



BRITISH  
TRANSPORT  
POLICE

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# 2022 Ethnicity Pay Gap Report



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# Foreword



I am proud that we are the first police force in England, Wales and Scotland to publish an Ethnicity Pay report. Although voluntary, I believe publication of our ethnicity pay gap demonstrates our commitment towards greater transparency and accountability in ethnicity pay.

Based on our data we have an ethnicity pay gap. I am determined to close the gap and am committed to taking the right steps to reduce pay differences based on ethnic origin, between our employees at BTP. Ensuring we look hard to ensure we have ethnicity parity in pay is one of the ways we can drive fairness and equality in how we operate. This has never been more important for policing to pursue.

Our focus for the next 12 months will include increasing our attraction and recruitment, promotion and retention of ethnic minorities. We will continue to offer development opportunities, as well as better understanding and removing barriers to progression. I am impatient in this area and keen to step outside of what we have been traditionally constrained by, to bring diverse talent through the ranks and grades at pace.

At BTP we are committed to becoming a Force that diverse communities are drawn to, supported by and flourish in – and one where ethnicity pay reporting will provide much needed scrutiny for this ambition.



**Lucy D'Orsi**  
CVO QPM  
**Chief Constable**





# Why are we reporting on our ethnicity pay gap?

Whilst there is no legal requirement to carry out or publish an ethnicity pay gap report, we have given a commitment as part of our Race Action Plan to implement an annual ethnicity pay gap report, so that we are aware of our data and can take appropriate action, as we have been doing for our gender pay gap over the last five years. We are proud to be one of the first UK police forces to report on the ethnicity pay gap.

In the absence of a mandatory framework for ethnicity pay gap reporting, organisations who take steps to report their ethnicity pay gap have to select their own reporting measures.

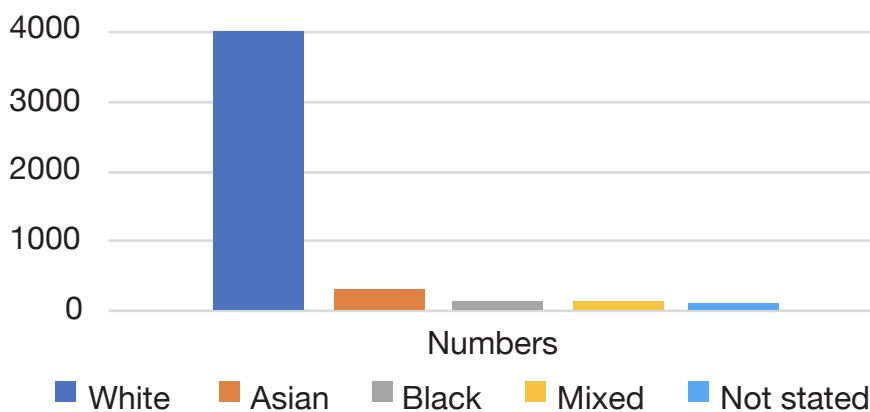
**We have chosen to replicate the measures used in gender pay gap reporting and therefore this report includes an analysis of three measures:**  
the mean, median and quartiles.



## What does the data look like?

In April 2022 British Transport Police workforce had 4,823 police officers and staff. Some people choose not to share their ethnicity data with us and are shown in the data throughout this report as 'not stated'.

All Employees Ethnicity Representation by Percentage		
Ethnic Group	Numbers	Percentage
White	3969	82.29%
Asian	380	7.88%
Black	187	3.88%
Mixed	159	3.30%
Not stated	133	2.75%
<b>Total</b>	<b>4828</b>	

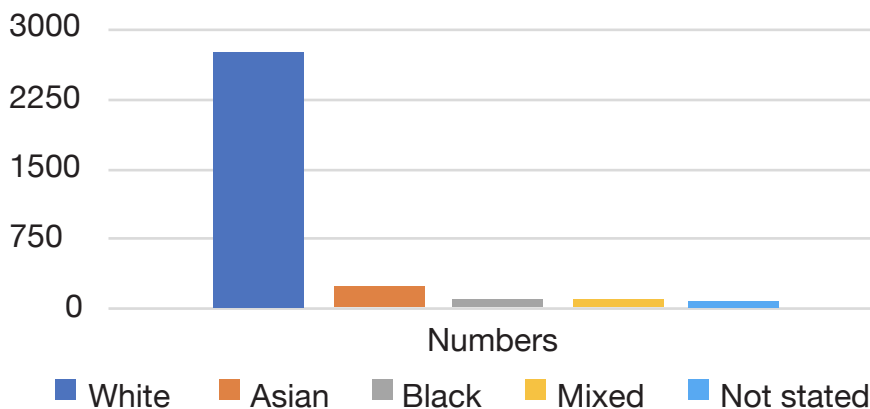


In terms of overall representation, the ethnicity of our workforce demonstrates a higher representation than figures reported for UK police forces as a whole and the General UK population at 92.7% and 86% respectively for the White group.<sup>1</sup>

<sup>1</sup> <https://www.gov.uk/government/statistics/civil-service-statistics-2022/statistical-bulletin-civil-service-statistics-2022#:~:text=Of%20those%20with%20a%20known,%2C%20and%208.0%25%20in%202012.>

## What does the data look like?

Police Officer Ethnicity Representation by Percentage		
Ethnic Group	Numbers	Percentage
White	2900	85.92%
Asian	190	5.64%
Black	91	2.69%
Mixed	1102	3.03%
Not stated	92	2.73%
<b>Total</b>	<b>3375</b>	



The percentage figures confirm the majority of BTP officers identify as white.

Total ethnic minority police officer representation of 11.36% is significantly higher than the average police officer representation of 8.1 % in Home Office forces.<sup>2</sup>

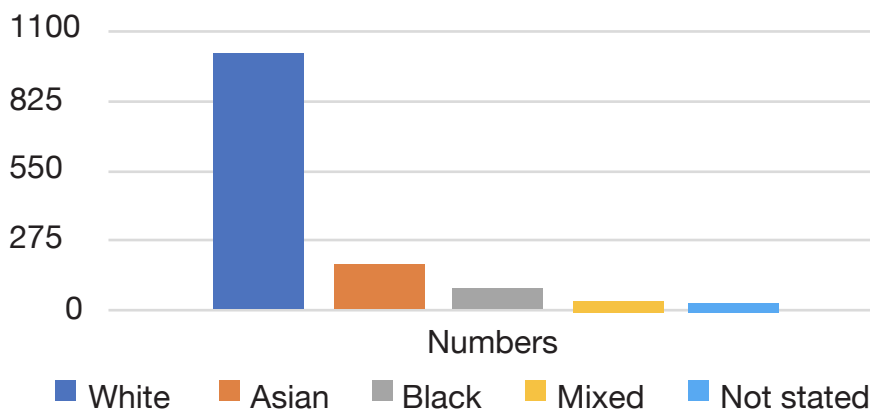
If ranked amongst the Home Office forces, BTP would have the third highest ethnic minority representation, after the Metropolitan Police (16.7%) and West Midlands Police (13.6%).

Within Home Office forces Black officers made up 1.3% of the total workforce, Asian officers 3.7%, and those identifying as a Mixed ethnic group or another ethnic group 3.1%.

<sup>2</sup> workforce-england-and-wales-31-march-2022#diversity

## What does the data look like?

Police Staff Ethnicity Representation by Percentage		
Ethnic Group	Numbers	Percentage
White	1027	72.94%
Asian	190	13.49%
Black	96	6.82%
Mixed	57	4.05%
Not stated	38	2.70%
<b>Total</b>	<b>1408</b>	



Police staff representation is higher with 24.36% of police staff declaring themselves as from an ethnic minority group. There is no comparable published data for Home Office police staff.

## Mean and Median ethnicity pay gap

### 2022 mean (average) ethnicity pay gap in hourly pay is:

- £20.21 for White group, £19.12 for the Asian group, £19.10 for the Black group and £19.43 for the Mixed group. The Asian, Black and Mixed groups are lower by 5.64%, 5.64% and 4.05% respectively.

### 2022 median ethnicity pay gap in hourly pay is:

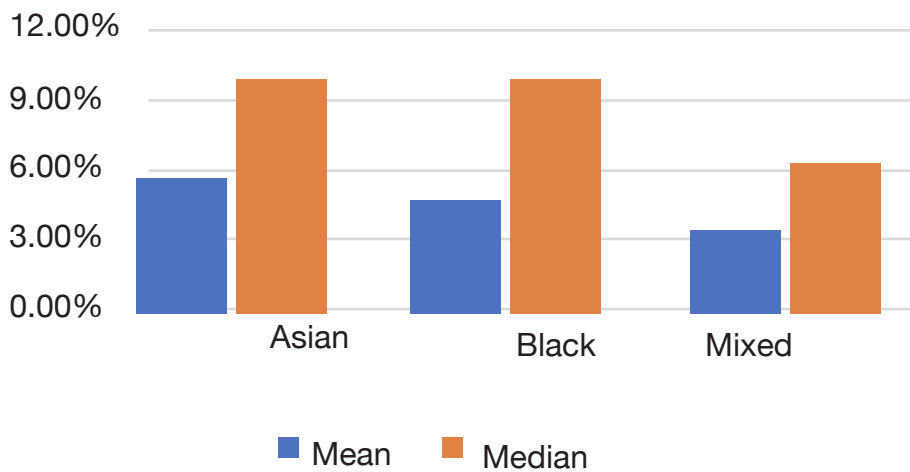
- £20.33 for the White group, £18.14 for the Asian group, £18.05 for the Black group and £18.96 for the Mixed group. The Asian, Black and Mixed groups are lower by 10.78%, 11.20% and 6.76% respectively lower than the highest median hourly pay rate.

## What does the data look like?

### All Employees Ethnicity Gap Percentage

#### All Employees hourly rate mean and median

Ethnic Group	Asian	Black	Mixed
Mean (average) hourly rate	1027	1027	72.94%
Median hourly rate		190	13.49%



The mean and median are considered in comparison to the White group which has the highest hourly pay rate in terms of all employees.



## Police Officer and Police Staff Mean and Median Ethnicity Pay Gap and hourly pay rate

	Female Police Officers		Male Police Officers		Female Police Staff		Male Police Staff	
	Mean%	Median%	Mean%	Median%	Mean%	Median%	Mean%	Median%
Asian	10.95% (£18.24)	11.51% (£18.06)	2.75% £20.50	7.61% (£20.54)	5.79% £18.35	1.21% (£16.83)	0.49% (£18.30)	4.61% (£17.20)
Black	0.0% (£20.48)	0.0% (£20.41)	0.0% £21.08	0.0% (£22.23)	18.05% £17.76	1.42% (16.80)	0.0% (£18.39)	7.57% (£16.66)
Mixed	4.18% (£19.63)	6.86% (£19.01)	6.05% (£19.81)	14.22% (£19.07)	24.92% £16.27	5.91% (£16.03)	5.93% (£17.30)	0.0% (£18.03)
White	4.24% (£19.61)	5.14% (£19.36)	6.03% (£19.98)	6.37% (£20.81)	0.0% £21.67	0.0% (£17.04)	0.71% (£18.26)	1.24% (£17.81)

**There is no consistent picture here;** highest median pay gaps are experienced across all employee groups, except the Asian group.

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

The ethnicity pay data across all BTP employees confirms the White group has the highest median earnings for female staff. For female and male officers, the black group are the highest earners. The black group also has the highest hourly rate for male staff.

The largest difference from the median is negatively experienced by the black female staff at 8.05% and mixed male officer group at 14.22%.

Within female police staff those in the White group have the highest hourly median earnings (£17.04). For male police staff the mixed group has the highest median hourly earnings at £18.03.

# Quartile Data

The pay data can be split into four quartiles to determine where the proportions of types of employees lie in the pay hierarchy.

## All Employees - Quartile Pay Bands

Pay quartiles	White	Asian	Hourly Pay range	White	Asian	Hourly Pay range
Upper	861	71.33%	£23.09 - £79.44	346	28.67%	£23.09 - £84.12
Upper Middle	966	82.52%	£19.77 - £23.09	211	17.48%	£19.77 - £22.89
Lower Middle	696	57.66%	£15.16 - £19.77	511	42.34%	£15.16 - £19.73
Lower	741	61.39%	£10.48 - £15.16	466	38.61%	£10.48 - £14.98

## All Employees - Quartile Pay Rates

Ethnic Category	Upper Quartile – Pay range (£)	Upper/ Upper Middle Quartile – Pay range (£)	Upper Middle/ Lower Middle Quartile – Pay range (£)	Lower Middle/ Lower Quartile – Pay range (£)	Lower Quartile – Pay range (£)
Asian	£31.81 - £39.77	£23.01	£19.71 - £19.72	£15.18	£10.46 - £11.43
Black	£31.81 - £35.57	£23.01	£19.71	£15.18 - £15.72	£12.08 - £12.69
Mixed	£33.52 - £41.17	£23.01	£19.71 - £20.18	£15.18 - £15.30	£11.75 - £13.48
White	£51.80 - £83.84 (73)	£23.01	£19.71	£15.18	£10.46

# What does this tell us about BTP's quartile pay bands?

The white group has the highest representation in the upper quartile pay quartile – 86.4% of all employees, 89.81% of officers and 76.52% of police staff.

Other quartile representation is affected by population size. As this is our first ethnicity pay gap report, significant work is required to understand this data and improve proportionality across all ethnicity pay quartiles through increased representation. A holistic approach is being applied, looking at many different areas, including attraction, retention, development opportunities and progression.



# Bonus payments

Police Regulations allow for bonus payments to police officers of between £50 and £500 in normal circumstances. These are mainly used for unpleasant tasks, such as body recovery, but officers still can receive Making the Difference payments up to £500 in recognition of outstanding work and contribution.

Police staff who achieve an exceptional grading in their annual performance review can also receive a £500 bonus payment, in addition to Making the Difference payments. Chief Officers do not receive bonuses. Due to the small number of recipients, officers and staff are combined in the analysis in the analysis in this report.

Bonus Payments		
Ethnic Group	Mean (£)	Percentage Gap
White	£166	38.75%
Asian	£263	3.01%
Black	£271	n/a
Mixed	£156	42.53%

## All Employees Mean Ethnicity Bonus Gap

The averages ('means') of the figures for bonuses are calculated by adding up the bonus amounts paid over the year 1st July 2021 to 20th June 2022 and dividing by the number of people in the list. The mean bonuses for the highest paid group – Black - £271, for the Asian group it is £263, for the White group is £166, while the average for the Mixed group it is £156. Thus, unlike the gender pay gap, there are several ethnicity gaps – Mixed group 42.53%, White group 38.75%, Asian group 3.01%.

There are a very small number of recipients of bonuses in some of the sub-ethnic groups – as little as one in the Mixed White & Black Africans, part of the Mixed ethnic group and two in among the Chinese, part of the Asian group. Most groups have about ten or fifteen members, and thus with such small samples one cannot draw firm conclusions about such data.

Nevertheless, further investigation of the figures would be a worthwhile exercise, which we will undertake during 2023.

# What we have done to date

**Having confirmed the existence of an ethnicity pay gap we want to do all that is possible to reduce the gaps, but we are realistic that this will be a long-term commitment.**

**Our approach to reducing the ethnicity pay gap is holistic:**

- In February 2022 we invested in the creation of an enlarged strategic inclusion and diversity team, led by a senior lead with business partner subject matter experts. The team oversees a new approach to the governance and structure for internal and external inclusion activity.

**Key activity to date includes:**

- A forum for staff associations to raise issues and challenge disproportionality and disadvantage.
- An I&D Board which sets the strategic direction.
- A broad programme of education that ensures that police officers and police staff understand I&D and can support people from underrepresented groups to progress using positive action.
- Positive Action Recruitment team working on campaigns for attraction of people from ethnic minority backgrounds.

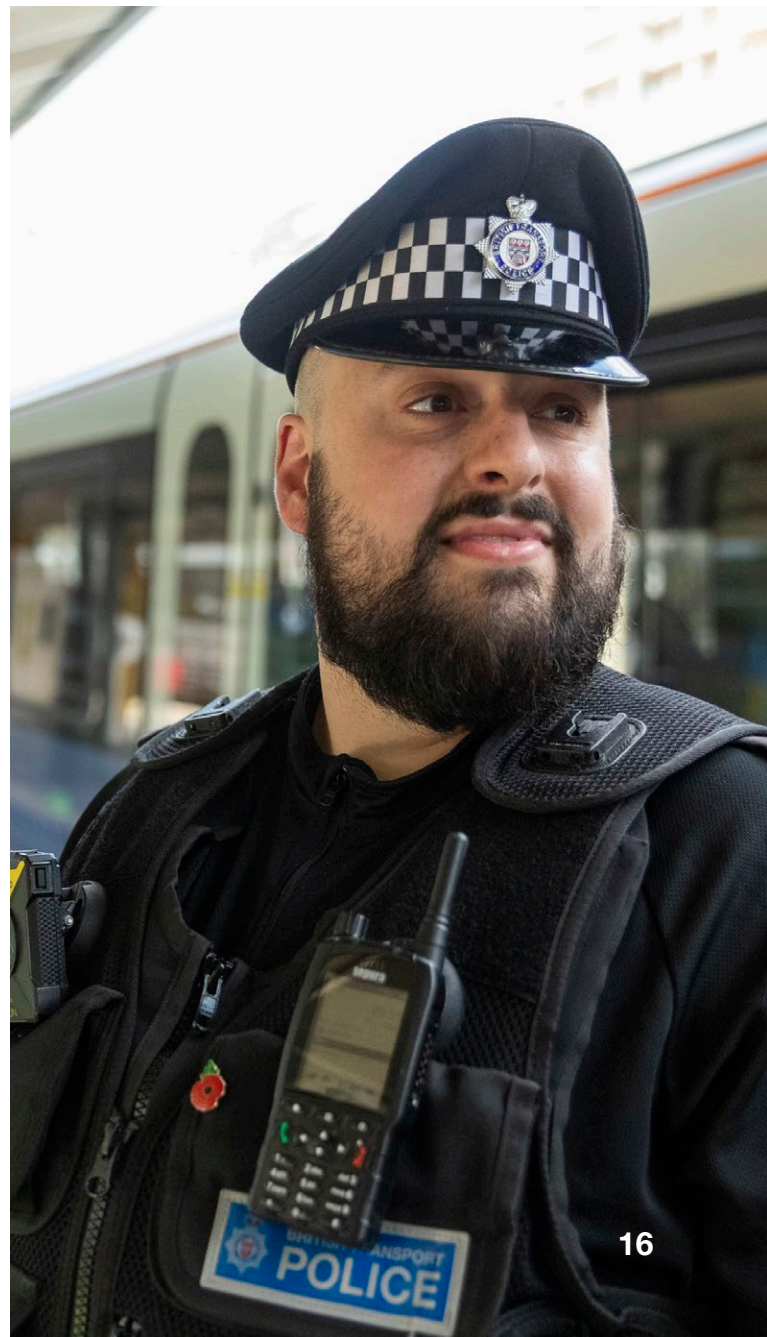
- Ongoing work to improve our recruitment and promotion process, specifically investing in materials to appeal communities where we lack representation.
- We have published our Race Action Plan, which sets out our roadmap in working towards tangible targets with clear milestones to improve representation and policing legitimacy.
- The Chief Constable has held listening circles with our ethnic minority staff to hear their views.
- We analyse our People Survey data by ethnicity, in order to understand the views of different groups.
- We have refreshed and invigorated our strategic Inclusion Advisory Group, in order to ensure that minority views and communities are heard. In turn we hope greater community outreach will improve our representation over time.

# What else will we do?

**Ethnic minority representation is a priority area, despite our good police officer representation against the wider UK policing landscape. We are focused on activity to drive improvement and are concentrating on the following areas:**

- Use section 159 of the Equality Act within promotion and selection to select those from underrepresented groups who are as 'as qualified as' other well represented groups.
- Focus on the use of social media platforms to raise the profile of the work of ethnic minorities within BTP.
- Develop a range of retention tools including 'stay conversations' to help tackle barriers facing employees which may see them exploring alternative employment.
- Create toolkits to support hiring managers to utilise positive action when vacancies arise in teams, and to build inclusive workspaces supporting people to thrive.
- Develop PDR grading systems which align talent pathways accessible to all in order to support talent development.
- Continue to encourage the development of staff associations to represent the interests of ethnic minority groups. We were delighted that we launched a Hindu Police Association branch during 2022.

- Build a strong pipeline of diverse talent pools, whilst developing those with the potential.
- Be innovative in how we support ethnic minority employees with part time, agile and flexible working.
- Review the report annually and work with the relevant support groups to encourage ethnic minorities in their careers.





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