

Culture Amp

Results for the All People Survey May 2025 survey for All Results from 01 May 2025 to 01 Jul 2025

Participation	Submitted	Total	Rate
Participation	2744	5081	54%

Factor	British Transport Police Over	All People Survey 2024	All People Survey 2023	All People Survey July 2022
Objectives and Purpose	54%	58%	56%	n/a
Our senior leaders	32%	34%	34%	n/a
My manager	75%	74%	71%	n/a
Modern and inclusive workforce	37%	n/a	n/a	n/a
Inclusion and fair treatment	55%	56%	54%	n/a
Well equipped	56%	55%	52%	n/a
Well cared for	56%	55%	52%	n/a

Factor	Question	British Transport Police Over	All People Survey 2024	All People Survey 2023	All People Survey July 2022
Objectives and Purpose	I am proud to work for British Transport Police	65%	71%	68%	n/a
Objectives and Purpose	I feel I am part of one BTP	41%	43%	43%	40%
Objectives and Purpose	I know how my work contributes to British Transport Police's strategy, Guardians of the Railway	66%	69%	66%	n/a
Objectives and Purpose	I would recommend British Transport Police as a great place to work	44%	51%	48%	n/a
Our senior leaders	Our senior leaders set clear direction	35%	37%	38%	n/a
Our senior leaders	I have confidence in senior leaders at British Transport Police	31%	33%	34%	n/a
Our senior leaders	Our senior leaders take the time to explain the rationale for change	35%	33%	32%	n/a
Our senior leaders	Our senior leaders display our Values	37%	39%	39%	n/a
Our senior leaders	Our senior leaders communicate our strategy in a way that motivates me	22%	26%	26%	25%
My manager	My manager genuinely cares about my wellbeing	80%	80%	76%	n/a
My manager	My manager gives me useful feedback on how well I am performing	73%	72%	68%	n/a
My manager	My manager trusts and empowers me	78%	78%	74%	n/a
My manager	My manager shows a genuine interest in me as a person	73%	74%	70%	n/a
My manager	My manager regularly discusses my team's performance	71%	68%	65%	n/a
Modern and inclusive workforce	I am involved and consulted in decisions that affect my work	39%	41%	39%	n/a
Modern and inclusive workforce	At British Transport Police there is open and honest two-way communication	33%	35%	34%	n/a
Modern and inclusive workforce	We support our people through change	33%	38%	39%	n/a
Modern and inclusive workforce	We recognise people who deliver good work here	40%	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	24%	30%	28%	23%
Modern and inclusive workforce	I believe action will take place as a result of this survey	27%	33%	32%	29%
Modern and inclusive workforce	I feel more positive about British Transport Police than I did a year ago	19%	27%	28%	n/a
Modern and inclusive workforce	I know how the Code of Ethics relates to my role	82%	n/a	n/a	n/a
Inclusion and fair treatment	British Transport Police is an inclusive place to work	67%	71%	69%	n/a
Inclusion and fair treatment	I can be my true self at work	57%	59%	61%	57%
Inclusion and fair treatment	I can voice a contrary opinion without fear of negative consequences	38%	40%	40%	42%
Inclusion and fair treatment Well cared	Workloads are divided fairly among people where I work	51%	51%	51%	n/a
Inclusion and fair treatment	I know how to Speak Up and report a concern	88%	88%	85%	n/a
Inclusion and fair treatment	I feel safe to Speak Up and report a concern	66%	67%	66%	n/a
Inclusion and fair treatment	I am confident if I raised a concern that it would be investigated properly	49%	50%	50%	n/a
Inclusion and fair treatment	We are genuinely supported if we choose to make use of flexible working arrangements	48%	50%	47%	n/a
Inclusion and fair treatment	I know what the Police Race Action Plan aims to achieve	58%	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%	30%	28%	21%
Well equipped	My uniform is fit for purpose (you can skip this question if you don't wear a uniform)	47%	42%	36%	n/a
Well equipped	I receive uniform and equipment to do my job in a timely manner	51%	45%	36%	n/a
Well equipped	I feel appropriately trained to carry out my role	73%	70%	70%	64%
Well equipped	I have the access and opportunity to the learning and development I need to meet my career aspirations	53%	49%	48%	n/a

Well equipped	The Force is taking steps to improve Technology	69%	67%	66%	73%
Well equipped	My physical workspace is suitable to work in	64%	51%	55%	n/a
Well cared for	I feel that employee wellbeing is a priority at British Transport Police	42%	44%	43%	n/a
Well cared for	I am able to fulfil my role while maintaining a healthy work-life balance	51%	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)	61%	60%	62%	n/a
Well cared for	I feel that any work-related stress I have experienced during the last 12 months is manageable	50%	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	45%	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	57%	56%	56%	n/a
Well cared for	I am able to take sufficient breaks throughout the working day (lunch, toilet, screen breaks etc)	66%	53%	50%	n/a
Well cared for	I know where to get support if my mental wellbeing is being impacted	74%	72%	69%	n/a
Well cared for	British Transport Police supports employees who experience mental health problems (which might include anxiety, stress or depression)	49%	52%	48%	n/a
Well cared for	My financial situation is not causing me concern or impacting my wellbeing	63%	63%	51%	n/a
Well cared for	I felt supported by my line manager/supervisor after the incident	65%	65%	63%	64%
Well cared for	The support I received was timely	68%	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	59%	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	67%	65%	56%	n/a

Factor		Percentage Score	Population	Favorable	Neutral	Unfavorable		
Objectives and Purpose		54%	2744	54%	24%	22%		
Our senior leaders		32%	2744	32%	32%	36%		
My manager		75%	2744	75%	14%	11%		
Modern and inclusive workforce		37%	2730	37%	30%	33%		
Inclusion and fair treatment		55%	2744	55%	24%	21%		
Well equipped		56%	1921	56%	23%	21%		
Well cared for		56%	2743	56%	21%	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	65%	2744	65%	22%	13%	n/a	n/a
Objectives and Purpose	I feel I am part of one BTP	41%	2744	41%	26%	33%	n/a	n/a
Objectives and Purpose	I know how my work contributes to British Transport Police's strategy, Guardians of the Railway	66%	2744	66%	21%	13%	n/a	n/a
Objectives and Purpose	I would recommend British Transport Police as a great place to work	44%	2744	44%	28%	28%	n/a	n/a
Our senior leaders	Our senior leaders set clear direction	35%	2744	35%	32%	33%	Very Strong	0.569619761
Our senior leaders	I have confidence in senior leaders at British Transport Police	31%	2744	31%	29%	40%	Very Strong	0.638735906
Our senior leaders	Our senior leaders take the time to explain the rationale for change	35%	2744	35%	28%	37%	Very Strong	0.535936743
Our senior leaders	Our senior leaders display our Values	37%	2744	37%	35%	28%	Very Strong	0.574333863
Our senior leaders	Our senior leaders communicate our strategy in a way that motivates me	22%	2744	22%	34%	44%	Very Strong	0.592311399
My manager	My manager genuinely cares about my wellbeing	80%	2744	80%	12%	8%	Low	0.269865899
My manager	My manager gives me useful feedback on how well I am performing	73%	2744	73%	15%	12%	Low	0.278864461
My manager	My manager trusts and empowers me	78%	2744	78%	13%	9%	Low	0.287286295
My manager	My manager shows a genuine interest in me as a person	73%	2744	73%	15%	12%	Low	0.257293743
My manager	My manager regularly discusses my team's performance	71%	2744	71%	16%	13%	Low	0.234014752
Modern and inclusive workforce	I am involved and consulted in decisions that affect my work	39%	2744	39%	26%	35%	Strong	0.47693842
Modern and inclusive workforce	At British Transport Police there is open and honest two-way communication	33%	2744	33%	30%	37%	Very Strong	0.589836147
Modern and inclusive workforce	We support our people through change	33%	2744	33%	35%	32%	Very Strong	0.559705804
Modern and inclusive workforce	We recognise people who deliver good work here	40%	2744	40%	26%	34%	Very Strong	0.523854989
Modern and inclusive workforce	I have seen positive changes taking place based on last year's All People Survey and feedback as it arises	24%	2744	24%	43%	33%	Very Strong	0.522682274
Modern and inclusive workforce	I believe action will take place as a result of this survey	27%	2744	27%	30%	43%	Very Strong	0.589380607
Modern and inclusive workforce	I feel more positive about British Transport Police than I did a year ago	19%	2744	19%	36%	45%	Very Strong	0.572752757
Modern and inclusive workforce	I know how the Code of Ethics relates to my role	82%	2730	82%	14%	4%	Low	0.271680151
Inclusion and fair treatment	British Transport Police is an inclusive place to work	67%	2744	67%	21%	12%	Strong	0.495941583
Inclusion and fair treatment	I can be my true self at work	57%	2744	57%	22%	21%	Strong	0.496174665
Inclusion and fair treatment	I can voice a contrary opinion without fear of negative consequences	38%	2744	38%	22%	40%	Very Strong	0.511786849
Inclusion and fair treatment Well cant Workloads are divided fairly among people where I work		51%	2744	51%	22%	27%	Moderate	0.331381642
Inclusion and fair treatment	I know how to Speak Up and report a concern	88%	2744	88%	9%	3%	Low	0.258591964
Inclusion and fair treatment	I feel safe to Speak Up and report a concern	66%	2744	66%	18%	16%	Moderate	0.379163138
Inclusion and fair treatment	I am confident if I raised a concern that it would be investigated properly	49%	2744	49%	27%	24%	Strong	0.464369252
Inclusion and fair treatment	We are genuinely supported if we choose to make use of flexible working arrangements	48%	2744	48%	36%	16%	Moderate	0.398699203
Inclusion and fair treatment	I know what the Police Race Action Plan aims to achieve	58%	2744	58%	26%	16%	Moderate	0.344538495
Inclusion and fair treatment	BTP's promotion and/or selection processes ensure fairness, transparency and opportunity for everyone to progress their career	30%	2744	30%	38%	32%	Strong	0.466835207
Well equipped	My uniform is fit for purpose (you can skip this question if you don't wear a uniform)	47%	1921	47%	30%	23%	Low	0.267158703
Well equipped	I receive uniform and equipment to do my job in a timely manner	51%	2744	51%	28%	21%	Moderate	0.308431356
Well equipped	I feel appropriately trained to carry out my role	73%	2744	73%	17%	10%	Moderate	0.308905821
Well equipped	I have the access and opportunity to the learning and development I need to meet my career aspirations	53%	2744	53%	26%	21%	Strong	0.440664272
Well equipped	The Force is taking steps to improve Technology	69%	2744	69%	20%	11%	Moderate	0.348554679
Well equipped	My physical workspace is suitable to work in	64%	2744	64%	15%	21%	Moderate	0.36401081
Well cared for	I feel that employee wellbeing is a priority at British Transport Police	42%	2744	42%	25%	33%	Very Strong	0.578112317
Well cared for	I am able to fulfil my role while maintaining a healthy work-life balance	51%	2744	51%	20%	29%	Strong	0.473104186
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)	61%	2744	61%	15%	24%	Moderate	0.365937224
Well cared for	I feel that any work-related stress I have experienced during the last 12 months is manageable	50%	2744	50%	29%	21%	Strong	0.419632432
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	45%	2744	45%	20%	35%	Moderate	0.310904948
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	57%	2744	57%	15%	28%	Moderate	0.302129175
Well cared for	I am able to take sufficient breaks throughout the working day (lunch, toilet, screen breaks etc)	66%	2744	66%	15%	19%	Moderate	0.318774291
Well cared for	I know where to get support if my mental wellbeing is being impacted	74%	2744	74%	16%	10%	Moderate	0.395996845
Well cared for	British Transport Police supports employees who experience mental health problems (which might include anxiety, stress or depression)	49%	2744	49%	35%	16%	Strong	0.424384716
Well cared for	My financial situation is not causing me concern or impacting my wellbeing	63%	2744	63%	19%	18%	Low	0.294861463
Well cared for	I felt supported by my line manager/supervisor after the incident	65%	398	65%	18%	17%	n/a	n/a
Well cared for	The support I received was timely	68%	642	68%	16%	16%	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	59%	398	59%	21%	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	67%	1664	67%	20%	13%	Low	0.225654918

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	No	822	30%	
Objectives and Purpose	I see myself still working at British Transport Police in two years' time	Yes	1922	70%	
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):	Better opportunities elsewhere	354	43%	
Objectives and Purpose	Please tell us why (choose all that apply):	I no longer want to work in policing	183	22%	
Objectives and Purpose	Please tell us why (choose all that apply):	Retirement	111	14%	
Objectives and Purpose	Please tell us why (choose all that apply):	Pay/reward package	250	30%	
Objectives and Purpose	Please tell us why (choose all that apply):	Line management	246	30%	
Objectives and Purpose	Please tell us why (choose all that apply):	Lack of progression	347	42%	
Objectives and Purpose	Please tell us why (choose all that apply):	Other	237	29%	
My manager	I have had a performance and development review (PDR) with my line manager in the past 12 months	No	126	5%	
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	204	7%	
My manager	I have had a performance and development review (PDR) with my line manager in the past 12 months	Yes	2414	88%	
My manager	I am briefed daily	Yes	863	62%	
My manager	I am briefed daily	No	538	38%	
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	2329	85%	
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	415	15%	
Inclusion and fair treatment	If yes, please choose all that apply:	Colleague(s)	280	67%	
Inclusion and fair treatment	If yes, please choose all that apply:	Rail staff	48	12%	
Inclusion and fair treatment	If yes, please choose all that apply:	The public	183	44%	
Inclusion and fair treatment	If yes, did you feel safe/comfortable to report it?	Yes	191	46%	
Inclusion and fair treatment	If yes, did you feel safe/comfortable to report it?	No	224	54%	
Inclusion and fair treatment	Did you feel it was taken seriously?	No	297	72%	
Inclusion and fair treatment	Did you feel it was taken seriously?	Yes	118	28%	
Well cared for	I have received support from Occupational Health (where needed or requested) in the last 12 months	Yes	642	23%	
Well cared for	I have received support from Occupational Health (where needed or requested) in the last 12 months	No	2102	77%	
Well cared for	Have you been a victim of assault or hate crime at work during the last 12 months with British Transport Police? (for public facing roles)	No	2207	81%	
Well cared for	Have you been a victim of assault or hate crime at work during the last 12 months with British Transport Police? (for public facing roles)	Prefer not to say	114	4%	
Well cared for	Have you been a victim of assault or hate crime at work during the last 12 months with British Transport Police? (for public facing roles)	Yes	398	15%	