

2023 Gender Pay Gap Report



BRITISH
TRANSPORT
POLICE

Foreword

“Fairness is a cornerstone of BTP’s values. It is imperative that we delve deeply into the factors contributing to gender pay disparities to foster fairness and equality. Continuing to narrow the gender pay gap serves the interests of us all. I am pleased to note that, for the sixth consecutive year, progress in this area has been evident. Nevertheless, the gap persists, and we need to do better.

I refuse to be complacent with the advancements achieved thus far and remain steadfast in my commitment to reducing gender-based pay differentials. Our overarching objective is to establish ourselves as a bastion that attracts, supports, and cultivates talent, irrespective of gender.

Our vision is clear: we want to be an organisation that attracts, nurtures, and supports talent, regardless of gender. In 2024, we're prioritising flexible working arrangements for employees returning from maternity leave, recognising the importance of both attracting and retaining skilled individuals.

At BTP, we are resolute in our dedication to becoming an organisation that women are drawn to, bolstered by, and flourish within. Gender pay reporting serves as a crucial mechanism for scrutinizing our aspirations in this regard.”

Lucy D’Orsi

CVO QPM

Chief Constable



Why are we reporting on our gender pay gap?

At British Transport Police, we are committed to building a modern and inclusive force where our people reflect the best of our communities. In 2023 the British Transport Police employed approximately 4,895 police officers and staff. Under the Equality Act 2010, employers in Great Britain with more than 250 employees are required to report on gender pay differences within their organisation. This is our sixth report for the period 1 April 2022 to 31 March 2023, the data used for this report is taken at the snapshot date of 31 March 2023.

What does the data look like?

Table 1 - Gender split for all employees over the last five years

Gender	2023 staff and officer's total workforce	2022 staff and officer's total workforce	2021 staff and officer's total workforce	2020 staff and officer's total workforce	2019 staff and officer's total workforce
Male	67.42% (3,300)	68.22% (3,294)	68.7% (3322)	68.4% (3,420)	68.54% (3,390)
Female	32.58% (1595)	31.78% (1,534)	31.3% (1510)	31.6% (1,498)	31.46% (1,556)
Total	4,895	4,828	4,832	4,918	4,946

Within this, the gender split of our officers and staff for the past five years is:

Overall Workforce Split

Table 2

Gender Split of overall Headcount	2023		2022		2021		2020		2019	
	Officers	Staff	Officers	Staff	Officers	Staff	Officers	Staff	Officers	Staff
Male	50.7%	16.7%	54.7%	13.5%	50.9%	17.8%	50.9%	17.4%	49.6%	18.9%

OFFICIAL

Female	14.2%	18.4%	15.7%	16.1%	13.7%	17.5%	14%	17.7%	13.1%	18.4%
Total	64.9%	35.1%	70.4%	29.6%	64.6%	35.4%	64.9%	35.1%	62.7%	37.3%

The overall gender split has remained consistent over the last five years with approximately 32% of the workforce represented by females and 68% by males. We continue to have the lowest female officer representation in comparison to Home Office police forces ¹, which have a female officer representation of 31% or above. On the reporting date, 34.7% of officers in England and Wales were female. For staff, the gender split remains in favour of females with a representation of 52.4%.

Staff Gender Split

Table 3

Gender	2023	2022	2021	2020	2019
Male	47.6%	45.6%	50.3%	49.7%	50.7%
Female	52.4%	54.4%	49.7%	50.3%	49.3%

In 2023 the gender split amongst the staff group remains in favour of females. Whilst the percentage of female staff has reduced by 2%, the staff group continues to have the highest proportion of female employees.

Officer Gender Split

Table 4

Gender	2023	2022	2021	2020	2019
Male	78.2%	77.8%	78.8%	78.5%	79.0%
Female	21.8%	22.2%	21.2%	21.5%	21.0%

¹

https://view.officeapps.live.com/op/view.aspx?src=https%3A%2F%2Fassets.publishing.service.gov.uk%2Fgovernment%2Fuploads%2Fsystem%2Fuploads%2Fattachment_data%2Ffile%2F1172874%2Fpolice-workforce-mar23-tables-260723.ods&wdOrigin=BROWSELINK

OFFICIAL

The gender split amongst the officer group has remained relatively stable at 21-22% over the last 5 years. On the snapshot date of 31 March, there is a reduction of 62 female officers when compared to last year.

Mean and Median Gender Pay Gap

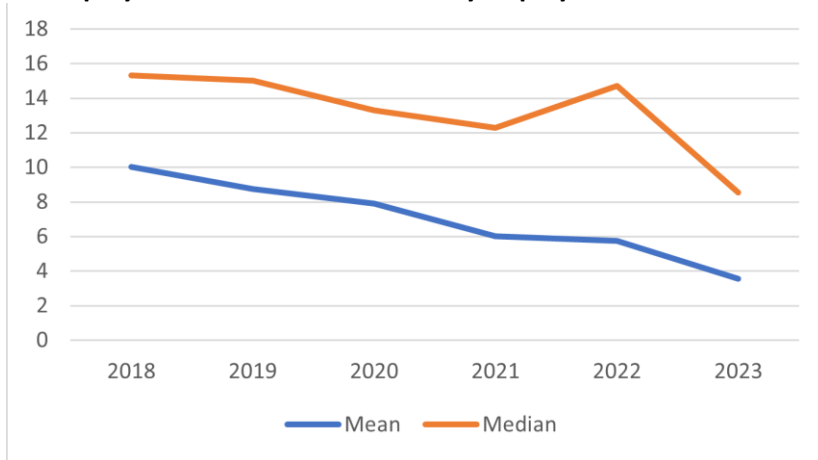
- 2023 mean (average) pay gap in hourly pay is 3.56%. This represents a reduction from 2022 (5.74%).
- 2023 median pay gap in hourly pay is 8.54% (the difference between the mid points in the range of hourly pay). This represents a reduction from 2022 (14.72%).

All Employees Male-Female Gap

Table 5

Averages	All employees hourly rate mean and median							
	2023				2022			
	Male	Female	Gap	Percentage	Male	Female	Gap	Percentage
Mean (average) hourly rate	£21.09	£20.34	£0.75	3.56%	£19.85	£18.71	£1.14	5.74%
Median hourly rate	£20.62	£18.86	£1.76	8.54%	£19.77	£16.85	£2.92	14.72%

All Employees – Mean and Median Pay Gap by Year



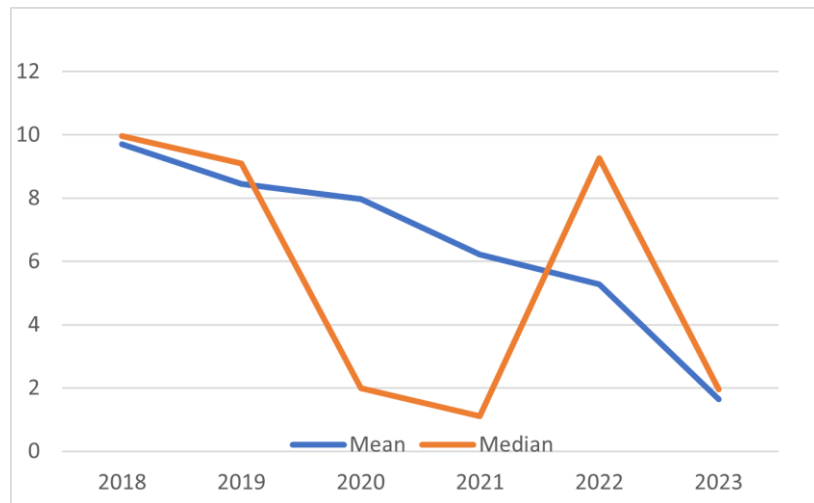
In 2023, both the mean and median pay gap decreased which means the gap between male and female pay is reducing. The graph shows how the mean and median have changed over the last six years, indicating a consistent reduction in the mean up to 2022 and a significant decrease on last year’s median pay gap.

Officers Male-Female Gap

Table 6

Officers hourly rate mean and median								
Averages	2023				2022			
	Male	Female	Gap	Percentage	Male	Female	Gap	Percentage
Mean (average) hourly rate	£21.38	£20.81	£0.35	1.64%	£19.98	£18.93	£1.05	5.27%
Median hourly rate	£21.03	£20.62	£0.41	1.95%	£19.77	£17.94	£1.83	9.26%

Officer Gender Pay Gap – Mean & Median Comparison by Year



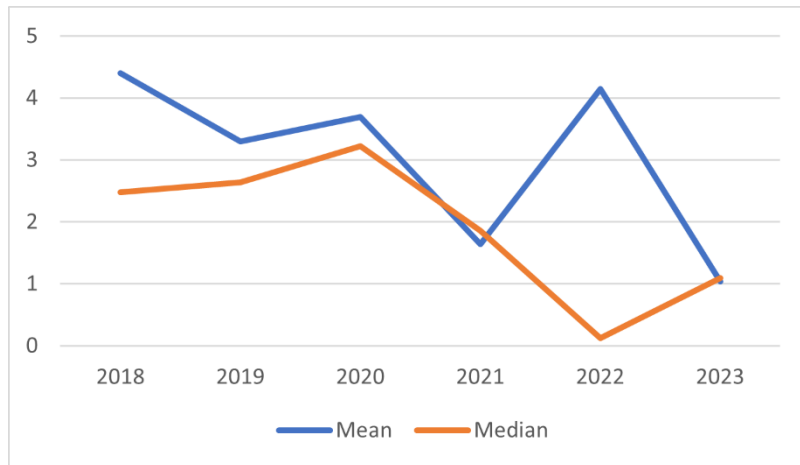
In 2023 the mean pay gap for officers significantly decreased from 5.27% to 1.64%. The graph here shows a gradual decline in the mean pay gap since 2018. After a sharp increase in the median pay gap in 2022, the gap has now decreased to levels in line with those reported in 2021 (1.1%).

Staff Male-Female Gap

Table 7

Staff hourly rate mean and median								
Averages	2023				2022			
	Male	Female	Gap	Percentage	Male	Female	Gap	Percentage
Mean (average) hourly rate	£20.18	£19.97	£0.21	1.04%	19.30	18.50	£0.80	4.15%
Median hourly rate	£18.36	£18.16	£0.20	1.09%	17.25	17.23	£0.02	0.12%

Staff – Gender Pay Gap Mean & Median Comparison by Year



The graph shows the mean gender pay gap for staff decreased in 2023, to 1.09%. See page 8 for thoughts on why the mean gap has decreased.

The increase in the median pay gap to 1.09%, could be attributed to a high proportion (71%) of female new starters joining at lower grades in the reporting period.

BTP compares well to the national average published by ASHE UK² on 1 November 2023. ASHE reported that the all-employee gender pay gap decreased to 14.3% in 2023, from 14.4% in 2022. BTP’s pay gap decreased to 3.56% from 5.74%.

² [Gender pay gap in the UK - Office for National Statistics \(ons.gov.uk\)](https://ons.gov.uk/gender-pay-gap)

Quartile Data

Table 8

All Employees – quartile pay bands							
All Employees		Male			Female		
Pay quartile	Total employees (4813)	No. Males (3266)	% Male	Hourly Pay range male	No. Females (1547)	% Female	Hourly Pay range female
Upper: £23.99 – £84.78	1143	844	73.84%	£23.99 -£76.48	299	26.16%	23.99 -84.78
Upper Middle £20.62 - £23.99	1148	847	73.78%	20.62 – 23.99	301	26.22%	20.62 – 23.99
Lower Middle £16.70 – £20.60	1272	749	58.88%	16.70 – 20.60	523	41.12%	16.70 – 20.60
Lower £11.69 – £16.70	1250	826	66.08%	£11.69- £16.70	424	33.92%	11.91 – 16.70

Quartiles are based on employees in receipt of a full pay on 31 March 2023

The pay data is split into four quartiles to determine where the proportions of employees sit in the pay hierarchy. Table 8 demonstrates that most males are in the upper and upper middle quartiles. In contrast a higher proportion of female employees are in the lower middle and lower quartiles; however, the percentage of females in the lowest pay quartile has reduced by 4.69% to 33.92%. The percentage of females in the upper pay range has decreased by 2.5% to 26.16% however, female representation in the upper middle pay range has increased to 26.22% from 17.48%.

OFFICIAL

Table 9

Officers – quartile pay bands						
Pay quartile	Total (3155)	Males (2473)	% Male	Females (682)	% Female	Hourly Pay range £
Upper	833	636	76.38%	197	23.62%	23.99 -84.78
Upper Middle	745	634	76.58%	111	23.42%	20.69 – 23.99
Lower Middle	782	588	75.19%	194	24.81%	17.24 – 20.62
Lower	795	615	77.36%	180	22.64%	12.62 – 17.24

In 2023, the number of female officers in the upper quartile decreased from 25.88% to 23.62%, there has however been an increase in the percentage of female officers in the upper middle quartile from to 23.42%. Whilst the percentage of female officers in the lower quartile has decreased by 1.83%, there remains a greater concentration of female officers in the lower pay quartiles. As with 2022, there is one female officer in the top 10 highest hourly paid officers.

Table 10

Staff – quartile pay bands						
Pay quartile	Total (1658)	Males (793)	% Male	Females (865)	% Female	Hourly Pay range £
Upper	416	208	50%	208	50%	21.79-76.48
Upper Middle	443	213	48.09%	230	51.91%	18.16- 21.79
Lower Middle	376	161	42.82%	215	57.18%	15.86 -18.16
Lower	423	211	49.88%	212	50.12%	11.69-15.86

The number of female staff in the upper quartile has increased to 50%. The percentage of female staff in the upper middle pay quartile has also increased by 1.77%, this combined with the decrease in female staff represented in the lower middle and lower pay quartiles is a positive trajectory in reducing the mean pay gap. There remains a higher proportion of females in the lower quartile when compared to males. Of the top 10 highest hourly paid staff, seven are female, this is an increase on last year (four); of the top 10 highest hourly paid employees (officers and staff combined), four are female staff.

Bonus payments

Police Regulations allow for bonus payments to be made to officers. BTP has pay parity with Home Office forces and applies the same payments through policy. In 2023, the total number of employees paid a bonus increased from 1453 in 2022 to 1484 (Chief Officers are not eligible to receive bonuses). Bonus payments are paid in the following circumstances:

- Us at Our Best Awards - officers and staff are eligible for these awards which recognise outstanding work or contribution; payments range from £25 to £500.
- Performance management rating 1 - Staff are eligible for an award of £500 if they achieve a rating 1 in their annual performance development review.
- Temporary targeted payments – officers in specialist, hard to fill and demanding roles may receive a payment of up to £5,000. Currently BTP only offers this for firearm instructors, which is a national shortage occupation.

Table 11

Bonus Payments - all employees				
	Male (376) Bonus range £50 - £6,900	Female (245) Bonus range £50 - £1,050	Gap in £	Percentage Gap
Mean	£565.43	£410.92	£154.54	27.32%
Median	£500	£500	£0	0%
Officers				
	Male (176) Bonus range £50 - £6,900	Female (36) Bonus range £50 - £600		
Mean	£774.57	£450	£324.57	41.90%
Median	£500	£500	£0	0%
Staff				
	Male (200) Bonus range £50 - £1000	Female (209) Bonus range £50 - £1,050		
Mean	£381.38	£441.75	-£60.37	-13.67%
Median	£500	£500	£0	

OFFICIAL

A review of the bonus data shows:

- For male employees the mean bonus payment and the bonus payment range is higher than for females.
- In terms of distribution, 65.9% of overall bonus payments were made to staff, with 34.1% to officers.
- The bonus payment to male officers was on average 42% higher than female officers. This is attributed to temporary targeted payments for officers in specialist roles i.e., firearms trainers, who received payments up to £6,900. The overall figures are skewed by 15 male officers receiving a bonus payment, of £3,500 or above.
- Female staff received a higher mean bonus payment, with 61% of PDR bonus payments awarded to females.
- Employees with the highest overall bonus payments normally have these made up of multiple payments.

What does this tell us about BTP's gender pay gap?

- In 2023, there is an improvement in the gender pay gap. The mean pay gap reduced to 3.56%; this demonstrates that for every £1 a male earns, a female earns 96.4 pence. The median pay gap reduced to 8.53%.
- The mean and median pay gap remains lower for staff than for officers.
- For officers, both the mean and median gender pay gap in hourly pay reduced. For staff, the mean pay gap reduced, however, the median pay gap increased, this can be attributed to a higher representation of female staff in lower salary ranges.
- The overall position for females in the pay quartiles shows an improvement on last year, however, there are predominantly more female employees in the lower pay quartiles than males.
- For female staff we have seen increased representation in the upper and upper middle quartiles, with a reduction in representation in the lower quartiles. This is not the same for officers, where there is reduced female representation in the upper quartile, an increase in the upper middle quartile and an increase in the lower quartiles. There remains one female officer in the top ten highest paid officers.

Actions to date

Since the last report, the strategy has been agreed and implemented with activities focused on developing representation with positive action. With the expectation that changes will progress and develop over the next 12 months, strategies to reduce the gender pay gap included:

- Investment in a larger Inclusive and Diversity team to provide greater focus on inclusive processes.
- Extended flexible working where possible, enabling more employees to work flexibly from other BTP locations and home (blended arrangements).

OFFICIAL

- Ongoing work to improve recruitment and promotion process, specifically investing in materials to appeal to females, for example emphasising our work in protecting the vulnerable.
- Recruitment via a new direct entry detective scheme resulting in 55% successful female applicants.
- Focused on the use of Ticktock and other social media platforms emphasising our Chief Constable's high social media profile, to raise the profile of the work of females in BTP and promote our posts.
- Advertised greater number of police staff vacancies as location agnostic where possible.
- All appointments at A004 to B004 and constable ranks are made at spine point 2, which has positively impacted the gender pay gap.
- Supported hiring managers through the implementation of Positive Action Toolkits, which provide support and advice to managers on applying positive action when selecting for vacant roles, development opportunities.
- Positive Action Recruitment Team launched sessions on the application process to support, advise and attract females and those from under-represented groups.
- As part of the overall retention plan for the force, implemented 'stay conversations' to retain employees who are exploring alternative employment, but to also encourage discussions about career development, and growth.
- In response to feedback through our people survey, we redesigned our officer promotions process, in order to make them more transparent and fairer. The Female Police Association were invited to attend the subsequent posting panels to observe and challenge any perceived bias.
- Continued to train panel members in inclusive assessment techniques, as well as unconscious bias training; a mandatory requirement to support boards.
- We participate in the UN 'He for She' campaign and we are proud to be a White Ribbon organisation, committed to ending male violence against women.
- We run dedicated 'Springboard' programmes, aimed at developing female talent.
- Increased our paid maternity leave provision.
- Undertake equality impact assessments on people policies to ensure they are inclusive and do not disadvantage females or any other under-represented groups.

Next Steps

We are committed to ensure that BTP is representative of the communities we serve and increasing female representation is incredibly important to develop trust and confidence from the public. We continue to have the lowest female officer representation across UK policing. We are focused on activity to drive improvement and are concentrating the following areas:

- In April 2024 we commence our first ever part time officer programme. Whilst the campaign is not specifically targeted at females, we recognise that offering the flexibility of reduced working hours may attract more female applicants.
- Mandate diverse and representative selection panels for recruitment, promotion boards
- Offer the option of flexible working to all employees returning from maternity leave to both attract and retain skills and talent from all backgrounds.
- Implement annual promotion boards to provide more frequent access to promotion opportunities for females and other under-represented groups.
- Continue to review under-represented roles and geographical areas to target for female recruitment.
- Through the Positive Action Support Group, explore further opportunities, for example to increase representation of females on external development programmes.