

2023 Ethnicity Pay Gap Report



BRITISH
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POLICE

Foreword

“I am pleased to present our second Ethnicity Pay Gap report, highlighting a decrease in both the mean and median pay gaps for Black, Asian, and Mixed employees. While we have observed a rise in ethnic minority representation within police staff, our primary focus for this year will be on improving the representation of ethnic minority officers. We need to do better.

Our data underscores a notable underrepresentation of ethnic minorities in senior ranks and grades, perpetuating disparities in pay quartiles, particularly within the Black community. To address this issue, we are implementing several strategic initiatives:

- Establishing a robust Black Talent program to cultivate future leaders.
- Adopting innovative approaches in our recruitment campaigns and community engagement efforts to attract applications from ethnic minority candidates.
- Continuing to foster the development of staff associations dedicated to advocating for the interests of ethnic minority groups.

I remain steadfast in my commitment to cultivating an inclusive organisational culture where all individuals are afforded equitable opportunities for advancement, and I look forward to reporting on the impact of these initiatives next year.”

Lucy D’Orsi

CVO QPM

Chief Constable



Why are we reporting on our ethnicity 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. Whilst there is currently no legal requirement to undertake or publish an analysis of our ethnicity pay gap, we are committed, under our Equality, Diversity and Inclusion Strategy and Race Action Plan to analyse our data, so that we can take appropriate action. This is our second ethnicity pay gap report.

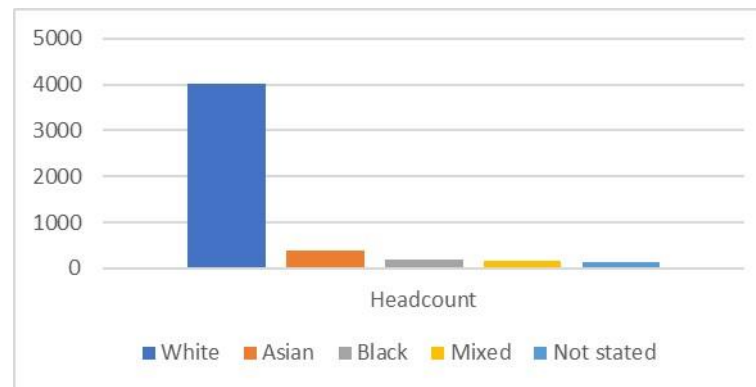
In the absence of a mandatory framework for ethnicity pay gap reporting, we have chosen to replicate the measures used in gender pay gap reporting, therefore this report includes an analysis of three measures: the mean, median and pay quartiles.

What does the data look like?

In 2023 the British Transport Police employed approximately 4,895 police officers and staff. Some employees choose not to disclose their ethnicity and are shown as 'not stated' throughout this report.

Table 1

All Employees Ethnicity Representation by Percentage		
Ethnic Group	Numbers	Percentage
White	4022	82.2%
Asian	389	7.9%
Black	189	3.9%
Mixed	162	3.3%
Not stated	133	2.7%
Total	4895	100%



The ethnicity split of our workforce has remained largely the same as figures reported in 2022. Overall, we have a higher proportion of ethnic minority employees than figures reported for UK police forces (8.4%) and the general UK population (8.3%)¹

Table 2

Officer Ethnicity Breakdown Comparison 2022-2023				
	2023		2022	
Ethnic Group	Numbers	Percentage	Numbers	Percentage
White	2755	86.7%	2900	86.0%
Asian	167	5.3%	190	5.6%
Black	77	2.4%	91	2.7%
Mixed	90	2.8%	102	3.0%
Not stated	88	2.8%	92	2.7%
Total	3177	100%	3375	100%

The data confirms most officers identify as White. Our ethnic minority officer representation has decreased to 10.5% compared to 11.3% last year, however, as shown in table 3, remains higher than the average officer representation in Home Office forces (8.4 %). BTP has the second highest ethnic minority representation (an improvement of one place against last year), after the Metropolitan Police (17%), with the West Midlands Police (9.8%) moving from second to third highest.

¹ [Police workforce, England and Wales: 31 March 2023 - GOV.UK \(www.gov.uk\)](https://www.gov.uk/government/statistics/police-workforce-england-and-wales-31-march-2023)

Table 3

Officer Ethnicity Breakdown in comparison with Home Office forces						
Ethnic Group	BTP			Home Office Forces		
	2023	2022	+/-	2023	2022	+/-%
White	86.7%	85.9%	+ 0.8%	91.6%	91.9%	-0.3%
Asian	5.3%	5.6%	-0.3%	3.8%	3.7%	+0.1%
Black	2.4%	2.7%	-0.3%	1.3%	1.3%	0%
Mixed	2.8%	3.0%	-0.2%	3.3%	3.1%	+0.2%
Not stated	2.8%	2.7%	-0.1%	-----	-----	-----

In comparison to Home Office forces the officer ethnicity breakdown shows the White group as the only ethnic group to increase representation; all other ethnic groups decreased. The turnover rate in the ethnic minority group (8%) was below the overall rate for BTP (14%) however, there has been a significant reduction in ethnic minority officer starters (reduced by 46% to 26, compared to 48 in 2021-22). This contrasts with Home Office forces that report a reduction in White employees and an overall increase in minority ethnic representation (8.4%) when compared to last year (8.1%).

Table 4

Staff Ethnicity Breakdown by year				
Ethnic Group	2023		2022	+/-% on last year
	Employed	%	%	
White	1267	73.7%	72.94%	+0.8 (1027)
Asian	222	13.0%	13.49%	-0.49 (190)
Black	112	6.5%	6.82%	-0.32 (96)
Mixed	72	4.2%	4.05%	+0.15 (57)
Not stated	45	2.6%	2.7%	-0.1 (38)

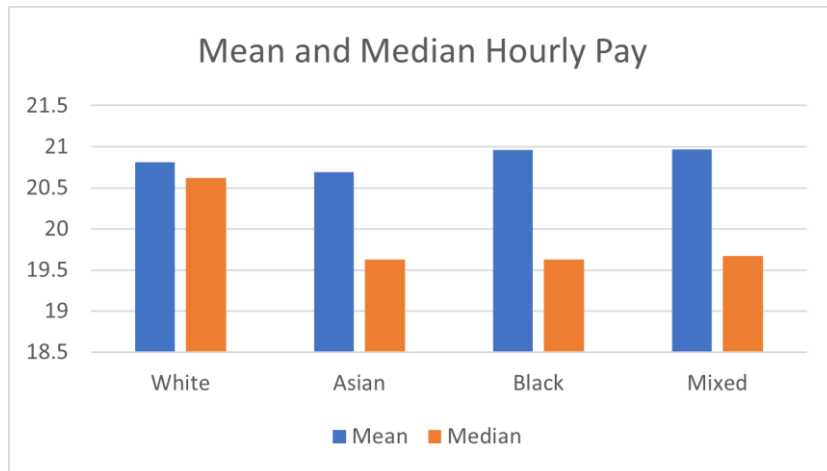
For staff, there is a higher representation of minority ethnic groups (26.3%); this is 1.9% higher than last year. Within that however, the representation of Black and Asian employees has reduced, with the Mixed group increasing. There is no comparable published data for Home Office police staff. There is an increase in employees declaring their ethnicity this year, with fewer in the not stated group.

Mean and Median ethnicity pay gap - all employees.

Table 5

Average	White	Pay gap	Asian	Pay gap	Black	Pay gap	Mixed	Pay gap
Mean (average) hourly rate	£20.81	0%	£20.69	0.58%	£20.96	-0.72%	£20.97	-0.77%
Median hourly rate	£20.62	0%	£19.63	4.80%	£19.63	4.80%	£19.67	4.61%

*The mean and median pay gap is calculated by comparing the hourly pay gap against the White group



This year, the Mixed group has the highest mean hourly pay rate. The White group has the highest median hourly pay. The Asian group has the lowest mean pay and both the Asian and Black groups have the lowest median pay.

When considering possible reasons for this, length of service was explored, however BTP pay progression is linked to length of service with length of service comparable across all groups; no impact was identified.

Officer and Staff Mean and Median Ethnicity Pay Gap and Hourly Pay Rate

Table 6

	Female officers		Male officers		Female staff		Male staff	
	Mean%	Median%	Mean%	Median%	Mean%	Median%	Mean%	Median%
Asian	12.08% (£20.66)	24.7% (£18.06)	3.3% (£21.69)	0% (£23.99)	12.91% £18.35	12.02% (£16.83)	0% (£20.45)	0% (£19.27)
Black	5.4% (£22.21)	0% (£23.99)	0% (£22.43)	0% (£23.99)	7.30% (£19.53)	5.64% (£18.02)	0.04% (£20.44)	5.76% (£18.16)
Mixed	0% (£23.50)	2.25% (£23.45)	4.86% (£21.34)	14.05% (£20.62)	0% (£21.07)	0% (£19.13)	10.80% (£18.24)	8.20% (£17.69)
White	12.7% (£20.64)	14.04% (£20.62)	5.08% (£21.29)	12.88% (£20.90)	5.36% (£19.94)	5.59% (£18.16)	1.17% (£20.21)	3.27% (£18.64)

*figures in bold indicate highest hourly pay rate. The mean and median pay gap is calculated against the highest pay rate irrespective of ethnicity.

Quartile Data

The pay data is split into four quartiles to determine where employees across the ethnic groups sit in the pay hierarchy.

Table 7 - All Employees Quartile Pay Rates

Ethnic Category	Upper Quartile – Pay range (£)	Upper Middle Quartile – Pay range (£)	Lower Middle Quartile – Pay range (£)	Lower Quartile – Pay range (£)
Asian	23.99 – £60.57	20.62 - £23.99	16.96 – 19.63	12.64 – 16.91
Black	23.99- 39.60	19.63 -23.99	17.06 – 19.16	13.20 – 17.06
Mixed	23.99 – 47.86	19.67-23.99	16.70 - 19.63	12.64 – 16.70
White	23.99 – 84.78	20.62 – 23.99	16.70 – 20.62	11.69 – 16.70

*figures in bold indicate highest hourly pay range.

White employees have the biggest pay range in the upper, upper middle and lower middle quartile. Overall, Black employees have the smallest pay range except for the lower quartile range, reasons for this may include the Black employees experiencing fewer promotions and direct appointments to middle and senior level positions and fewer staff appointments at spine point 3 or above.

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, 621 employees received a bonus (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.
- PDR 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 hard to fill and demanding roles may receive a payment of up to £5,000. At present, BTP only utilises this allowance for Firearms Instructors, due to a national shortage of qualified individuals.

Table 8

Bonus payments – all employees					
Ethnic Group	% of bonus payments awarded	Mean (£)	% Gap (against White group)	Median	% Gap
White (518)	83.41%	518.34	0%	500.00	0%
Asian (52)	8.37%	387.98	25.15%	500.00	0%
Black (22)	3.54%	404.55	21.95%	500.00	0%
Mixed (17)	2.74%	338.24	34.75%	500.00	0%
*Not stated (12)	1.94%	829.17	-37.49%	500.00	0%

* Mean payment for the 'not stated' group includes 1 individual in receipt of a bonus of £3,500 which impacts on the mean value. The number in brackets indicates total number awarded

All Employees Mean Ethnicity Bonus Gap

The highest mean bonus payment was paid to the White group. Of the ethnic minority groups, the Black group received the next highest mean bonus payment. The median bonus payment was the same across all groups.

Table 10

Bonus payments – employee type				
Ethnic group	Officers	% of employed	Staff	% of employed
White	190	6.90% (2755)	328	25.89% (1267)
Asian	6	3.59% (167)	46	20.72% (222)
Black	7	9.0% (77)	15	13.39% (112)
Mixed	3	3.33% (90)	14	19.45% (72)
Not Stated	6	6.82% (88)	6	13.33% (45)

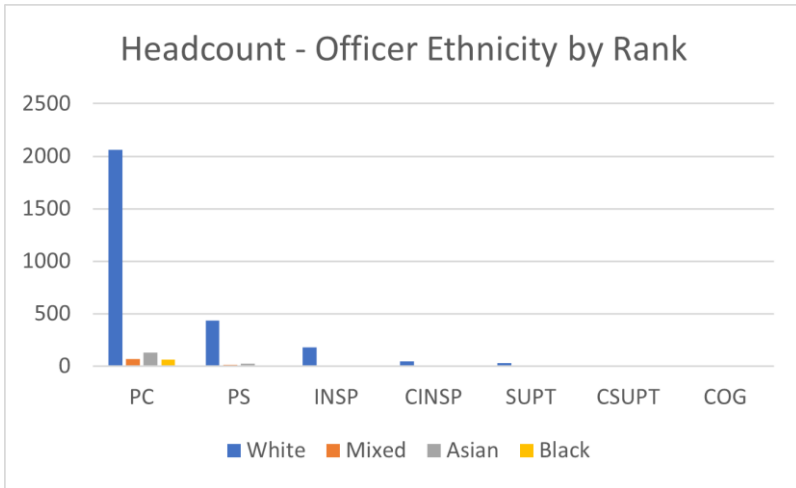
When looking at the distribution of bonus payments between officers and staff, 65.86% of bonuses were paid to staff and 34.14% to officers. For all groups, the number of employees receiving a bonus payment was representative of the numbers employed.

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

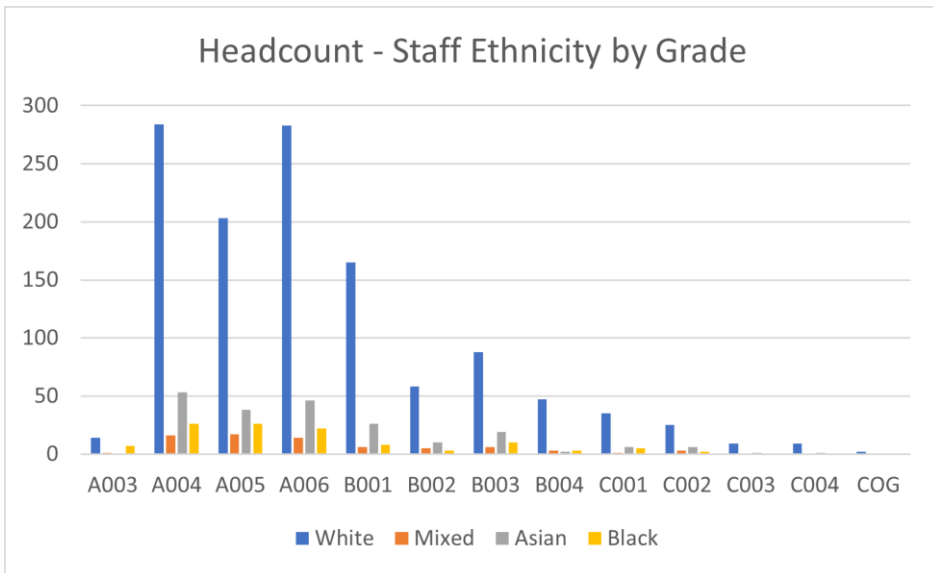
Overall, the mean and median pay gap of all ethnic minority groups has reduced this year. However, we need to be mindful that the small population sizes of the ethnic minority groups will impact on the calculation of mean and median salaries.

White employees have the highest pay range in the upper, upper middle and lower middle quartiles. In contrast, Black employees have the lowest pay range across upper, upper middle and lower middle quartiles. Looking at other data such as the turnover, the turnover rate for ethnic minority staff exceeds the BTP baseline (13%) at 17%. Most leavers in this group (73%) were graded A003 – B004. This could indicate a lack of development or promotion opportunities for ethnic minority staff.

The highest hourly pay rate of Black employees is £39.60 which represents a gap of 34.62% with the Asian group (£60.57), 18.28% with the Mixed group (£45.18), and 53.29% with the White group (£84.78). This indicates that fewer employees from the Black group occupy higher paid roles.



The graphs here demonstrate that ethnic minority numbers in both rank and grade significantly reduce above the constable rank and B003 grade, however across the board, ethnic minority representation is lower in the officer ranks with representation at Chief Inspector and above negligible. The lack of representation of ethnic minorities in senior ranks and grades is reflected in pay quartile disparities.



In terms of bonus payments, the highest mean payment was paid to White employees, followed by Black employees; the median bonus payment was the same for all groups. Again, we do have to consider the small numbers involved and how this impacts pay gap calculations. The distribution of bonus payments across ethnicities in the staff group is wider than in the officer group, this is likely to be due to staff eligibility to receive PDR rating 1 bonus payments.

Intersectionality between ethnicity, gender and pay

When considering pay and the intersectionality of gender and ethnicity, the small number of employees in ethnic minority groups does not give reliable findings and requires that intersectional issues are considered in isolation to ensure that initiatives to reduce gaps across gender and ethnicity are not pulling in opposite directions.

Actions to date

We have continued to implement strategies to reduce the ethnicity pay gap and are committed to pursue this as part of our strategic priority to build a modern and inclusive force. New activity included:

- We have produced our own BTP Police Race Action Plan which sets out our roadmap to work towards reducing disparities for black employees and communities, in line with the College of Policing commitment on behalf of all policing <https://assets.college.police.uk/s3fs-public/Police-Race-Action-Plan.pdf>
- Our 2023 Policing Plans set out: “BTP plans to be anti-racist and trusted by Black people in line with the national Police Race Action Plan. The Police Authority will hold BTP to account, while also self-challenging on these issues that go to the heart of trust, legitimacy, and policing by consent.” https://btpa.police.uk/wp-content/uploads/2023/05/9432_BTPA_PolicingPlan23-24_Design_4-LR.pdf
- We have invested in a larger Inclusivity and Diversity team to provide greater focus on inclusive processes.
- Extended flexible working, enabling more employees to work flexibly from other BTP locations and home, or to choose to work some days in the office and some from home (blended working arrangements). An allowance is available for blended workers to support set up at home. We do acknowledge however that many roles are front line and therefore cannot be worked from home. We do consider flexible shift patterns and part time working where possible, depending upon business need.
- Our recruitment advertisements and associated materials celebrate the diversity of our workforce.

- 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.
Continued to train panel members in inclusive assessment techniques, as well as unconscious bias training; a mandatory requirement to support boards.
- A Positive Action Support Group has been developed to support those from under-represented groups reach their career aspirations.
- Positive Action Recruitment Team launched sessions on the application process to support, advise and attract 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.
- We refreshed our police office promotion processes during 2023 to make them fairer and more inclusive and all assessors now undertake unconscious bias training. SAME, our staff association which represent ethnic minority employees, was invited to witness the postings panel in action and challenge any perceived bias. Early data monitoring has demonstrated an increase in successful ethnic minority candidates.
- We celebrated black history month and the diversity of our workforce in October.
- We reviewed our performance management process when data for 2022 demonstrated that black colleagues were less likely to receive a top mark and more likely to be assessed as a poor performer. Mid-year scores for 2023 indicated a fairer distribution of scores through a diversity lens. We will continue to monitor and take any corrective action required. All people policies are subject to an equality impact assessment to ensure that fairness and inclusion is at the heart of what we do.
- During the last year we launched Hindu and Sikh Police Associations, to join our existing associations: SAME (Support Association for Minority Ethnic) and Association of Muslim Police.

Next Steps

- Working with Transport for London, we will launch our first joint Black talent programme in 2024, aimed at developing future black leaders for our organisations.
- We have set bold representation targets for our Inclusion and Diversity strategy and will reach out to minority communities to encourage people who may not traditionally have considered to work for the police, to consider a career with BTP.
- We will continue to design innovative recruitment adverts aimed at breaking down barriers and perceptions regarding policing careers.
- We will work with our Independent Advisory Group on how we may continue to build trust with black communities and encourage engagement about careers with us.
- Develop positive action ambassador scheme to connect with the public and increase representation of minority ethnic groups in the workforce.