

2024 Gender Pay Gap Report



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Foreword

“Fairness remains a core value of mine, driving our commitment to understanding and addressing the underlying causes of gender pay disparity. By promoting fairness and equality in everything we do, we are building a workplace where everyone can thrive.

For the seventh consecutive year, I am pleased to report that we are making progress in narrowing the gender pay gap. However, the gap persists, and there is still more work to be done.

I am determined not to become complacent. Reducing pay differences between genders remains a priority as we strive toward our goal: becoming a force that attracts, supports, and nurtures talent—irrespective of gender.

In 2025, we will continue to pursue initiatives designed to attract and retain skills and talent from diverse backgrounds. Our commitment is clear: to create an environment where women are not only drawn to our organisation but are also supported and able to flourish.

Gender pay gap reporting plays a vital role in holding us accountable to this ambition, and we welcome the transparency and scrutiny it brings.”

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 2024 the British Transport Police employed approximately 4,945 police officers and staff. This is our seventh report for the period 1 April 2023 to 31 March 2024, the data used for this report is taken at the snapshot date of 31 March 2024.

What does the data look like?

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

Gender	2024 staff and officer's total workforce	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
Male	66.2%	67.42%	68.22%	68.7%	68.4%
Female	33.8%	32.58%	31.78%	31.3%	31.6%

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	2024		2023		2022		2021		2020	
	Officers	Staff	Officers	Staff	Officers	Staff	Officers	Staff	Officers	Staff
Male	48.8%	17.4%	50.7%	16.7%	54.7%	13.5%	50.9%	17.8%	50.9%	17.4%
Female	14.4%	19.4%	14.2%	18.4%	15.7%	16.1%	13.7%	17.5%	14%	17.7%
Total	63.2%	36.8%	64.9%	35.1%	70.4%	29.6%	64.6%	35.4%	64.9%	35.1%

The overall gender split remains consistent with previous years, approximately one third of the workforce is represented by females and two thirds by males; during the reporting year we saw an increase in female representation of over 1%.

Staff Gender Split

Table 3

Gender	2024	2023	2022	2021	2020
Male	47.3%	47.6%	45.6%	50.3%	49.7%
Female	52.7%	52.4%	54.4%	49.7%	50.3%

In 2024 the gender split amongst the staff group remains in favour of females, with a marginal increase on last year of 0.3%, the staff group continues to have the highest proportion of female employees.

Officer Gender Split

Table 4

Gender	2024	2023	2022	2021	2020
Male	77.2%	78.2%	77.8%	78.8%	78.5%
Female	22.8%	21.8%	22.2%	21.2%	21.5%

The gender split amongst the officer group has remained consistent over the last 4 years. For officers, the data shows an increase in the proportion of female officers by 1% to 22.8% which is the highest in the last five years. We continue to have the lowest female officer representation in comparison to Home Office

police forces ¹ who have reported an average increase of 0.7% in female officers (35.4%). Whilst we still have one of the lowest female officer representations, this increase may reflect the impact of targeted interventions to appoint more female officers.

Mean and Median Gender Pay Gap

- 2024 mean (average) pay gap in hourly pay is 2.34%. This represents a reduction from 2023 (3.56%).
- 2024 median pay gap in hourly pay is 3.58% (the difference between the mid points in the range of hourly pay). This represents a reduction from 2023 (8.54%).

All Employees Male-Female Gap

Table 5

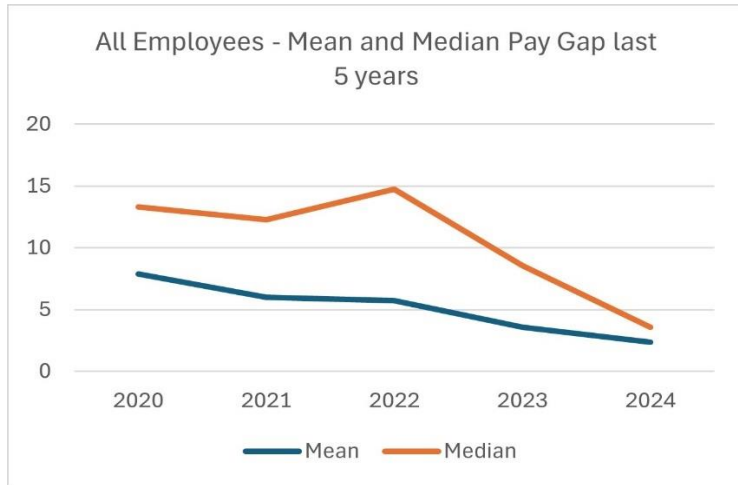
Averages	All employees hourly rate mean and median							
	2024				2023			
	Male	Female	Gap	Percentage	Male	Female	Gap	Percentage
Mean (average) hourly rate	£20.54	£20.06	£0.48	2.34%	£21.09	£20.34	£0.75	3.56%
Median hourly rate	£19.86	£19.15	£0.71	3.58%	£20.62	£18.86	£1.76	8.54%

BTP compares well to the national average published by ASHE UK on 1 November 2024². ASHE reported that the all-employee gender pay gap decreased to 13.1% in 2024, from 14.2% in 2023.

¹ [Police workforce, England and Wales: 31 March 2024 - GOV.UK](#)

² [Gender pay gap in the UK 2024.pdf](#)

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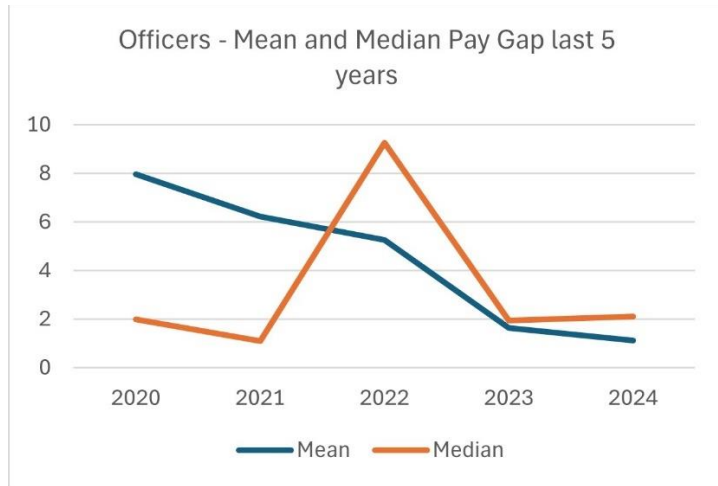


In 2024, both the mean and median pay gap decreased which means the gap between male and female pay is reducing. The graph shows how the mean and median have changed over the last five years, indicating a consistent reduction in the mean and a further decrease on last year’s median pay gap.

Officers Male-Female Gap

Table 6

Officers hourly rate mean and median								
Averages	2024				2023			
	Male	Female	Gap	Percentage	Male	Female	Gap	Percentage
Mean (average) hourly rate	£20.56	£20.33	£0.23	1.12%	£21.38	£20.81	£0.35	1.64%
Median hourly rate	£20.29	£19.86	£0.43	2.12%	£21.03	£20.62	£0.41	1.95%

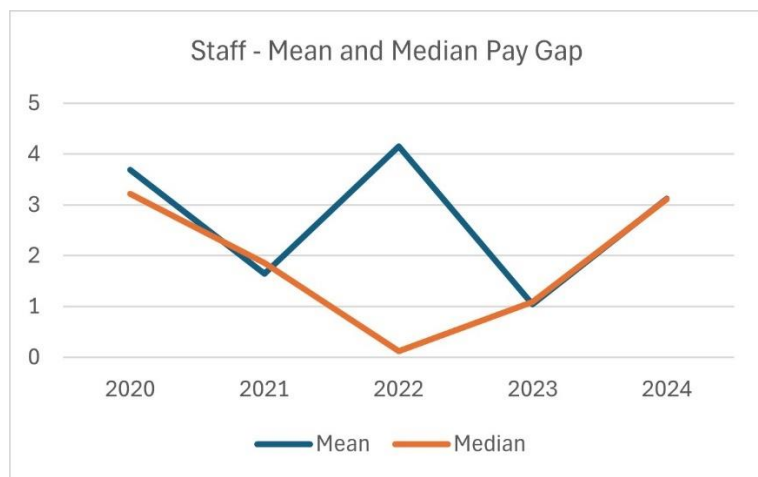


In 2024 the mean pay gap for officers decreased from 1.64% to 1.12%. This graph shows a consistent decline in the mean pay gap over several years. The median pay gap has increased by 0.16%, this may reflect the higher proportion of male officers in senior ranks and salaries.

Staff Male-Female Gap

Table 7

Staff hourly rate mean and median								
Averages	2024				2023			
	Male	Female	Gap	Percentage	Male	Female	Gap	Percentage
Mean (average) hourly rate	£20.49	£19.85	£0.64	3.12%	£20.18	£19.97	£0.21	1.04%
Median hourly rate	£18.93	£18.34	£0.59	3.12%	£18.36	£18.16	£0.20	1.09%



In 2024, with both the mean and median gender pay gap increased for the staff group to 3.12% and 3.11% respectively. This may be attributable to a larger proportion of female staff (54%) occupying our lowest grades.

Quartile Data

Quartiles are based on employees in receipt of a full pay on 31 March 2024

Table 8

All Employees – quartile pay bands						
Pay quartile	Total employees (4,876)	Males (3,214)	% Male	Females (1,662)	% Female	Hourly Pay range £
Upper	1195	838	70.12%	357	29.88	£22.92 - £75.33
Upper Middle	1286	872	67.81%	414	32.19	£19.69 – 22.91
Lower Middle	1060	659	62.17%	401	37.83	£16.69 – £19.68
Lower	1335	845	63.30%	490	36.70	£9.83 - £16.68

The pay data is split into four quartiles to determine where the proportions of employees sit in the hierarchy. Though the data in table 8 shows, that the highest proportion of females remain to be represented in the lowest two quartiles (37.83% and 36.70% respectively), proportions are reduced compared

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to last year with proportions of females in the upper quartiles increasing (upper – by 3.72%; upper middle – by 5.97%). On the 31 March 2024, four females were in the top 10 highest hourly paid employees.

Table 9

Officers – quartile pay bands						
Pay quartile	Total (3047)	Males (2371)	% Male	Females (676)	% Female	Hourly Pay range £
Upper	654	522	79.82%	132	20.18%	23.18 -75.33
Upper Middle	869	686	78.94%	183	21.06%	20.03 – 23.18
Lower Middle	726	557	76.72%	169	23.28%	16.69 – 20.02
Lower	798	606	75.94%	192	24.06%	10.26 -16.68

In 2024, the proportion of female officers in the upper quartiles decreased (upper quartile from 23.62%; upper mid quartile from 23.42%). Currently 76.2% of senior ranks (Superintendent and above) are occupied by males. On the 31 March 2024, three female officers were in the top 10 highest hourly paid officers.

Table 10

Staff – quartile pay bands						
Pay quartile	Total (1739)	Males (828)	% Male	Females (911)	% Female	Hourly Pay range £
Upper	434	224	51.61%	210	48.39%	22.14 – 91.00
Upper Middle	430	204	47.44%	226	52.56%	21.34 – 22.14
Lower Middle	435	206	47.36%	229	52.64%	15.46 – 21.34
Lower	440	194	44.10%	246	55.90%	12.55 – 15.46

In 2024, female staff in the upper quartile decreased by 1.61%, however the proportion in the upper middle quartile increased by 1.05%. The overall proportion of female staff in the lower quartiles has remained largely the same but we have seen an increase of females represented in the lowest quartile

(5.78%). This together with the slight reduction of female staff in the upper quartiles contributes to the increased pay gap in the staff group. On the 31 March 2024 six female staff were in the top 10 highest hourly paid 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 2024, 670 employees received a bonus, an increase of 7.3% on last year; Chief Officers are not eligible to receive bonuses. Bonus payments are paid in the following circumstances:

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

Table 11 Bonus Payments

All employees								
	2024				2023			
	Male (385)	Female (285)	Gap in £	% Gap	Male (376)	Female (245)	Gap in £	% Gap
Mean	£389.35	£389.04	£0.31	0.08%	£565.43	£410.92	£154.54	27.32%
Median	£500	£500	£0	0%	£500	£500	£0	0%
Officers								
	Male (214)	Female (60)			Male (176)	Female (36)		
Mean	£410.28	£410.83	-£0.55	-0.13%	£774.57	£450	£324.57	41.90%
Median	£500	£500	£0	0%	£500	£500	£0	0%
Staff								
	Male (171)	Female (225)			Male (200)	Female (209)		
Mean	£363.16	£383.22	-£20.06	-5.52%	£381.38	£441.75	-£60.37	-13.67%
Median	£500	£500	£0	0%	£500	£500	£0	0%

A review of the bonus data shows:

- Overall, 57% of bonus payments went to male employees and 43% to females (385 and 285 respectively), compared to 60.5% and 39.5% last year.
- Whilst the mean bonus payment remains higher for male employees than for females, the mean bonus gap reduced significantly this year from 27.32% to 0.08%. More females received a bonus in 2024 (285 compared to 245 last year) and the value of the highest bonus payment for females increased from £1,050 to £2,150.
- In terms of distribution, there was a smaller difference in the distribution between officers and staff this year; 59.10% of bonus payments were made to staff, and 41.9% to officers (compared to 65.9% and 34.1% last year).
- For officers, as with last year, the highest proportion of bonuses were awarded to male officers (78%), however female officers received a higher mean bonus payment, reversing the bonus gap this year.
- Female staff received a higher mean bonus payment, like last year, a higher proportion of female staff (61%) received a PDR rating 1 bonus of £500, an increase on last year.

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

- In 2024, there is an improvement in the gender pay gap. The mean pay gap reduced to 2.34%; this demonstrates that for every £1 a male earns, a female earns 97.6pence (compared to 96.4 pence last year).. The median pay gap reduced to 3.58%
- The mean and median pay gap is lower for officers than for staff.
- For officers, the mean pay gap reduced, however the median gender pay gap in hourly pay increased reflecting a higher proportion of male officers in senior ranks.
- For staff, both the mean and median pay gap increased, this can be attributed to a higher representation of female staff in lower salary ranges; 60% of roles in our lowest grades are occupied by females. This is further evidenced in the pay quartiles where we have seen an increase in representation of females in the lowest quartile.
- The overall position for female employees in the pay quartiles shows an improvement on last year, with increased representation in the upper quartiles and a reduction in the lower quartiles, however, there remains a higher proportion of female employees in the lower pay quartiles compared to males.

Actions and Successes 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:

- Refreshed our Inclusion & Diversity strategy and deliverables, encouraging everyone to play their part in making BTP a modern & inclusive place to work.
- Ongoing work to improve recruitment and promotion process, specifically investing in materials to appeal to females, for example campaigns with Working Mums to showcase BTP as an employer of choice.
- Reviewed internal policies to respond to any barriers to female employees remaining in employment e.g. revised the menopause policy and introduced manager guidance for conditions impacting females.
- We continue to advertise significant numbers of police staff vacancies as location agnostic where possible.
- 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.
- Invited staff associations to observe promotion posting panel for transparency of decision making.
- Continued to train panel members in inclusive assessment techniques, as well as unconscious bias training; a mandatory requirement to support boards.
- Positive Support Action Group supports unrepresented employees in the organisation to acknowledge the unique barriers that under-represented groups face and provide opportunities for learning, reflection and ways to build confidence to promote personal development.
- Commenced our first ever part time officer recruitment campaign. 33% of applicants from this campaign were female, an increase of 15% on the average for officer recruitment campaigns; 7 of the 9 new starters appointed were female.
- Mandated diverse and representative selection panels for recruitment, promotion boards.
- 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.

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:

- Continue to offer the option of flexible working to all employees returning from maternity leave to both attract and retain skills and talent from all backgrounds.
- Use our new applicant tracking system to engage with and support female applicants.
- Pilot an updated Inclusion & Diversity learning programme, giving our employees control over the topics they learn about.
- In collaboration with employee networks, develop revised operating principles to give our staff associations a stronger voice.
- 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.



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