

2024 Ethnicity Pay Gap Report



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Foreword

“This is our third year of reporting on the ethnicity pay gap and I am pleased to announce an overall reduction this year. However, despite this progress, there is still much work to be done.

In 2025 we will continue to focus on increasing our representation of ethnic minority officers and staff through diverse attraction methods and by supporting the development of our ethnic minority talent.

At BTP, we are committed to becoming a force that attracts, supports, and enables individuals from diverse backgrounds to thrive. Ethnicity pay reporting and the subsequent actions are crucial to achieving this goal.”



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 have committed under our Race Action Plan to analyse and share our data, being accountable and taking appropriate action. This is our third ethnicity pay gap report.

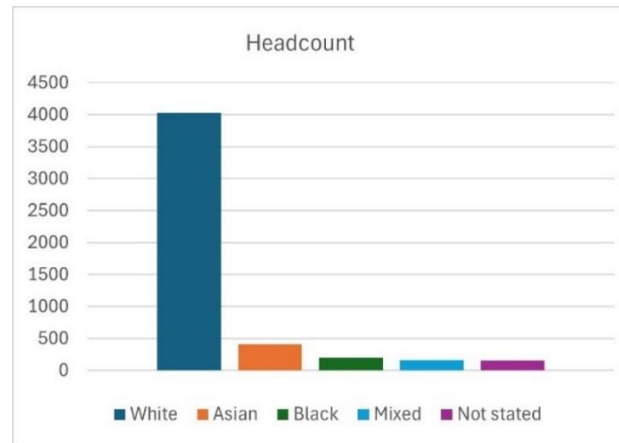
In the absence of a mandatory framework for ethnicity pay gap reporting, we have chosen to replicate the measures used in gender pay gap reporting, therefore this report includes an analysis of three measures: the mean, median and pay quartiles.

What does the data look like?

In 2024 the British Transport Police employed approximately 4,945 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	Percentage
White	81.5%
Asian	8.3%
Black	4.0%
*Mixed	3.2%
Not stated	3.0%
Total	100%



*Mixed group = White and Black Caribbean, White and Black African, White and Asian, any other Mixed/Multiple Ethnic background

The ethnicity split of our workforce has remained largely the same as figures reported in 2023. Representation in the Asian and Black groups have increased by 0.4% and 0.1% respectively.

Table 2

Officer Ethnicity Breakdown Comparison 2023-2024		
Ethnic Group	2024	2023
White	85.9%	86.7%
Asian	5.2%	5.3%
Black	2.4%	2.4%
Mixed	3.0%	2.8%
Not stated	3.5%	2.8%
*Total Ethnic Minority Representation	10.6%	10.5%

**Excludes not stated group

In 2024 ethnic minority officer representation has increased by 0.1% to 10.6%. As with previous years, most BTP officers identify as White. Representation in the White group reduced by 0.8% and in the Asian group by 0.1%; the Mixed group increased by 0.2%. We saw a 0.7% increase in the number of employees choosing not to disclose their ethnicity. Addressing this will be a key focus in our action plan for the coming year.

Table 3

Officer Ethnicity Breakdown in comparison with Home Office forces						
Ethnic Group	BTP			Home Office Forces		
	2024	2023	+/- %	2024	2023	+/-%
White	85.9%	86.7%	-0.8%	91.6%	91.6%	0%
Asian	5.2%	5.3%	-0.1%	3.8%	3.8%	0%
Black	2.4%	2.4%	0%	1.3%	1.3%	0%
Mixed	3.0%	2.8%	+0.2%	2.6%	3.3%	-0.7%
Another ethnic group	-----	-----	-----	0.7%	-----	-----
Not stated	3.5%	2.8%	+0.7%	-----	-----	-----
**Total Ethnic Minority Representation	10.6%	10.5%		8.4%	8.4%	

As illustrated in table 3, overall, ethnic minority officer representation at BTP (10.6%) remains higher than the average officer representation in Home Office forces, (which has remained at 8.4 %) ¹

Table 4

Staff Ethnicity Breakdown by year				
Ethnic Group	2024		2023	+/-% on last year
	Employed	%	%	
White	1343	73.8	73.7	+0.1% (1267)
Asian	246	13.5	13.0	+0.5% (222)
Black	122	6.7	6.5	+0.2% (112)
Mixed	67	3.7	4.2	-0.5% (72)
Not stated	43	2.4	2.6	-0.2% (45)

¹ [Police workforce, England and Wales: 31 March 2024 - GOV.UK](https://www.gov.uk/government/statistics/police-workforce-england-and-wales-31-march-2024)

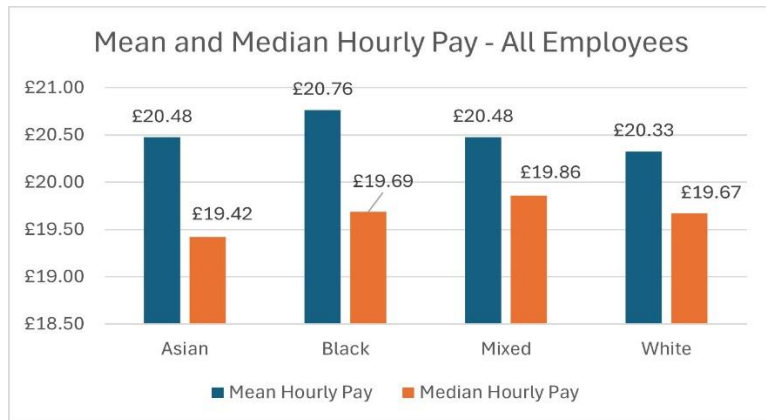
Overall representation has slightly increased within the staff group (0.2%) and there remains a higher ethnic minority representation within the staff group (23.9%) compared to officers (10.6%). Within this the representation of Black and Asian employees has increased, whilst the Mixed group has reduced. Ethnic minority representation compares well to Civil Service Statistics² that show representation at 16.6% in 2024. Positively, for the second year there are more people in the staff group stating their ethnicity.

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	£20.33	0%	£20.48	-0.74%	£20.76	-2.12%	£20.48	-0.74%
Median hourly rate	£19.67	0%	£19.42	1.27%	£19.69	-0.10%	£19.86	-0.97%

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



This year the Black group has the highest mean hourly pay rate and the White group the lowest. It is noted that the large population size of the White group could impact on the mean hourly pay calculation. Also noted is the high proportion of new starters (421 of 525) who identified as White and joined on our lowest ranks/grades which may have also impacted on the mean pay rate.

² [Statistical bulletin - Civil Service Statistics: 2024 - GOV.UK](https://www.gov.uk/government/statistics/civil-service-statistics-2024)

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	3.09% (£21.00)	7.46% (£19.86)	2.33% (£20.93)	4.45% (£20.63)	7.27% (£19.64)	6.65% (£18.64)	0.19% (£20.86)	0% (£19.07)
Black	1.94% (£21.25)	0.93% (£21.26)	0% (£21.43)	0% (£21.59)	6.33% (£19.84)	7.96% (£18.38)	0% (£20.90)	1.31% (£18.82)
Mixed	0% (£21.67)	0% (£21.46)	4.01% (£20.57)	5.70% (£20.36)	0% (£21.18)	0% (£19.97)	11.34% (£18.53)	4.40% (£18.23)
White	6.60% (£20.24)	7.46% (£19.86)	4.53% (£20.46)	8.01% (£19.86)	6.76% (£19.83)	8.66% (£18.24)	1.82% (£20.52)	0% (£19.07)

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

Overall, female officers and staff in the Mixed group had the highest mean and median hourly pay in 2024; the small population size of this ethnic group should be noted, 20 and 39 respectively. Additionally, hourly pay within this group is consistently distributed with no significant deviations at either the lower or higher ends of the pay scale.

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	22.83– 46.04	19.42 – 22.83	16.68 – 19.42	10.42 – 16.68
Black	23.18 – 38.73	19.69 – 23.18	16.99 – 19.69	13.32 – 16.99
Mixed	22.71– 37.68	19.86 – 22.71	16.77 – 19.86	10.64 – 16.77
White	22.80 – 75.33	19.67 – 22.80	16.47 – 19.67	9.83 – 16.47

Employees in the White group had the highest pay range in the upper quartile with a maximum hourly pay rate of (£75.33) after salary sacrifice schemes, followed by the Asian group (£46.04), the Black group (£38.73) and then Mixed group who had a maximum hourly rate of £37.68. This evidences that more employees in the White group occupy senior ranks and grades.

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 2024, 670 employees received a bonus, an increase of 7.3%; Chief Officers are not eligible to receive bonuses. Bonus payments are paid in the following circumstances:

- Make the Difference bonus - 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 £3,000. At present, BTP only utilises this allowance for Firearms Instructors, due to a national shortage of qualified individuals.

All Employees Mean Ethnicity Bonus Gap

Table 8

Bonus payments – all employees										
2024						2023				
Ethnic Group	% bonuses awarded	Mean (£)	% Gap **	Median	% Gap	% bonuses awarded	Mean (£)	% Gap **	Median	% Gap
White (578)	86.27%	388.06	0%	500.00	0%	83.41%	518.34	0%	500.00	0%
Asian (42)	6.27%	458.33	-18.11%	500.00	0%	8.37%	387.98	25.15	500.00	0%
Black (20)	2.98%	295.00	23.98%	250.00	50%	3.54%	404.55	21.95	500.00	0%
Mixed (15)	2.24%	346.67	10.67%	500.00	0%	2.74%	338.24	34.75	500.00	0%
*Not stated (15)	2.24%	408.33	-5.22%	500.00	0%	1.94%	829.17	-37.49	500.00	0%

**against White group

The highest mean bonus payment was paid to the Asian group. The Black group had the lowest mean and median bonus payment of all ethnic groups with evident disproportionality in the award of the highest PDR rating and bonus, indicating that we are not awarding bonuses in line with representation across the force. The percentage of bonus payments to all ethnic minority groups reduced compared to last year.

Table 9

Bonus payments – employee type				
Ethnic group	Officers	% of employed	Staff	% of employed
White	250	9.31% (2684)	310	23.08% (1343)
Asian	7	4.32% (162)	34	13.82% (246)
Black	5	6.58% (76)	15	12.30% (122)
Mixed	2	2.74% (73)	13	19.40% (67)
Not Stated	10	9.26% (108)	5	11.63% (43)

When looking at the distribution of bonus payments awarded this year, there was an increase in the number of bonuses awarded to officers (40.90% compared 34.14% in 2023) indicating more officers were recognised for outstanding work and contribution. More officers in the White group received a bonus this year (250 compared to 190 last year); conversely fewer ethnic minority officers received a bonus; however, this is in line with representation across the force.

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 again this year. This year the Black group experienced the highest mean hourly pay rate whilst the White group the lowest; population size together with the wide pay range of the White group is likely to have impacted this.

White employees continue to have the highest pay range in the upper quartile; 76% of senior ranks and grades are occupied by White employees. The highest hourly pay rate amongst minority ethnic employees is £46.04 which represents a gap of 38.88% with the White group (£75.33).

Employees identifying as Asian had the lowest median hourly pay; when compared to other ethnic minority groups, when looking at numbers employed, although the Asian group has the highest number of ethnic minority employees, a higher percentage, compared to other ethnic minority groups, are in our lowest ranks and grades (Asian group 8.1%, Black group 4.2%, Mixed group 3.2%).

The Black group was the only group to have a lower median bonus payment this year, which represented a 50% gap. Possible reasons include ineligibility of officers to receive the £500 PDR rating 1 bonus and a disproportionate allocation of bonuses to staff in the Black group.

The collective turnover rate for ethnic minority ethnic groups was 10.6% which was higher than the White group (9.8%) and overall turnover rate for BTP (9.9%). The top three reasons for leaving were resignation, retirement, and transfer to other forces. Given that pay progression is linked to length of service, this may have contributed to the ethnicity pay gap.

Table 10A

Officers employed by rank	
Rank	% officers employed
Constable	75.17%
Sergeant	16.35%
Inspector	5.70%
Chief Inspector	1.72%
Superintendent	0.70%
Chief Superintendent	0.17%
Chief Officer	0.20%

Table 10B

Distribution across ethnic groups				
Rank	White group	Mixed group	Asian group	Black group
Constable	74.90%	73.12%	77.16%	82.89%
Sergeant	16.50%	19.35%	14.20%	11.84%
Inspector	5.74%	4.30%	7.41%	2.63%
Chief Inspector	1.79%	1.08%	1.23%	1.32%
Superintendent	0.67%	2.15%	0.00%	1.32%
Chief Superintendent	0.19%	0.00%	0.00%	0.00%
Chief Officer	0.22%	0.00%	0.00%	0.00%



Table 11A

Staff employed by grade	
Grade	% staff employed
A003	1.29
A004	11.42
A005	18.79
A006	20.87
B001	13.84
B002	4.95
B003	7.87
B004	3.77
C001	3.49
C002	1.86
C003	0.51
C004	0.56
PCSO	10.69
Director	0.11

Table 11B

Distribution across ethnic groups				
Grade group	White group	Mixed group	Asian group	Black group
A003	1.04%	1.49%	0.41%	5.74%
A004	10.65%	8.96%	13.01%	18.03%
A005	17.05%	26.87%	22.76%	25.41%
A006	21.59%	19.40%	18.70%	18.03%
B001	14.67%	7.46%	13.41%	9.02%
B002	4.84%	5.97%	6.10%	3.28%
B003	7.89%	5.97%	7.72%	9.02%
B004	4.17%	5.97%	1.63%	2.46%
C001	3.28%	4.48%	3.66%	4.92%
C002	1.79%	2.99%	2.03%	1.64%
C003	88.89%	0.00%	11.11%	0.00%
C004	80.00%	0.00%	10.00%	10.00%
PCSO	82.63%	3.68%	12.63%	1.05%
Director	100.00%	0.00%	0.00%	0.00%

Tables 10-11 above shows (A) the percentage breakdown of officers and staff across each rank/grade and (B) the percentage distribution of each ethnic group within different ranks/grades.

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 can skew findings i.e. the mean pay gap 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 and Successes

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:

- Refreshed our Inclusion & Diversity strategy and deliverables, encouraging everyone to play their part in making BTP a modern & inclusive place to work and reiterates our intention to increase representation and retain talented diversity.
- Reaffirmed our commitment to the Police Race Action Plan – Improving Policing for Black People (PRAP), this included developing a PRAP hub with learning materials to assist managers in conversations with colleagues about race
- Introduced a Black Talent Development Programme aimed at developing future black leaders for our organisation.
- As part of community outreach activity to inform our force on internal and external issues, introduced a non-vetted lived experience advisory group and introduced Thinking of Joining Us sessions for people from underrepresented groups
- Of the potential candidates contacted by our Positive Action team 32% go on to secure a successful conditional offer for employment in BTP (Officers and PCSOs).
- Our 2023-26 Policing Plans ³set out: We will improve workforce representation to become a force which understands, and provides an effective service to, our communities’.
- Our recruitment advertisements and associated materials celebrate the diversity of our workforce. We have continued to train panel members in inclusive assessment techniques, as well as unconscious bias training; a mandatory requirement to support boards.
- We continue to review our officer promotion processes to make them fairer and more inclusive
- PDR mid and end year scores continue to be monitored through a diversity lens to highlight any inequalities and identify appropriate corrective action
- All people policies are subject to an equality impact assessment to ensure that fairness and inclusion is at the heart of what we do.

Next Steps

- Development of a Youth Information Advisory Group (YIAG) to support internal and external views of our processes from a young person’s perspective
- Community engagement project focussed on improving relationships with Black communities with a longer-term vision of recruitment into IAG / external scrutiny and force recruitment

³ [BTPA Policing Plans](#)

- Launch of a Youth Engagement Strategy to build trust, increase public safety, and enhance recruitment from diverse communities, ensuring that young people view policing as approachable, inclusive, and a viable career option
- Launch of our Community Cohesion Officer programme to engage with diverse communities and bridge the gap between our force and local communities to promote trust, understanding and cooperation.



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