



Freedom of Information request 01/FOI/22/1324

1. Do BTP officers receive training about working and interacting with disabled people as well as disability awareness training?

If so

- a) What does this training involve?**
- b) How long does it take officers to complete?**
- c) How often is the training carried out? (e.g. does the training have to be renewed every year?)**
- d) Please can you provide the data since 2016. Are you able to confirm**
 - i. how many officers have completed the training and**
 - ii. what this is as a percentage of all officers and**
 - iii. how many officers who work in London have completed the training and**
 - iv. what this is as a percentage of all officers in London?**

2. Do BTP officers receive training about how to support people with autism or a learning disability?

If so:

- a) What does this training involve?**
- b) How long does it take officers to complete?**
- c) How often is the training carried out? (e.g. does the training have to be renewed every year?)**
- d) Please can you provide the data since 2016. Are you able to confirm**
 - i. how many officers have completed the training and**
 - ii. what this is as a percentage of all officers and**
 - iii. how many officers who work in London have completed the training and**
 - iv. what this is as a percentage of all officers in London?**

3. What steps have you taken to make your victim support services and reporting crime accessible?

4. Do you offer services in other formats such as BSL, large print, braille, easy read etc?

5. What is the process for an individual requesting an 'appropriate adult'?

RESPONSE

Learning & Development Unit:

Questions 1 and 2, a) and b)

Currently, there is no specific face to face training covering interacting with people with physical disabilities.

Officers are trained in communication skills generally, as well as communicating and working with vulnerable people with poor mental health, dementia, or autism. This is completed as part of their initial recruit training which is undertaken by every officer. This session will normally take place over 1.5 days with half day looking at different mental health disorders and learning disorders.

We also have volunteers with disabilities who assist on their final scenario training. This is a two day session (however not all volunteers have disabilities).

We also train officers in dealing with vulnerable (which includes people with disabilities as well as mental health or learning disorders) witnesses/victims, and suspects. This is around interview skills/law and consists of 3 days for victims/witnesses and 4 days for suspects. Further training is given if the officer applies for a detective role.

Communication is a thread that runs throughout the 19 week course.

Officers are also required to complete the following E-learning

- Equality Act 2010 – 30mins
- Mental Health and the police – 90mins

We have Recruit Trainers that are trained to screen Student officers for Dyslexia.

Questions 1 and 2 c)

Recruit Training only. Not refreshed.

Questions 1 and 2, d)

BTP does not hold the data in the exact way asked for, therefore please note the following for part d) of this request:

- Please note that we don't have the locations available for all 1275 Officers only the Divisions
- Please note that if Officers have moved location since their initial training the report shows their current Division not where they were based at the time of their training
- Please note that for those that have since left the organisation, the report shows their Division at the time of leaving not where they were based at the time of their training
- Checking the original posting details for all 1275 Officers would need to be done with recruitment and would take more than 18 hours as manual checks would need to be done against their individual HR files
- Therefore this data is approximate and based on B Division being London however it covers a larger geographical area

Questions 1 and 2, d), i.

- Between 2016 to date 1172 Officers have completed the Recruit Training Programme (RTP) so would have received this input
- There are currently 103 student officers in training who will receive this input during their training
- Of the 1172 Officers that have completed the RTP, 328 have since left British Transport Police (BTP)

Questions 1 and 2, d), ii.

- 100% of recruits between 2016 to date have received this training
- There are currently 3168 Officers. With the 947 that have received this input since 2016 (ie those that have completed the RTP and still employed) this is the equivalent of 30% of Officers having had this input since 2016

Questions 1 and 2, d), iii.

- Of the 1172 Officers that have had this input since 2016, 563 are B Division. Of the 103 student officers, 64 are B Division

Questions 1 and 2, d), iv.

- Of the 1172 Officers that had this input since 2016, 563 are B Division so 48%
- Of the 947 Officers still in the organisation, 465 are B Division. There are 1171 Officers on B Division. Therefore 40% of B Division Officers have had this input since 2016

Further to the above answers, beyond the Learning & Development Unit:

BTP currently run/deliver:

- A two-hour Neurodiversity Awareness session, which looks at the term Neurodiversity and opens considerations around Dyslexia, AD(H)D and Autism. Including the importance of reasonable adjustments to support individuals in the workplace. The session is delivered within the capacity of a Neurodivergent champion and does not sit within training.
- An hour input is supplied on the Operational Sergeants course, which is again an awareness session which discusses the above mentioned neurodivergent conditions and starts to open the conversation of different adjustments to support officers and staff. Again, within the capacity of a Neurodivergent champion and does not sit within training.

All awareness sessions are a result of individuals and/or departments approaching a Neurodivergent champion to develop an awareness within their teams.

The awareness session is not training and more of a positive approach to open conversations around increasing awareness and building an inclusive platform, both internally and when working with the public. The session is delivered through insight of academic learning/qualifications, professional background within BTP and working in the community, local charity and lived experience.

Question 3

BTP do not provide victim support services, rather we refer individuals to their local victim support service, provided by their local force area.

BTP have various ways of being contacted to report crime

- Phone on 0800 405040
- Text on 61016
- Single online Home – An online reporting channel
- Partner Portal – Online reporting channel for the Train Operating Companies
- Social Media – Twitter
- Railway Guardian – a mobile application

Question 4

BTP can facilitate large print internally. For other formats, we engage external agencies to provide this service.

Question 5

All officers are trained in identifying vulnerabilities and will offer an appropriate adult (AA) to those under 18 and any adult deemed vulnerable or who would benefit from an AA. If an individual requests an AA, we take this request in good faith and will facilitate. There is no formal process for an individual to request an AA. We will attempt to identify an individual known to them to act as an AA however if this is not possible or appropriate, an AA is obtained from an external agency.