

Participation	Submitted	Total	Rate
Participation	3278	5070	65%

Factor	British Transport Police Overall	All People Survey 2024
Objectives and Purpose	56%	58%
Our senior leaders	34%	34%
My manager	71%	74%
Modern and inclusive workforce	34%	35%
Inclusion and fair treatment	54%	56%
Well equipped	52%	55%
Well cared for	52%	55%

Factor	Question	British Transport Police Overall	All People Survey 2024
Objectives and Purpose	I would recommend British Transport Police as a great place to work	48%	51%
Objectives and Purpose	I feel I am part of one BTP	43%	43%
Objectives and Purpose	I am proud to work for British Transport Police	68%	71%
Objectives and Purpose	I know how my work contributes to British Transport Police's strategy, Guardians of the Railway	66%	69%
Our senior leaders	I have confidence in senior leaders at British Transport Police	34%	33%
Our senior leaders	Our senior leaders take the time to explain the rationale for change	32%	33%
Our senior leaders	Our senior leaders display our Values	39%	39%
Our senior leaders	Our senior leaders communicate our strategy in a way that motivates me	26%	26%
Our senior leaders	Our senior leaders set clear direction	38%	37%
My manager	My manager genuinely cares about my wellbeing	76%	80%
My manager	My manager gives me useful feedback on how well I am performing	68%	72%
My manager	My manager trusts and empowers me	74%	78%
My manager	My manager shows a genuine interest in me as a person	70%	74%
My manager	My manager regularly discusses my team's performance	65%	68%
Modern and inclusive workforce	I am involved and consulted in decisions that affect my work	39%	41%
Modern and inclusive workforce	I believe action will take place as a result of this survey	32%	33%
Modern and inclusive workforce	I have seen positive changes taking place based on last year's All People Survey and feedback as it arises	28%	30%
Modern and inclusive workforce	We recognise people who deliver good work here	39%	42%
Modern and inclusive workforce	I feel more positive about British Transport Police than I did a year ago	28%	27%
Modern and inclusive workforce	At British Transport Police there is open and honest two-way communication	34%	35%
Modern and inclusive workforce	'A Force on the move' is delivering change for the better	39%	38%
Inclusion and fair treatment	We are genuinely supported if we choose to make use of flexible working arrangements	47%	50%
Inclusion and fair treatment	BTP's promotion and/or selection processes ensure fairness, transparency and opportunity for everyone to progress their career	28%	30%
Inclusion and fair treatment	I can be my true self at work	61%	59%
Inclusion and fair treatment	I can voice a contrary opinion without fear of negative consequences	40%	40%
Inclusion and fair treatment	I am confident if I raised a concern that it would be investigated properly	50%	50%
Inclusion and fair treatment	British Transport Police is an inclusive place to work	69%	71%
Inclusion and fair treatment	I know how to Speak Up and report a concern	85%	88%
Inclusion and fair treatment	I feel safe to Speak Up and report a concern	66%	67%
Inclusion and fair treatment	I know what the Police Race Action Plan aims to achieve	46%	51%
Inclusion and fair treatment Well cared	Workloads are divided fairly among people where I work	51%	51%
Well equipped	I have the access and opportunity to the learning and development I need to meet my career aspirations	48%	49%
Well equipped	I feel appropriately trained to carry out my role	70%	70%
Well equipped	I receive uniform and equipment to do my job in a timely manner	36%	45%
Well equipped	The Force is taking steps to improve Technology	66%	67%
Well equipped	My physical workspace is enjoyable to work in	55%	51%
Well equipped	My uniform is fit for purpose	36%	42%
Well cared for	I am able to fulfil my role while maintaining a healthy work-life balance	48%	52%
Well cared for	I feel that any work-related stress I have experienced during the last 12 months is manageable	50%	51%
Well cared for	During the last three months I have only come to work when I have been feeling well enough to perform my duties	44%	46%

Well cared for	I have not experienced musculoskeletal (bones, muscles, joints or connective tissue) problems during the last 12 months as a result of work activities	56%	56%
Well cared for	I take sufficient breaks throughout the working day (lunch, toilet, screen breaks etc)	50%	53%
Well cared for	I know where to get support if my mental wellbeing is being impacted	69%	72%
Well cared for	British Transport Police supports employees who experience mental health problems (which might include anxiety, stress or depression)	48%	52%
Well cared for	My financial situation is not causing me concern or impacting my wellbeing	51%	63%
Well cared for	I have adequate facilities in my workplace which support my health and wellbeing (e.g. lighting, washing, toilet, rest and changing facilities, and somewhere clean to eat and drink during breaks)	62%	60%
Well cared for	I felt supported by my line manager/supervisor after the incident	63%	65%
Well cared for	The support I received was timely	37%	43%
Well cared for	I felt as though the investigation was dealt with seriously and I was kept up to date with developments	47%	57%
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	56%	65%
Well cared for	I feel that employee wellbeing is a priority at British Transport Police	43%	44%

Factor		Percentage Score	Population	Favorable	Neutral	Unfavorable		
Objectives and Purpose		56%	3278	56%	26%	18%		
Our senior leaders		34%	3278	34%	33%	33%		
My manager		71%	3278	71%	16%	13%		
Modern and inclusive workforce		34%	3278	34%	35%	31%		
Inclusion and fair treatment		54%	3278	54%	26%	20%		
Well equipped		52%	3278	52%	24%	24%		
Well cared for		52%	3274	52%	22%	26%		
Factor	Question	Percentage Score	Population	Favorable	Neutral	Unfavorable	Driver Strength	Driver Correlation
Objectives and Purpose	I would recommend British Transport Police as a great place to work	48%	3278	48%	29%	23%	n/a	n/a
Objectives and Purpose	I feel I am part of one BTP	43%	3278	43%	28%	29%	n/a	n/a
Objectives and Purpose	I am proud to work for British Transport Police	68%	3278	68%	23%	9%	n/a	n/a
Objectives and Purpose	I know how my work contributes to British Transport Police's strategy, Guardians of the Railway	66%	3278	66%	22%	12%	n/a	n/a
Our senior leaders	I have confidence in senior leaders at British Transport Police	34%	3278	34%	31%	35%	Very Strong	0.681381937
Our senior leaders	Our senior leaders take the time to explain the rationale for change	32%	3278	32%	32%	36%	Very Strong	0.609888902
Our senior leaders	Our senior leaders display our Values	39%	3278	39%	36%	25%	Very Strong	0.629216593
Our senior leaders	Our senior leaders communicate our strategy in a way that motivates me	26%	3278	26%	34%	40%	Very Strong	0.672987511
Our senior leaders	Our senior leaders set clear direction	38%	3278	38%	34%	28%	Very Strong	0.628835912
My manager	My manager genuinely cares about my wellbeing	76%	3278	76%	14%	10%	Low	0.387847041
My manager	My manager gives me useful feedback on how well I am performing	68%	3278	68%	17%	15%	Low	0.358239908
My manager	My manager trusts and empowers me	74%	3278	74%	16%	10%	Low	0.377254019
My manager	My manager shows a genuine interest in me as a person	70%	3278	70%	17%	13%	Low	0.335501093
My manager	My manager regularly discusses my team's performance	65%	3278	65%	19%	16%	Low	0.348970109
Modern and inclusive workforce	I am involved and consulted in decisions that affect my work	39%	3278	39%	28%	33%	Strong	0.544990344
Modern and inclusive workforce	I believe action will take place as a result of this survey	32%	3278	32%	31%	37%	Very Strong	0.639504277
Modern and inclusive workforce	I have seen positive changes taking place based on last year's All People Survey and feedback as it arises	28%	3278	28%	47%	25%	Strong	0.599863411
Modern and inclusive workforce	We recognise people who deliver good work here	39%	3278	39%	26%	35%	Strong	0.596517733
Modern and inclusive workforce	I feel more positive about British Transport Police than I did a year ago	28%	3278	28%	39%	33%	Very Strong	0.671155353
Modern and inclusive workforce	At British Transport Police there is open and honest two-way communication	34%	3278	34%	31%	35%	Very Strong	0.645034043
Modern and inclusive workforce	'A Force on the move' is delivering change for the better	39%	3278	39%	41%	20%	Very Strong	0.664493924
Inclusion and fair treatment	We are genuinely supported if we choose to make use of flexible working arrangements	47%	3278	47%	38%	15%	Moderate	0.454528965
Inclusion and fair treatment	BTP's promotion and/or selection processes ensure fairness, transparency and opportunity for everyone to progress their career	28%	3278	28%	39%	33%	Strong	0.545128722
Inclusion and fair treatment	I can be my true self at work	61%	3278	61%	21%	18%	Strong	0.541980249
Inclusion and fair treatment	I can voice a contrary opinion without fear of negative consequences	40%	3278	40%	24%	36%	Strong	0.535732815
Inclusion and fair treatment	I am confident if I raised a concern that it would be investigated properly	50%	3278	50%	27%	23%	Strong	0.540100969
Inclusion and fair treatment	British Transport Police is an inclusive place to work	69%	3278	69%	20%	11%	Strong	0.563931408
Inclusion and fair treatment	I know how to Speak Up and report a concern	85%	3278	85%	11%	4%	Low	0.370870689
Inclusion and fair treatment	I feel safe to Speak Up and report a concern	66%	3278	66%	19%	15%	Moderate	0.482835682
Inclusion and fair treatment	I know what the Police Race Action Plan aims to achieve	46%	3278	46%	30%	24%	Low	0.393371584
Inclusion and fair treatment Well can Workloads are divided fairly among people where I work		51%	3278	51%	24%	25%	Moderate	0.413571855
Well equipped	I have the access and opportunity to the learning and development I need to meet my career aspirations	48%	3278	48%	29%	23%	Strong	0.556618925
Well equipped	I feel appropriately trained to carry out my role	70%	3278	70%	17%	13%	Low	0.393885862
Well equipped	I receive uniform and equipment to do my job in a timely manner	36%	3278	36%	25%	39%	Low	0.378589312
Well equipped	The Force is taking steps to improve Technology	66%	3278	66%	21%	13%	Moderate	0.411520752
Well equipped	My physical workspace is enjoyable to work in	55%	3278	55%	24%	21%	Strong	0.514899497
Well equipped	My uniform is fit for purpose	36%	2157	36%	24%	40%	Low	0.386482904
Well cared for	I am able to fulfil my role while maintaining a healthy work-life balance	48%	3278	48%	21%	31%	Strong	0.512008981
Well cared for	I feel that any work-related stress I have experienced during the last 12 months is manageable	50%	3278	50%	28%	22%	Moderate	0.493942823
Well cared for	During the last three months I have only come to work when I have been feeling well enough to perform my duties	44%	3278	44%	21%	35%	Low	0.333358478
Well cared for	I have not experienced musculoskeletal (bones, muscles, joints or connective tissue) problems during the last 12 months as a result of work activities	56%	3278	56%	15%	29%	Low	0.312362299
Well cared for	I take sufficient breaks throughout the working day (lunch, toilet, screen breaks etc)	50%	3278	50%	20%	30%	Low	0.304670747
Well cared for	I know where to get support if my mental wellbeing is being impacted	69%	3278	69%	18%	13%	Moderate	0.460982226
Well cared for	British Transport Police supports employees who experience mental health problems (which might include anxiety, stress or depression)	48%	3278	48%	34%	18%	Strong	0.522624265
Well cared for	My financial situation is not causing me concern or impacting my wellbeing	51%	3278	51%	22%	27%	Low	0.324384515
Well cared for	I have adequate facilities in my workplace which support my health and wellbeing (e.g. lighting, washing, toilet, rest and changing facilities, and somewhere clean to eat and drink during breaks)	62%	3278	62%	14%	24%	Moderate	0.426563431
Well cared for	I felt supported by my line manager/supervisor after the incident	63%	1102	63%	18%	19%	n/a	n/a
Well cared for	The support I received was timely	37%	1102	37%	34%	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%	1102	47%	26%	27%	n/a	n/a
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	56%	1768	56%	22%	22%	None	0.254747206
Well cared for	I feel that employee wellbeing is a priority at British Transport Police	43%	3274	43%	25%	32%	Very Strong	0.640520524

Factor	Question	Option	British Transport Police Overall	British Transport Police Overall %
Objectives and Purpose	I see myself still working at British Transport Police in two years' time	No	870	27%
Objectives and Purpose	I see myself still working at British Transport Police in two years' time	Yes	2408	73%
Objectives and Purpose	Please tell us why (choose all that apply):	Better opportunities elsewhere	435	50%
Objectives and Purpose	Please tell us why (choose all that apply):	Lack of progression	377	43%
Objectives and Purpose	Please tell us why (choose all that apply):	Retirement	129	15%
Objectives and Purpose	Please tell us why (choose all that apply):	I no longer want to work in policing	177	20%
Objectives and Purpose	Please tell us why (choose all that apply):	Line management	251	29%
Objectives and Purpose	Please tell us why (choose all that apply):	Bullying	71	8%
Objectives and Purpose	Please tell us why (choose all that apply):	Other	194	22%
Objectives and Purpose	Please tell us why (choose all that apply):	Pay/reward package	402	46%
My manager	I have had a performance and development review (PDR) with my line manager in the past 12 months	No	287	9%
My manager	I have had a performance and development review (PDR) with my line manager in the past 12 months	Yes	2585	79%
My manager	I have had a performance and development review (PDR) with my line manager in the past 12 months	No because I am still in my probation	406	12%
My manager	I am briefed daily	Yes	1115	52%
My manager	I am briefed daily	No	1033	48%
Inclusion and fair treatment	In the last 12 months, I have personally experienced victimisation or discrimination from any of the following: colleague(s), rail staff, the public	No	2857	87%
Inclusion and fair treatment	In the last 12 months, I have personally experienced victimisation or discrimination from any of the following: colleague(s), rail staff, the public	Yes	421	13%
Inclusion and fair treatment	If yes, please choose all that apply:	Rail staff	55	13%
Inclusion and fair treatment	If yes, please choose all that apply:	The public	195	46%
Inclusion and fair treatment	If yes, please choose all that apply:	Colleague(s)	279	66%
Inclusion and fair treatment	If yes, did you feel safe/comfortable to report it?	Yes	161	38%
Inclusion and fair treatment	If yes, did you feel safe/comfortable to report it?	No	260	62%
Inclusion and fair treatment	Did you feel it was taken seriously?	No	316	75%
Inclusion and fair treatment	Did you feel it was taken seriously?	Yes	105	25%
Well cared for	Have you previously been a victim of assault or hate crime during your service with British Transport Police?	No	928	43%
Well cared for	Have you previously been a victim of assault or hate crime during your service with British Transport Police?	Prefer not to say	127	6%
Well cared for	Have you previously been a victim of assault or hate crime during your service with British Transport Police?	Yes	1102	51%