

Participation	Submitted	Total	Rate
Participation	3267	5030	65%

Factor	British Transport Police Overall	All People Survey 2023	All People Survey July 2022
Objectives and Purpose	58%	56%	n/a
Our senior leaders	34%	34%	n/a
My manager	74%	71%	n/a
Modern and inclusive workforce	35%	34%	n/a
Inclusion and fair treatment	56%	54%	n/a
Well equipped	55%	52%	n/a
Well cared for	55%	52%	n/a

Factor	Question	British Transport Police Overall	All People Survey 2023	All People Survey July 2022
Objectives and Purpose	I am proud to work for British Transport Police	71%	68%	69%
Objectives and Purpose	I feel I am part of one BTP	43%	43%	40%
Objectives and Purpose	I know how my work contributes to British Transport Police's strategy, Guardians of the Railway	69%	66%	25%
Objectives and Purpose	I would recommend British Transport Police as a great place to work	51%	48%	52%
Our senior leaders	Our senior leaders set clear direction	37%	38%	29%
Our senior leaders	I have confidence in senior leaders at British Transport Police	33%	34%	35%
Our senior leaders	Our senior leaders take the time to explain the rationale for change	33%	32%	25%
Our senior leaders	Our senior leaders display our Values	39%	39%	37%
Our senior leaders	Our senior leaders communicate our strategy in a way that motivates me	26%	26%	25%
My manager	My manager genuinely cares about my wellbeing	80%	76%	n/a
My manager	My manager gives me useful feedback on how well I am performing	72%	68%	67%
My manager	My manager trusts and empowers me	78%	74%	71%
My manager	My manager shows a genuine interest in me as a person	74%	70%	69%
My manager	My manager regularly discusses my team's performance	68%	65%	63%
Modern and inclusive workforce	I am involved and consulted in decisions that affect my work	41%	39%	47%
Modern and inclusive workforce	At British Transport Police there is open and honest two-way communication	35%	34%	n/a
Modern and inclusive workforce	'A Force on the move' is delivering change for the better	38%	39%	35%
Modern and inclusive workforce	We recognise people who deliver good work here	42%	39%	40%
Modern and inclusive workforce	I have seen positive changes taking place based on last year's All People Survey and feedback as it arises	30%	28%	23%
Modern and inclusive workforce	I believe action will take place as a result of this survey	33%	32%	29%
Modern and inclusive workforce	I feel more positive about British Transport Police than I did a year ago	27%	28%	30%
Inclusion and fair treatment	British Transport Police is an inclusive place to work	71%	69%	68%
Inclusion and fair treatment	I can be my true self at work	59%	61%	57%
Inclusion and fair treatment	I can voice a contrary opinion without fear of negative consequences	40%	40%	42%
Inclusion and fair treatment Well care	Workloads are divided fairly among people where I work	51%	51%	n/a
Inclusion and fair treatment	I know how to Speak Up and report a concern	88%	85%	89%
Inclusion and fair treatment	I feel safe to Speak Up and report a concern	67%	66%	71%
Inclusion and fair treatment	I am confident if I raised a concern that it would be investigated properly	50%	50%	n/a
Inclusion and fair treatment	We are genuinely supported if we choose to make use of flexible working arrangements	50%	47%	45%
Inclusion and fair treatment	I know what the Police Race Action Plan aims to achieve	51%	46%	n/a

Inclusion and fair treatment	BTP's promotion and/or selection processes ensure fairness, transparency and opportunity for everyone to progress their career	30%	28%	21%
Well equipped	My uniform is fit for purpose	42%	36%	n/a
Well equipped	I receive uniform and equipment to do my job in a timely manner	45%	36%	n/a
Well equipped	I feel appropriately trained to carry out my role	70%	70%	64%
Well equipped	I have the access and opportunity to the learning and development I need to meet my career aspirations	49%	48%	n/a
Well equipped	The Force is taking steps to improve Technology	67%	66%	73%
Well equipped	My physical workspace is enjoyable to work in	51%	55%	n/a
Well cared for	I feel that employee wellbeing is a priority at British Transport Police	44%	43%	36%
Well cared for	I am able to fulfil my role while maintaining a healthy work-life balance	52%	48%	45%
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)	60%	62%	n/a
Well cared for	I feel that any work-related stress I have experienced during the last 12 months is manageable	51%	50%	n/a
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	46%	44%	n/a
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%	n/a
Well cared for	I take sufficient breaks throughout the working day (lunch, toilet, screen breaks etc)	53%	50%	n/a
Well cared for	I know where to get support if my mental wellbeing is being impacted	72%	69%	36%
Well cared for	British Transport Police supports employees who experience mental health problems (which might include anxiety, stress or depression)	52%	48%	n/a
Well cared for	My financial situation is not causing me concern or impacting my wellbeing	63%	51%	n/a
Well cared for	I felt supported by my line manager/supervisor after the incident	65%	63%	64%
Well cared for	The support I received was timely	43%	37%	38%
Well cared for	I felt as though the investigation was dealt with seriously and I was kept up to date with developments	57%	47%	47%
Well cared for	I have a good understanding of the Officer Assault Pledge and what level of service I expect to receive in the event of an incident on duty	65%	56%	n/a

Culture Amp				Results for the All People Survey 2024 survey for All Results from 01 Jul 2024 to 01 Sep 2024				
Factor		Percentage Score	Population	Favorable	Neutral	Unfavorable		
Objectives and Purpose		58%	3267	58%	24%	18%		
Our senior leaders		34%	3267	34%	33%	33%		
My manager		74%	3267	74%	15%	11%		
Modern and inclusive workforce		35%	3267	35%	35%	30%		
Inclusion and fair treatment		56%	3267	56%	24%	20%		
Well equipped		55%	3267	55%	25%	20%		
Well cared for		55%	3267	55%	22%	23%		
Factor	Question	Percentage Score	Population	Favorable	Neutral	Unfavorable	Driver Strength	Driver Correlation
Objectives and Purpose	I am proud to work for British Transport Police	71%	3267	71%	20%	9%	n/a	n/a
Objectives and Purpose	I feel I am part of one BTP	43%	3267	43%	28%	29%	n/a	n/a
Objectives and Purpose	I know how my work contributes to British Transport Police's strategy, Guardians of the Railway	69%	3267	69%	20%	11%	n/a	n/a
Objectives and Purpose	I would recommend British Transport Police as a great place to work	51%	3267	51%	27%	22%	n/a	n/a
Our senior leaders	Our senior leaders set clear direction	37%	3267	37%	34%	29%	Very Strong	0.666598084
Our senior leaders	I have confidence in senior leaders at British Transport Police	33%	3267	33%	31%	36%	Very Strong	0.715778815
Our senior leaders	Our senior leaders take the time to explain the rationale for change	33%	3267	33%	32%	35%	Very Strong	0.631230488
Our senior leaders	Our senior leaders display our Values	39%	3267	39%	35%	26%	Very Strong	0.673755113
Our senior leaders	Our senior leaders communicate our strategy in a way that motivates me	26%	3267	26%	34%	40%	Very Strong	0.691865251
My manager	My manager genuinely cares about my wellbeing	80%	3267	80%	11%	9%	Low	0.363952321
My manager	My manager gives me useful feedback on how well I am performing	72%	3267	72%	16%	12%	Low	0.357310845
My manager	My manager trusts and empowers me	78%	3267	78%	13%	9%	Low	0.369904379
My manager	My manager shows a genuine interest in me as a person	74%	3267	74%	15%	11%	Low	0.3300918
My manager	My manager regularly discusses my team's performance	68%	3267	68%	19%	13%	Low	0.344429025
Modern and inclusive workforce	I am involved and consulted in decisions that affect my work	41%	3267	41%	28%	31%	Strong	0.571655062
Modern and inclusive workforce	At British Transport Police there is open and honest two-way communication	35%	3267	35%	31%	34%	Very Strong	0.659516068
Modern and inclusive workforce	'A Force on the move' is delivering change for the better	38%	3267	38%	39%	23%	Very Strong	0.685322723
Modern and inclusive workforce	We recognise people who deliver good work here	42%	3267	42%	25%	33%	Very Strong	0.606907354
Modern and inclusive workforce	I have seen positive changes taking place based on last year's All People Survey and feedback as it arises	30%	3267	30%	45%	25%	Very Strong	0.612982325
Modern and inclusive workforce	I believe action will take place as a result of this survey	33%	3267	33%	31%	36%	Very Strong	0.650389938
Modern and inclusive workforce	I feel more positive about British Transport Police than I did a year ago	27%	3267	27%	40%	33%	Very Strong	0.683174402
Inclusion and fair treatment	British Transport Police is an inclusive place to work	71%	3267	71%	19%	10%	Strong	0.566947031
Inclusion and fair treatment	I can be my true self at work	59%	3267	59%	22%	19%	Strong	0.569483639
Inclusion and fair treatment	I can voice a contrary opinion without fear of negative consequences	40%	3267	40%	23%	37%	Strong	0.575042135
Inclusion and fair treatment Well cart Workloads are divided fairly among people where I work		51%	3267	51%	23%	26%	Low	0.399634253
Inclusion and fair treatment	I know how to Speak Up and report a concern	88%	3267	88%	9%	3%	Moderate	0.40310068
Inclusion and fair treatment	I feel safe to Speak Up and report a concern	67%	3267	67%	19%	14%	Moderate	0.486300247
Inclusion and fair treatment	I am confident if I raised a concern that it would be investigated properly	50%	3267	50%	26%	24%	Strong	0.574762993
Inclusion and fair treatment	We are genuinely supported if we choose to make use of flexible working arrangements	50%	3267	50%	36%	14%	Moderate	0.476462655
Inclusion and fair treatment	I know what the Police Race Action Plan aims to achieve	51%	3267	51%	30%	19%	Moderate	0.406308447
Inclusion and fair treatment	BTP's promotion and/or selection processes ensure fairness, transparency and opportunity for everyone to progress their career	30%	3267	30%	40%	30%	Strong	0.546123111
Well equipped	My uniform is fit for purpose	42%	2069	42%	27%	31%	Moderate	0.430985865
Well equipped	I receive uniform and equipment to do my job in a timely manner	45%	3267	45%	29%	26%	Moderate	0.410374168
Well equipped	I feel appropriately trained to carry out my role	70%	3267	70%	18%	12%	Moderate	0.407334246
Well equipped	I have the access and opportunity to the learning and development I need to meet my career aspirations	49%	3267	49%	30%	21%	Strong	0.555100769
Well equipped	The Force is taking steps to improve Technology	67%	3267	67%	21%	12%	Moderate	0.433371082
Well equipped	My physical workspace is enjoyable to work in	51%	3267	51%	27%	22%	Strong	0.503326131
Well cared for	I feel that employee wellbeing is a priority at British Transport Police	44%	3267	44%	26%	30%	Very Strong	0.635035763
Well cared for	I am able to fulfil my role while maintaining a healthy work-life balance	52%	3267	52%	20%	28%	Strong	0.531302606
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)	60%	3267	60%	16%	24%	Moderate	0.443343213
Well cared for	I feel that any work-related stress I have experienced during the last 12 months is manageable	51%	3267	51%	28%	21%	Strong	0.506646312
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	46%	3267	46%	20%	34%	Low	0.323323229
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%	3267	56%	15%	29%	Low	0.328772419
Well cared for	I take sufficient breaks throughout the working day (lunch, toilet, screen breaks etc)	53%	3267	53%	19%	28%	Low	0.327406647
Well cared for	I know where to get support if my mental wellbeing is being impacted	72%	3267	72%	17%	11%	Moderate	0.468164691
Well cared for	British Transport Police supports employees who experience mental health problems (which might include anxiety, stress or depression)	52%	3267	52%	32%	16%	Strong	0.529188672
Well cared for	My financial situation is not causing me concern or impacting my wellbeing	63%	3267	63%	19%	18%	Low	0.351839093
Well cared for	I felt supported by my line manager/supervisor after the incident	65%	455	65%	16%	19%	n/a	n/a
Well cared for	The support I received was timely	43%	455	43%	35%	22%	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	57%	455	57%	23%	20%	n/a	n/a
Well cared for	I have a good understanding of the Officer Assault Pledge and what level of service I expect to receive in the event of an incident on duty	65%	2068	65%	22%	13%	Low	0.330067344

Factor	Question	Option	British Transport Police	Oveish Transport Police	Overall %
Objectives and Purpose	I see myself still working at British Transport Police in two years' time	Yes	2470	76%	
Objectives and Purpose	I see myself still working at British Transport Police in two years' time	No	797	24%	
Objectives and Purpose	Please tell us why (choose all that apply):	Line management	225	28%	
Objectives and Purpose	Please tell us why (choose all that apply):	I no longer want to work in policing	178	22%	
Objectives and Purpose	Please tell us why (choose all that apply):	Pay/reward package	309	39%	
Objectives and Purpose	Please tell us why (choose all that apply):	Lack of progression	310	39%	
Objectives and Purpose	Please tell us why (choose all that apply):	Retirement	108	14%	
Objectives and Purpose	Please tell us why (choose all that apply):	Bullying	73	9%	
Objectives and Purpose	Please tell us why (choose all that apply):	Other	197	25%	
Objectives and Purpose	Please tell us why (choose all that apply):	Better opportunities elsewhere	377	47%	
My manager	I have had a performance and development review (PDR) with my line manager in the past 12 months	No	207	6%	
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	345	11%	
My manager	I have had a performance and development review (PDR) with my line manager in the past 12 months	Yes	2715	83%	
My manager	I am briefed daily	Yes	1152	56%	
My manager	I am briefed daily	No	917	44%	
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	2835	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	432	13%	
Inclusion and fair treatment	If yes, please choose all that apply:	Colleague(s)	274	63%	
Inclusion and fair treatment	If yes, please choose all that apply:	Rail staff	49	11%	
Inclusion and fair treatment	If yes, please choose all that apply:	The public	195	45%	
Inclusion and fair treatment	If yes, did you feel safe/comfortable to report it?	No	247	57%	
Inclusion and fair treatment	If yes, did you feel safe/comfortable to report it?	Yes	185	43%	
Inclusion and fair treatment	Did you feel it was taken seriously?	No	312	72%	
Inclusion and fair treatment	Did you feel it was taken seriously?	Yes	120	28%	
Well cared for	Have you been a victim of assault or hate crime during the last 12 months with British Transport Police?	Prefer not to say	96	5%	
Well cared for	Have you been a victim of assault or hate crime during the last 12 months with British Transport Police?	Yes	455	22%	
Well cared for	Have you been a victim of assault or hate crime during the last 12 months with British Transport Police?	No	1518	73%	