



**BRITISH  
TRANSPORT  
POLICE**

# HR POLICY STATEMENT

## RECRUITMENT & RETENTION

The best candidates, the broadest backgrounds

### **Why are we doing this?**

BTP's vision of providing policing excellence for Britain's railways depends entirely on the people we recruit, the backgrounds we recruit them from and our success in retaining and developing them.

### **What do we want to achieve?**

We want people from the widest range of backgrounds to see BTP as a great place to work, so that we can meet our goal of developing a workforce that reflects and respects the amazing diversity of the UK population and the travelling public.

We want good people not just to stay with us, but to grow with us.

### **Who does this policy affect?**

Everyone – all officers and staff, but with a special emphasis on Human Resources and anyone directly involved in recruiting. We will also expect organisations who supply staff and services to fully embrace the spirit of what we want to achieve.

### **Making it happen**

In recruitment, we will ensure we stick to our own robust, clear policies for valuing diversity, challenging discrimination and ensuring that opportunities and benefits are open to everyone.

We will make sure that the way we recruit and select people is absolutely fair and objective, and that our own recruiters are properly trained and fully supported. We will give candidates clear, concise information about the job in question, keep in close touch with them through the recruitment process, and let them know the result as quickly as we know it. We will hold all information about candidates in the strictest confidence.

We will maximise opportunities for our own staff too – with approaches like flexible working, retraining and secondment to help everyone reach their full potential.

### **Where to go for help or advice**

If you have any questions about this policy and how it affects you, talk to your Human Resources Department or the Force Recruitment Team.