who do not share it.

To police the railways effectively, we need to go beyond legislative compliance. We must eliminate discrimination and harassment, promote and protect human rights and provide equality of treatment of all people.

Drawing from our employees' diverse backgrounds and cultures will enhance our capability to deliver our strategic aims, improve passengers' and staffs' confidence in us as a police force and enable us to adapt continuously to a changing operating context.

### **STRATEGIC OBJECTIVES**

We are committed to providing policing services that meet the needs of all passengers and people who use or work on the railways. We want people to be confident that we will always treat them fairly and with respect. Delivering this strategy is critical to our strategic aim of giving people more confidence in our ability to keep them safe. This is not something that is additional to our core business: it is fundamental to policing the railways in the 21<sup>st</sup> Century.

This strategy contains three themes that set out what we plan to do:

#### **1. Operational Delivery**

We will do more to ensure that we are delivering policing services that are fair, easy to access and clearly responsive to the diverse needs of the people we serve.

We will do this by:

- Establishing a reduction strategy for race, homophobic, disability, gender and other hate aggravated crimes.

- Engaging with external support organisations (such as the Samaritans) to ensure the services we provide impact positively on our customers.
- Ensuring our communication and contact processes meet the needs of our customers – eg social media, twitter.
- Ensuring that all public engagement and consultation considers Equality & Diversity issues.

## **2. People & Culture**

We will build a working environment that is representative of the communities we serve and that encourages all staff to make progress and develop.

We will do this by:

- Ensuring our workforce is representative of the geographical areas we work in and railway passengers and staff.
- Using Positive Action where appropriate in our recruitment & attraction strategies – e.g. bursaries and sponsorship for under represented groups.
- Targeting our attraction for entry points into BTP (e.g. apprenticeships, cadets, special constables, PCSOs) at under represented groups.
- Providing learning, training and knowledge (based on role and seniority) so that all our employees understand and are capable of carrying out their Equality & Diversity responsibilities.
- Ensuring all employees have access to development and those from under represented groups are supported in achieving their potential.
- Senior managers making Equality & Diversity issues an integral part of regular communications and management meetings, demonstrating how the work they are responsible for has benefited from this consideration.
- All managers having a Equality & Diversity based objective in their annual PDR.

## **3. Organisational Processes**

We will embed Equality & Diversity into all of our policies, processes and performance management.

We will do this by:

- Ensuring all of our policies and process have an equality analysis completed which highlights and mitigates any detriment to people with a protected characteristic.
- Ensuring all of our employees understand how to make a complaint if they feel they have been bullied, harassed and/or victimised.
- Participating in external annual benchmarking surveys in order to find out how we perform against other organisations and how we can improve.
- Improving our self disclosure rate by demonstrating where we have used this knowledge to benefit our employees.
- Including Equality & Diversity information in the force performance dashboard.
- Maintaining our retention rate for under represented and minority groups in line with wider turnover rates and taking decisive action where this is not the case.

### **DELIVERY MECHANISMS**

To deliver '15 in 5' by 2019 we will work with our Advisory Groups, employee support networks and our external partners. We will ensure that all of our actions are compatible with the vision and mission set out in the BTP Strategic Plan 2014 – 2019, our INSPIRE corporate values, our leadership principles, the Equality Act 2010 and our integrity and engagement policies.

### **Our Governance**

Our Force Executive Board and other senior managers provide visible leadership to ensure that Equality & Diversity is embedded across the BTP. The Equality & Diversity portfolio is owned by an ACPO level officer, who has responsibility for reporting to the BTPA People & Standards and the Performance Review Committees on a quarterly basis and chairing the Equality & Diversity Strategy Group (EDSG). The role of the EDSG is to set the strategic direction for Equality & Diversity, review progress and identify what additional focus or action needs to be taken. We will produce an annual Equality & Diversity which will be available on our website.

### **Employee Networks**

Our networks are important to our Equality & Diversity success. We consult with them and ask for their input on all policies and processes. They provide advice, protect the interests of their members and work in partnership with us to achieve our Equality & Diversity aspirations, challenging us when necessary.

### **External Partners**

We get professional advice and guidance to help us achieve our Equality & Diversity aims. We work with our Independent Advisory Groups to understand their experiences when using the railways and stations. We take part in benchmarking surveys every year to find out how we perform against other organisations and how we can improve.

### **Centre of Expertise**

The Policy & Engagement team (part of our People & Development department) act as the BTP centre of expertise for Equality & Diversity. They work closely with the Diversity Champions Engagement Group (DCEG) to shape the Diversity strategy and business case. They have established relationships with our external diversity partners to adopt best practice approaches and provide advice and guidance internally to ensure we comply with our statutory duties and get maximum value from our work in this area.

### **EVALUATION**

- We will measure our progress against our '15 in 5' targets through our Equality & Diversity dashboard on a quarterly basis. Progress each year will be detailed in our annual Equality & Diversity report.
- We will use our employee survey to track how our employees feel about our commitment to and action on Equality & Diversity, with a 'committed' target score of 80% by 2019.
- We will measure our employee's confidence in us as an Equal & Diverse employer by their willingness to self disclose any protected characteristics, with a target score of 90% by 2019.
- We will externally calibrate our performance by participating in the annual benchmarking surveys. We will aim to be in the top 15% of employers participating by 2019.
- We will aim for no substantiated complaints that relate to Equality & Diversity from the general public, those we have interaction with and our own employees.