

Culture Amp

Results for the All People Survey July 2022 survey for All Results from 01 Jul 2022 to 01 Sep 2022

Participation		Submitted	Total	Rate		
Participation		3216	5112	63%		
Factor		British Transport Police Over	Government 2022	Public Top 25% 2020	Public 2020	Non Profits 2022
Objectives and Purpose		58%	n/a	n/a	n/a	n/a
Inclusion and fair treatment		63%	n/a	n/a	n/a	n/a
'Well' Led		42%	n/a	n/a	n/a	n/a
Well Equipped		55%	n/a	n/a	n/a	n/a
Well Cared for		43%	n/a	n/a	n/a	n/a
BTP culture		30%	n/a	n/a	n/a	n/a
Factor	Question	British Transport Police Over	Government 2022	Public Top 25% 2020	Public 2020	Non Profits 2022
Objectives and Purpose	I would recommend BTP as a great place to work	52%	77%	87%	81%	82%
Objectives and Purpose	I feel I am part of one BTP	40%	n/a	n/a	n/a	n/a
Objectives and Purpose	I know how my work contributes to BTP's purpose	71%	87%	n/a	88%	91%
Objectives and Purpose	I am proud to work for BTP	69%	83%	91%	85%	90%
Inclusion and fair treatment	I have had a performance review with my line manager/supervisor in the past 12 months	74%	70%	80%	75%	79%
Inclusion and fair treatment	We recognise people who deliver good work here	40%	53%	74%	66%	69%
Inclusion and fair treatment	I can voice a contrary opinion without fear of negative consequences	42%	73%	74%	69%	65%
Inclusion and fair treatment	I can be my true self at work	57%	84%	84%	81%	79%
Inclusion and fair treatment	BTP is an inclusive place to work	68%	n/a	n/a	n/a	83%
Inclusion and fair treatment	I know how to Speak Up and report inappropriate behaviour	89%	n/a	n/a	n/a	n/a
Inclusion and fair treatment	I feel safe to Speak Up and report concerns	71%	n/a	n/a	n/a	n/a
'Well' Led	I have confidence in senior leaders (Superintendent/C002 and above) at BTP	35%	69%	82%	74%	76%
'Well' Led	Our senior leaders communicate our strategy in a way that motivates me	25%	57%	73%	62%	70%
'Well' Led	Senior leaders set clear direction	29%	n/a	n/a	n/a	n/a
'Well' Led	Senior leaders display our Values	37%	n/a	n/a	n/a	n/a
'Well' Led	My manager/supervisor gives me useful feedback on how well I am performing	67%	70%	80%	75%	79%
'Well' Led	My manager/supervisor regularly discusses my team's performance	63%	n/a	n/a	n/a	n/a
'Well' Led	My manager/supervisor is a great role model	63%	73%	81%	77%	n/a
'Well' Led	I am involved and consulted in the decisions that affect my work	47%	67%	73%	69%	69%
'Well' Led	BTP's promotion and/or selection processes ensure fairness, transparency and opportunity for everyone to progress their career	21%	n/a	n/a	n/a	n/a
'Well' Led	Change happens for the right reasons	24%	55%	71%	62%	66%
'Well' Led	Senior leaders take the time to explain the rationale for change	25%	67%	73%	67%	75%
'Well' Led	I have seen positive changes taking place based on last year's All People Survey and feedback as it arises	23%	36%	51%	45%	49%
'Well' Led	My line manager shows a genuine interest in me as a person	69%	63%	73%	67%	70%
'Well' Led	My line manager trusts and empowers me	71%	n/a	n/a	n/a	n/a
'Well' Led	I feel I am listened to	45%	n/a	83%	81%	83%
'Well' Led	A Force on the move is delivering change for the better	35%	n/a	n/a	n/a	n/a
'Well' Led	The Force is reducing the number of unnecessary meetings and boards leaders are asked to attend.	21%	n/a	n/a	n/a	n/a
Well Equipped	I have access to the tools and equipment I need to do my job well. (Please tell us more in the comment box)	53%	75%	81%	76%	78%
Well Equipped	I feel appropriately trained to carry out my role	64%	67%	81%	75%	73%
Well Equipped	I have access to learning and development to continuously develop	51%	66%	77%	71%	74%
Well Equipped	The processes here support us in getting our work done effectively	34%	60%	64%	57%	64%
Well Equipped	The Force is taking steps to improve Technology	73%	n/a	n/a	n/a	n/a
Well Cared for	I am able to fulfil my role while maintaining a healthy work-life balance	45%	n/a	n/a	n/a	48%
Well Cared for	I feel that employee wellbeing is a priority at BTP	36%	83%	87%	84%	89%
Well Cared for	I have the support available to me when I need help with my health and wellbeing	50%	83%	n/a	n/a	68%
Well Cared for	The cost of living crisis is impacting my wellbeing (mental and/or physical)	58%	n/a	n/a	n/a	n/a
Well Cared for	We are genuinely supported with flexible working when it is requested	45%	76%	82%	77%	82%
Well Cared for	I have a good understanding of the Op Hampshire (Officer Assault Pledge) and what level of service I expect to receive in the event of an incident on duty.	37%	n/a	n/a	n/a	n/a
Well Cared for	I have either had direct contact with a member of the Op Hampshire Team, or know where to go if I needed further information	19%	n/a	n/a	n/a	n/a

Well Cared for	I felt supported by my line manager/supervisor after the incident	64%	n/a	n/a	n/a	78%
Well Cared for	I received support from Occupational Health (where needed or requested)	26%	n/a	n/a	n/a	n/a
Well Cared for	The support I received was timely	38%	n/a	n/a	n/a	n/a
Well Cared for	I felt as though the investigation was dealt with seriously and I was kept up to date with developments	47%	n/a	n/a	n/a	n/a
BTP culture	I believe action will take place as a result of this survey	29%	47%	61%	54%	60%
BTP culture	I feel more positive about BTP than I did a year ago	30%	n/a	n/a	n/a	n/a

Culture Amp

Results for the All People Survey July 2022 survey for All Results from 01 Jul 2022 to 01 Sep 2022

Factor		Percentage Score	Population	Favorable	Neutral	Unfavorable		
Objectives and Purpose		58%	3216	58%	26%	16%		
Inclusion and fair treatment		63%	3216	63%	19%	18%		
'Well' Led		42%	3216	42%	31%	27%		
Well Equipped		55%	3216	55%	24%	21%		
Well Cared for		43%	3216	43%	30%	27%		
BTP culture		30%	3216	30%	36%	34%		
Factor	Question	Percentage Score	Population	Favorable	Neutral	Unfavorable	Driver Strength	Driver Correlation
Objectives and Purpose	I would recommend BTP as a great place to work	52%	3216	52%	31%	17%	n/a	n/a
Objectives and Purpose	I feel I am part of one BTP	40%	3216	40%	31%	29%	n/a	n/a
Objectives and Purpose	I know how my work contributes to BTP's purpose	71%	3216	71%	19%	10%	n/a	n/a
Objectives and Purpose	I am proud to work for BTP	69%	3216	69%	22%	9%	n/a	n/a
Inclusion and fair treatment	I have had a performance review with my line manager/supervisor in the past 12 months	74%	3216	74%	13%	13%	None	0.244194962
Inclusion and fair treatment	We recognise people who deliver good work here	40%	3216	40%	26%	34%	Strong	0.544839552
Inclusion and fair treatment	I can voice a contrary opinion without fear of negative consequences	42%	3216	42%	24%	34%	Moderate	0.486449188
Inclusion and fair treatment	I can be my true self at work	57%	3216	57%	24%	19%	Moderate	0.489011281
Inclusion and fair treatment	BTP is an inclusive place to work	68%	3216	68%	21%	11%	Strong	0.511190206
Inclusion and fair treatment	I know how to Speak Up and report inappropriate behaviour	89%	3216	89%	8%	3%	Low	0.313652375
Inclusion and fair treatment	I feel safe to Speak Up and report concerns	71%	3216	71%	17%	12%	Moderate	0.431473335
'Well' Led	I have confidence in senior leaders (Superintendent/C002 and above) at BTP	35%	3216	35%	35%	30%	Very Strong	0.622917553
'Well' Led	Our senior leaders communicate our strategy in a way that motivates me	25%	3216	25%	36%	39%	Very Strong	0.614645391
'Well' Led	Senior leaders set clear direction	29%	3216	29%	38%	33%	Strong	0.573882573
'Well' Led	Senior leaders display our Values	37%	3216	37%	38%	25%	Strong	0.565917925
'Well' Led	My manager/supervisor gives me useful feedback on how well I am performing	67%	3216	67%	17%	16%	Low	0.359628719
'Well' Led	My manager/supervisor regularly discusses my team's performance	63%	3216	63%	18%	19%	Low	0.347783021
'Well' Led	My manager/supervisor is a great role model	63%	3216	63%	23%	14%	Low	0.360965314
'Well' Led	I am involved and consulted in the decisions that affect my work	47%	3216	47%	23%	30%	Moderate	0.490741855
'Well' Led	BTP's promotion and/or selection processes ensure fairness, transparency and opportunity for everyone to progress their career	21%	3216	21%	38%	41%	Moderate	0.470861933
'Well' Led	Change happens for the right reasons	24%	3216	24%	37%	39%	Strong	0.509360494
'Well' Led	Senior leaders take the time to explain the rationale for change	25%	3216	25%	35%	40%	Strong	0.529966232
'Well' Led	I have seen positive changes taking place based on last year's All People Survey and feedback as it arises	23%	3216	23%	49%	28%	Strong	0.517704293
'Well' Led	My line manager shows a genuine interest in me as a person	69%	3216	69%	16%	15%	Low	0.363209232
'Well' Led	My line manager trusts and empowers me	71%	3216	71%	18%	11%	Low	0.386335911
'Well' Led	I feel I am listened to	45%	3216	45%	24%	31%	Strong	0.571541067
'Well' Led	A Force on the move is delivering change for the better	35%	3216	35%	45%	20%	Strong	0.575444925
'Well' Led	The Force is reducing the number of unnecessary meetings and boards leaders are asked to attend.	21%	319	21%	44%	35%	n/a	n/a
Well Equipped	I have access to the tools and equipment I need to do my job well. (Please tell us more in the comment box)	53%	3216	53%	21%	26%	Moderate	0.426603328
Well Equipped	I feel appropriately trained to carry out my role	64%	3216	64%	20%	16%	Low	0.374191446
Well Equipped	I have access to learning and development to continuously develop	51%	3216	51%	29%	20%	Moderate	0.489724457
Well Equipped	The processes here support us in getting our work done effectively	34%	3216	34%	34%	32%	Strong	0.530529818
Well Equipped	The Force is taking steps to improve Technology	73%	3216	73%	16%	11%	Low	0.357220528
Well Cared for	I am able to fulfil my role while maintaining a healthy work-life balance	45%	3216	45%	23%	32%	Moderate	0.486930437
Well Cared for	I feel that employee wellbeing is a priority at BTP	36%	3216	36%	25%	39%	Strong	0.598355226
Well Cared for	I have the support available to me when I need help with my health and wellbeing	50%	3216	50%	29%	21%	Strong	0.513545985
Well Cared for	The cost of living crisis is impacting my wellbeing (mental and/or physical)	58%	3216	58%	26%	16%	None	-0.14565706
Well Cared for	We are genuinely supported with flexible working when it is requested	45%	3216	45%	38%	17%	Moderate	0.421533395
Well Cared for	I have a good understanding of the Op Hampshire (Officer Assault Pledge) and what level of service I expect to receive in the event of an incident on duty.	37%	1840	37%	32%	31%	None	0.122628525
Well Cared for	I have either had direct contact with a member of the Op Hampshire Team, or know where to go if I needed further information	19%	1840	19%	37%	44%	None	0.154076453
Well Cared for	I felt supported by my line manager/supervisor after the incident	64%	1176	64%	17%	19%	n/a	n/a
Well Cared for	I received support from Occupational Health (where needed or requested)	26%	1176	26%	43%	31%	n/a	n/a
Well Cared for	The support I received was timely	38%	1176	38%	33%	29%	n/a	n/a
Well Cared for	I felt as though the investigation was dealt with seriously and I was kept up to date with developments	47%	1176	47%	26%	27%	n/a	n/a
BTP culture	I believe action will take place as a result of this survey	29%	3216	29%	33%	38%	Strong	0.58915598
BTP culture	I feel more positive about BTP than I did a year ago	30%	3216	30%	40%	30%	Very Strong	0.608660667

Factor	Question	Option	British Transport Police	Oveish Transport Police	Overall %
Objectives and Purpose	I see myself still working at BTP in two years' time	Yes	2449		76%
Objectives and Purpose	I see myself still working at BTP in two years' time	No	767		24%
Objectives and Purpose	Please tell us why (choose all that apply)	Better opportunities elsewhere	398		52%
Objectives and Purpose	Please tell us why (choose all that apply)	Lack of progression	313		41%
Objectives and Purpose	Please tell us why (choose all that apply)	Bullying	67		9%
Objectives and Purpose	Please tell us why (choose all that apply)	Other	222		29%
Objectives and Purpose	Please tell us why (choose all that apply)	I no longer want to work in policing	128		17%
Objectives and Purpose	Please tell us why (choose all that apply)	Line management	219		29%
Objectives and Purpose	Please tell us why (choose all that apply)	Pay/reward package	383		50%
Inclusion and fair treatment	I am confident if I raised a concern that it would be investigated properly?	Yes	2197		68%
Inclusion and fair treatment	I am confident if I raised a concern that it would be investigated properly?	No	1019		32%
Inclusion and fair treatment	In the last 12 months I have personally experienced unfair treatment, bullying or discrimination by from any of the following: colleague(s), rail staff, public?	Yes	538		17%
Inclusion and fair treatment	In the last 12 months I have personally experienced unfair treatment, bullying or discrimination by from any of the following: colleague(s), rail staff, public?	No	2678		83%
Inclusion and fair treatment	If yes, please choose all that apply:	By a colleague(s)	433		80%
Inclusion and fair treatment	If yes, please choose all that apply:	By rail staff	58		11%
Inclusion and fair treatment	If yes, please choose all that apply:	By a member of the public	142		26%
Inclusion and fair treatment	If yes, did you feel safe/comfortable to challenge it?	No	255		47%
Inclusion and fair treatment	If yes, did you feel safe/comfortable to challenge it?	Yes	283		53%
Inclusion and fair treatment	Did you feel that it was taken seriously?	Yes	168		31%
Inclusion and fair treatment	Did you feel that it was taken seriously?	No	370		69%
Well Equipped	My uniform is fit for purpose	No	1113		35%
Well Equipped	My uniform is fit for purpose	Not Applicable	1055		33%
Well Equipped	My uniform is fit for purpose	Yes	1048		33%
Well Equipped	I am proud to wear my uniform	Yes	1698		53%
Well Equipped	I am proud to wear my uniform	No	383		12%
Well Equipped	I am proud to wear my uniform	Not Applicable	1135		35%
Well Equipped	I receive uniform and equipment to do my job in a timely manner	No	1352		42%
Well Equipped	I receive uniform and equipment to do my job in a timely manner	Yes	835		26%
Well Equipped	I receive uniform and equipment to do my job in a timely manner	Not Applicable	1029		32%
Well Cared for	Have you previously been a victim of assault or hate crime during your service with BTP?	Prefer not to say	200		6%
Well Cared for	Have you previously been a victim of assault or hate crime during your service with BTP?	Yes	1176		37%
Well Cared for	Have you previously been a victim of assault or hate crime during your service with BTP?	No	1840		57%