



BRITISH  
TRANSPORT  
POLICE

# 2022 Gender Pay Gap Report



# Contents

<b>Foreword</b>	<b>3</b>
<b>Why are we reporting on our gender pay gap?</b>	<b>5</b>
Mean and Median Gender Pay Gap	7
<b>What does this tell us about our gender pay gap?</b>	<b>12</b>
<b>Quartile Data</b>	<b>14</b>
<b>What does this tell us about our quartile pay bands?</b>	<b>16</b>
<b>Bonus Payments</b>	<b>17</b>
<b>What does this tell us about our bonus payments?</b>	<b>19</b>
<b>What has taken place since the last report that can be evidenced to have added value</b>	<b>20</b>
<b>What else will we do?</b>	<b>21</b>

# Foreword



Fairness has always been a core value of mine. Ensuring we look hard to ensure we have gender parity in pay is one of the ways we can drive fairness and equality in how we operate.

It is in all of our interest to narrow the gender pay gap and I am pleased to report that, for the fifth consecutive year, this is happening. That said, the gap remains. I will not be complacent with the progress made so far, and will continue to work towards reducing pay differences between genders. Our ultimate goal is to become a Force that attracts, supports, and nurtures talent, regardless of gender.

Our focus for 2023 remains increasing our recruitment, promotion and retention of women. We will do this by continuing to push the boundaries of our flexible ways of working and offering development opportunities, as well as increasing our understanding and removing barriers to progression. I remain impatient in this area and keen to step outside of what we have been traditionally constrained by, to bring talent through the ranks and grades at pace.

At BTP we are committed to becoming a Force that women are drawn to, supported by and flourish in. Gender pay reporting provides much needed scrutiny for this ambition.



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





# Why are we reporting on our gender pay gap?

In 2022 the British Transport Police employed approximately **4,828 police officers and staff** and had **approximately 267 Special Constables**, who are unpaid volunteers. 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 fifth report.

## What does the data look like?

The gender balance for all employees for the last five years is shown below

	2022 Police staff and police officers total workforce	2021 Police staff and police officers total workforce	2020 Police staff and police officers total workforce	2019 Police staff and police officers total workforce	2018 Police staff and police officers total workforce
Gender	Employees	Employees	Employees	Employees	Employees
Male	68.22% (3,294)	68.7% (3322)	68.4% (3,420)	68.54% (3,390)	69% (3386)
Female	31.78% (1,534)	31.3% (1510)	31.6% (1,498)	31.46% (1,556)	31% (1551)
Total	4,828	4,832	4,918	4,946	4937

Within this, the gender split between our police officers and police staff for the past five years is as follows:

## Police Officer Gender Split Percentage

	2022	2021	2020	2019	2018
Gender	Police Officers	Police Officers	Police Officers	Police Officers	Police Officers
Male	78.8% (2642)	78.8% (2461)	78.5% (2414)	79.0% (2452)	79.0% (2454)
Female	22.2% (756)	21.2% (662)	21.5% (661)	21% (650)	21% (651)

Over the previous years of reporting on gender pay, the percentage of female officer has remained around 21%. However, for 2022 this has increased to 22.2% as a result of a significant increase in female officer numbers (94), which accounts for the increase in female representation. Though an improvement, this remains the lowest female representation in comparison to Home Office police forces. However, we now have a female chief constable who will show in the figures for the first time and during the year, two female Chief Superintendents were appointed. Therefore, we have improved gender representation across the ranks. We continue to diversify our recruitment to attract female officers as well as researching the barriers to female officers joining and staying at BTP. Our new Inclusion and Diversity strategy will set an ambitious target for improvement.

## Police Staff Gender Split Percentage

	2022	2021	2020	2019	2018
Gender	Police Staff	Police Staff	Police Staff	Police Staff	Police Staff
Male	45.6% (652)	50.3% (861)	49.7% (826)	50.7% (935)	50.9% (932)
Female	54.4% (778)	49.7% (848)	50.3% (837)	49.3% (906)	49.1% (900)

In 2022 the balance of gender split for police staff changed significantly in favour of females. Though the female headcount decreased by 70, this was in comparison to the male police staff representation decreasing by 209, which accounts for this change.



## Overall Workforce Split by Employee Groups/ Percentages

	2022		2021		2020		2019		2018	
Gender	Officers	Staff	Officers	Staff	Officers	Staff	Officers	Staff	Officers	Staff
Male	54.7% (2642)	13.5% (652)	50.9% (2461)	17.8% (861)	50.9% (2414)	17.4% (826)	49.6% (2454)	18.9% (935)	49.7% (2454)	18.9% (932)
Female	15.7% (756)	16.1% (778)	13.7% (662)	17.5% (848)	14% (661)	17.7% (837)	13.1% (650)	18.4% (906)	13.2% (651)	18.2% (900)
<b>Total</b>	<b>70.4%</b>	<b>29.6%</b>	<b>64.63%</b>	<b>35.37%</b>	<b>64.90%</b>	<b>35.10%</b>	<b>62.80%</b>	<b>37.20%</b>	<b>62.90%</b>	<b>37.10%</b>

## Mean and median gender pay gap

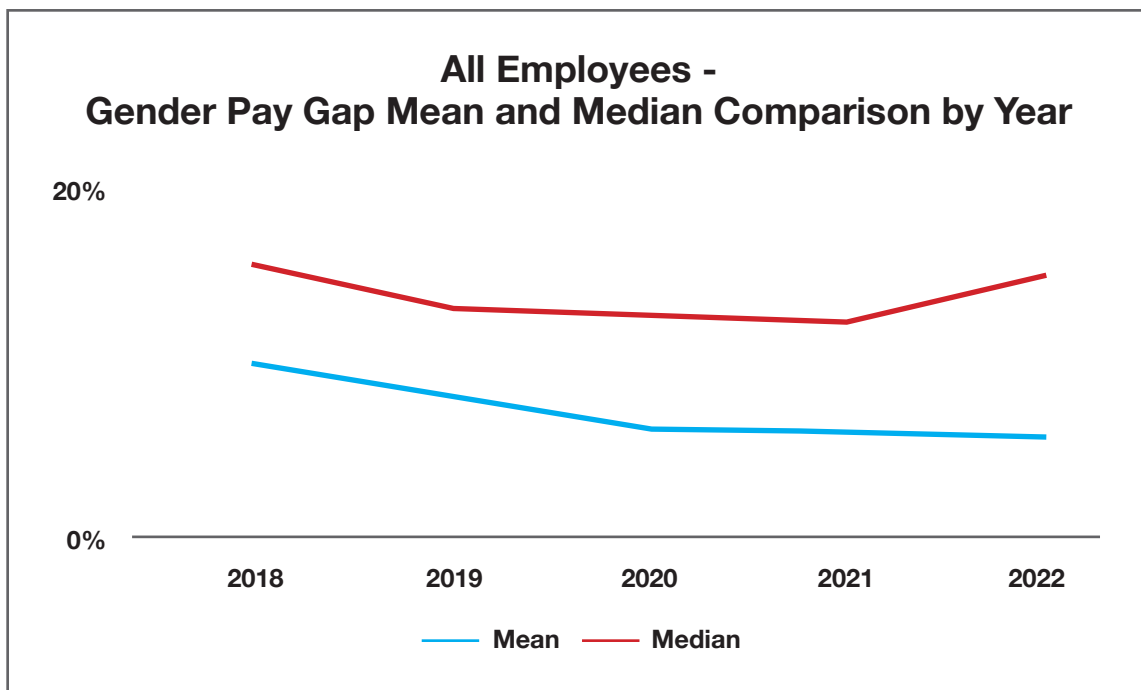
In 2022 the mean pay gap for all the workforce had a slight decrease, whereas the median pay gap increased.

- **2022 mean (average) pay gap in hourly pay is 5.74%. This is a slight improvement compared with 2021 (6%).**
- **2022 median pay gap in hourly pay is 14.72%. This is slight increased from 12.28% in 2021.**

# All Employees Male-Female Gap Percentage (All Employees Gap Table 1)

All Staff average hourly rate mean and median				
	Male	Female	Gap	Percentage
Mean (average) hourly rate	£19.85	£18.71	£1.14	5.74%
Median hourly rate	£19.77	£16.85	£2.92	14.72%

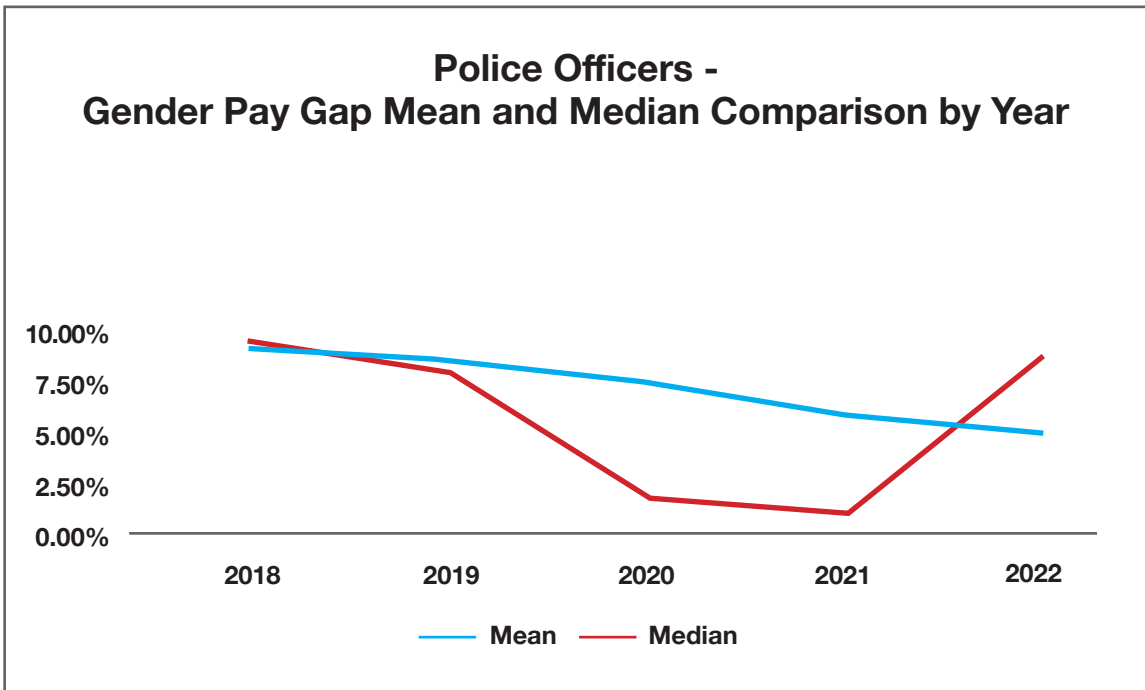
The graph below shows how both the mean and median have changed over the last five years, indicating a gradual and consistent reduction in the mean pay gap.



# Police Officers Male-Female Gap Percentage (Police Officers Gap Table 2)

Police Officers average hourly rate mean and median				
	Male	Female	Gap	Percentage
Mean (average) hourly rate	£19.98	£18.93	£1.05	5.27%
Median hourly rate	£19.77	£17.94	£1.83	9.26%

The mean in 2022 decreased for police officers from 6.22% to 5.27%. When comparing the last five years, although the mean pay gap has fallen consistently, the median (mid-point), increased by nearly 2% for 2022. The majority of both male and female officers are at the top of the police constable grade at spine point 7, both on the same salary but it is the bonus payments at this level that is creating the difference in amounts and median pay gap. Male officers are more likely to claim bonus payments than female officers (both in terms of the number and value of the payments) and this requires further investigation.

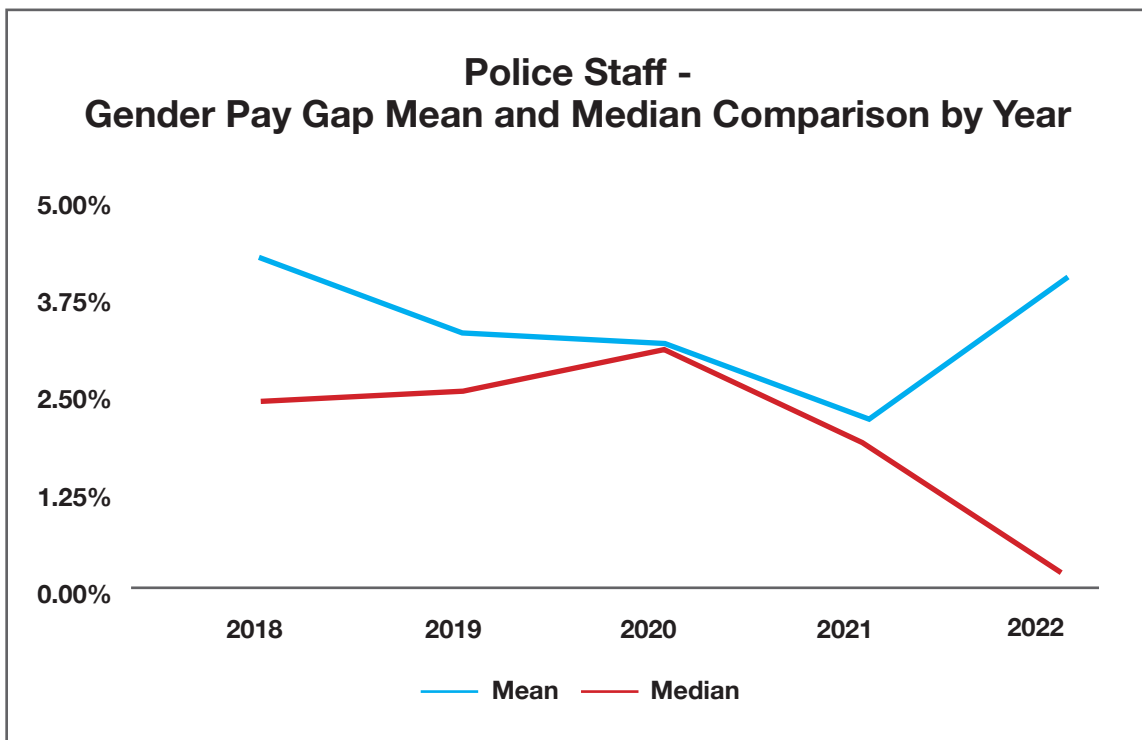


In Police Regulations bonus payments are classed as “A chief officer may award a payment of not less than £50 and not more than £2,000 to a member of their force where they are satisfied that the member concerned has performed work of an outstandingly demanding, unpleasant or important nature”.

# Police Staff Male-Female Gap Percentage (Police Staff Gap Table 3)

Police Staff average hourly rate mean and median				
	Male	Female	Gap	Percentage
Mean (average) hourly rate	£19.30	£18.50	£0.80	4.15%
Median hourly rate	£17.25	£17.23	£0.02	0.12%

In comparison with police officers the mean (average) gender pay gap for staff is significantly lower. The mean (average) hourly rate for police staff continues to be influenced by the gender split of the police staff workforce being nearly 54/46% in favour of females, an increase in female representation. The differences in both mean and median are due to there being more males paid in the upper quartiles than females, as the significant increase in female representation during 2022 means that these new starters will be at the lower end of the pay scale.



The mean pay gap increased by over 2% in 2022, whereas the median has decreased steadily since 2020. Factors contributing include an increase the number of females within the middle and lower quartiles which have narrower pay ranges. In contrast males are predominately in the upper and upper middle quartiles. However, the representation of females in the upper pay ranges increased by nearly 10% in 2022 to 28.67%.



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

The 2022 mean (average) pay gap in hourly pay for police officers was 5.27%, while the median pay gap was 9.26%. The 2022 mean (average) pay gap in hourly pay for police staff was 4.15% while the median pay gap was 0.12% in favour of males. The 2022 mean (average) pay gap in hourly pay for all employees was 5.74% which is a 0.26% reduction from 2021; the median pay gap was 14.72% increased from 12.28% in 2021.

The all-employees mean (average) pay gap indicates that on average females earn 5.74p in the £1 less than males, females received on average 94.26p to males' £1 per hour. The median calculations demonstrate that the midpoint of the female hourly rate is £2.92 less per hour than males, so for every £1 a male received, females receive 15p less (85p). For 2021 the mean (average) hourly pay gap was 6%. This indicates that on average females earned 6p in the £1 per hour less than males, receiving on average 94p to males' £1 per hour. The median calculations demonstrate that the midpoint of female hourly rate is 12.28% less per hour than males; so, for every £1 a male receives, females receive 12p less (88p).

There is no single factor that causes the gap, the factors are layered and multifaceted. A main contributing factor to a lower mean pay gap but higher median pay gap continues due to the higher representation of females in lower salary ranges and the fact that we continue to have the lowest female officer representation of all UK police forces.

- **New starters** – within the dataset the number of female officers who commenced within the reporting year was 106 compared to 300 male officers, with a percentage split of 26% female and 74% male. Over the four years the number of female officers has increased from 662 to 756, a 16.3% increase in female officers since 2019, compared to the 7.7% increase in male officers. However, the overall proportion has remained around 21% or 22% due to an increase in the number of male officers from 2,461 to 2,642. Over the reference period for the 2022 report, the headcount of male police officers increased by 181 and female officers increased by 94.
- **Retention** – based on the leavers within the time period, the total turnover of male and female officers was 10.79% and 9.92% respectively, in comparison with last year when the figures were 7.1% and 7.4% respectively. Turnover across the force increased during the year due to the hot recruitment market. Those females that moved to another force cited better job satisfaction, career progression and location/travel distance as the main reason for leaving. Male officers cited career progression, better job satisfaction and organisation reasons.

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

	Female	Male	Total
Number of Leavers	75	285	360
Turnover	9.92%	10.79%	10.59%
Top Three Reasons % of Police Officers			
Normal Retirement	4.76%	3.82%	4.03%
Resign Other	10.98%	3.07%	4.83%
Transfer to other Home Office force	1.72%	2.31%	2.18%

BTP continues to perform well in comparison to the national average reported by ASHE UK. April 2022 indicated a widening of the national gender pay gap to 8.3%, with a national median pay gap of 14.9%, down from 15.4% at April 2021. Though BTP's median pay gap is significantly below this, there is still more to do.





# Quartile Data

All Employees – quartile pay bands

Pay quartiles	Male	Hourly Pay range (£)	Female	Hourly Pay range (£)
Upper	861 (71.33%)	£23.09 - £79.44	346 (28.67%)	£23.09 - £84.12
Upper Middle	996 (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

The pay data can be split into four quartiles to determine where the proportions of types of employees lie in the pay hierarchy. The all employees table demonstrates that most males are in the upper and upper middle quartiles. In contrast females are predominately in the lower middle and lower quartiles, which have narrower pay ranges. The upper pay range is 5.6 times more than the top of the lower pay range; an increase from 2021 (4.5 times). Females in the upper quartile in 2022 increased to 28.67% from 19.6% in 2021.

## Quartile Data

Police Officers – quartile pay bands				
Pay quartiles	Total	Male	Female	Hourly Pay range (£)
Upper	850	630 (74.12%)	220 (25.88%)	£23.09 - £84.12
Upper Middle	849	698 (82.21%)	151 (17.79%)	£19.77 - £22.22
Lower Middle	849	672 (79.15%)	177 (20.85%)	£15.23 - £19.77
Lower	906	698 (75.53%)	208 (24.47%)	£10.48 - £15.23

The number of females in the upper quartile increased to 25.88% from 16.7% in 2021 and there was a decrease in the percentage of female officers in lower quartile to 24.47% from 26.8% in 2021. This has resulted in a greater concentration of females in the lower middle and lower quartiles. Within the dataset the number of female police officers rose by 106 due to a number of female senior officer appointments. There is one female police officer in the top 10 highest hourly paid, where there were none in the preceding year.

Police Staff – quartile pay bands				
Pay quartiles	Total	Male	Female	Hourly Pay range (£)
Upper	358	186 (51.96%)	172 (48.04%)	£20.30 - £79.44
Upper Middle	357	178 (49.86%)	179 (50.14%)	£16.80 - £20.30
Lower Middle	357	148 (41.46%)	209 (58.54%)	£14.62 - £16.80
Lower	358	140 (39.11%)	218 (60.89%)	£10.64 - £14.62

Like police officers the number of female staff in the upper quartile rose to 48.04% in 2022 from 46.7% in 2021. There are four female police staff in the top 10 highest hourly paid.

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

The improvement in female officers in the upper quartile by over 9% and a reduction in the female officer concentration in the lower quartile is good news.

We recognise there is still work required to improve proportionality across all employee quartiles, particularly for female police officers. Five years' data indicates that this is not something that can happen quickly and will be impacted by the slightest changes.

The appointment of two female chief superintendents during 2022 who will be included in next year's report, will make an impact on our future data. We continue to apply a holistic approach, looking at many different areas including attraction, retention, development opportunities and progression.



# Bonus payments

BTP has pay parity with Home Office Forces and the regulations allow for bonus payments to police officers of between £50 and £500. These are used for duties of an unpleasant or important nature, like body recovery, which receives a £50 unpleasant allowance.

Our “**Making the Difference**” (MTD) scheme rewards outstanding work or contribution. Chief Officers do not receive bonuses.

Police staff are eligible for an additional award of £500 if an ‘exceptional’ rating is evidenced in their annual performance development review (PDR).

Bonus payments				
Pay quartiles	Male	Female	Gap	Percentage Gap
Proportion receiving bonus	31.45% of all males	27.18% of all females		3.73%
Number of employees	1036 1009 - police officers 27 - police staff	417 368 - police officers 49 - police staff		
Mean	£100.00	£200.00	£100	-100%
Median	£202.57	£282.13	£79.56	-28.2%

**From the overview of bonus payments above, this indicates that these are disproportionately paid because:**

- Female employees receiving higher amounts of bonus payments. This is explained by the higher proportion of females in police staff roles eligible for performance payments.
- The median (mid-point) indicates a difference of -100%.
- Although more male employees received bonus payments, the value was lower than females: a mean of £202.57 for males compared to £282.13 for females, 28.2% more.
- The range of total payments for male employees was wider than for females - from £50 to £5,000 compared to female employees – from £50 to £1,300.

## Bonus payments

One of the contributing factors to the results is the payments for unpleasant tasks, which is paid predominantly to police officers, except for Scenes of Crimes Officers/Examiners.

**Due to the number of unpleasant payments that are made, it is necessary to break the bonus payments down further:**

	Unpleasant Bonus Payments			
Pay quartiles	Male	Female	Gap	Percentage Gap
Proportion receiving bonus	26.76% of all males	23.41% of all females		3.35%
Number of employees	707	177		
Mean	£50.00	£100.00	-£50	-100%
Median	£100.46	£114.69	-£14.23	-12.41%

The proportion of males receiving allowances for unpleasant duties is slightly higher than females at 26.7% as opposed to 23.41%, which is a difference of 3.35%. As with the overall bonus payment data, the average female payment is higher than males by a small amount of £14.23 equating to 12.41%.

## Bonus payments

	Other Bonus Payments			
Pay quartiles	Male	Female	Gap	Percentage Gap
Proportion receiving bonus	9.99% of all males	15.65% of all females		-5.66%
Number of employees	<b>329</b> 304 - police officers 25 - police staff	<b>240</b> 194 - police officers 46 - police staff		
Mean	£300	£500	-£200	-60%
Median	£421.93	£405.63	£16.30	3.86%

The proportion of males receiving bonus for reasons other than unpleasant duties is much lower than females at 9.99% as opposed to 15.65%, which is a difference of 6.66%. Although the median payment to females is £200 higher than males, the mean female payment is £16.30 lower than males at £405.63 equating to 3.86% less.

# What does this tell us about our bonus payments?

- The number of employees paid a bonus increased to 1453 compared to 1384 in 2021.
- Most officers' payments were for unpleasant duties.
- Females within BTP receive on average higher payments than males except for other (non-unpleasant) payments.
- Police staff have the smallest pay gap, which demonstrates that females are being paid close to their male colleagues.
- The bonus payments figures are heavily skewed as most police officer payments are for unpleasant duties.
- Employees receiving highest payments are normally made up of several payments.

Regular in-year reviews of bonus payments are required to confirm compliance and to identify if there is no major shift in payments.

# What has taken place since the last report that can be evidenced to have added value?

We have continued to work in reducing the gender pay gap, but we are realistic that this remains a long-term commitment. Understanding the data and its analysis is critical to deciding the activities and outputs which will drive progress and reduce the gap.

## **Our approach to reducing the gender pay gap is holistic:**

- In February 2022 we invested in the creation of a larger 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:**

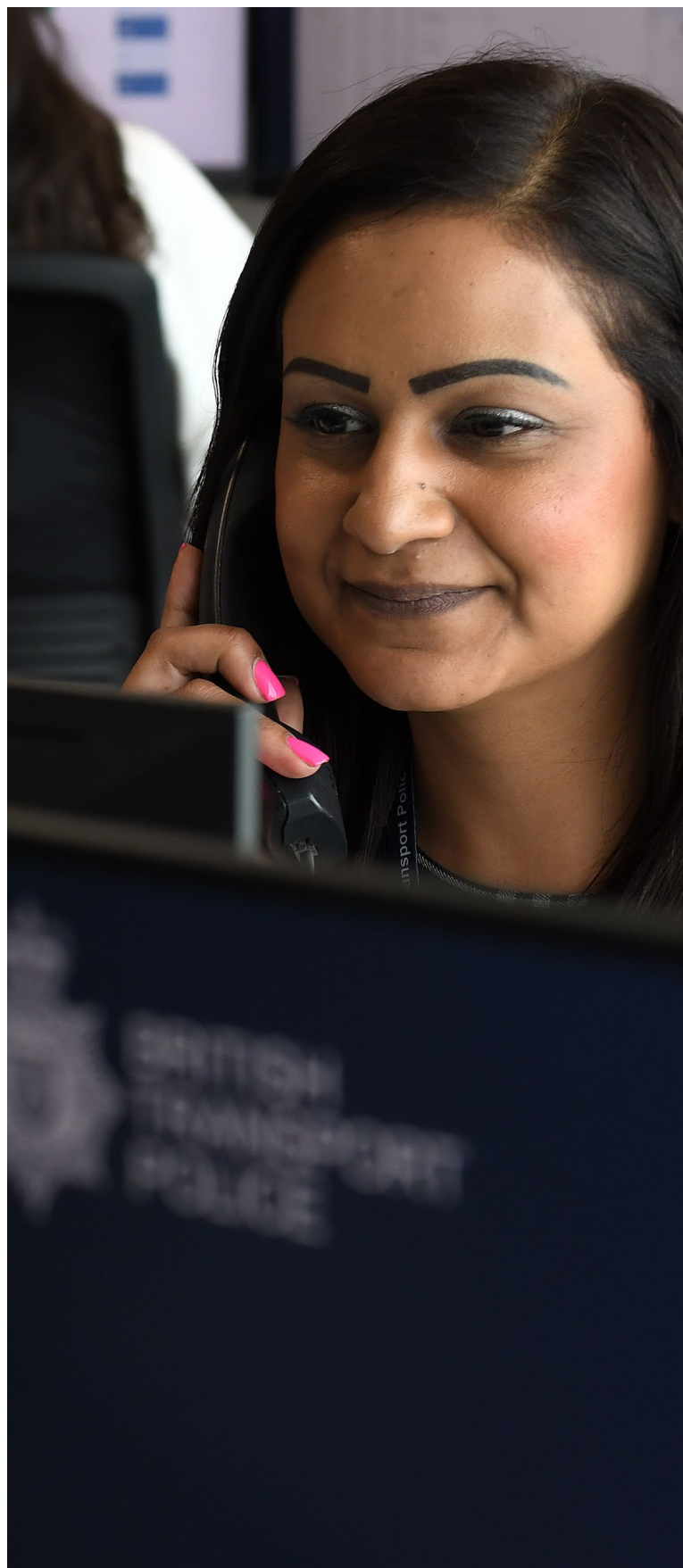
- A forum for staff associations to raise issues and challenge disproportionality and disadvantage.
- An I&D Board which sets the strategic direction.
- A broad programme of education that ensures that police officers and police staff understand I&D and can support people from underrepresented groups to progress using positive action.
- Positive Action Recruitment team working on campaigns for attraction of females and those from ethnic minority backgrounds.
- Extended flexible working where possible, enabling more employees to work flexibly from other BTP locations and home, or to choose to work some days in the officer or at home. This has been supported by the rollout of a home working allowance to enable people to equip their home. However, we acknowledge that flexible working is not possible in certain frontline roles.
- Ongoing work to improve our recruitment and promotion process, specifically investing in materials to appeal to females, for example emphasising our work in protecting the vulnerable.
- For officers in B and C Division we introduced a new shift pattern – 6 days on and 4 days off, which allows people to better plan their lives.
- We recruited for a direct entry detective scheme resulting in 55% successful female applicants.
- Focused on the use of social media platforms to raise the profile of the work of females in BTP and promote our posts.
- We are advertising greater number of our vacancies as location agnostic where possible.
- We reviewed a number of our family friendly allowances including maternity, adoption pay, baby loss; many are now better than any other police force.

# What else will we do?

**Female representation is a priority area, where we continue to have the lowest female officer representation across the UK policing landscape.**

**We are focused on activity to drive improvement and are concentrating on the following areas:**

- Using 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.
- Developing a range of retention tools including 'stay conversations' to help tackle barriers facing employees which may see them exploring alternative employment.
- Creating 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.
- We aim to apply the right to request flexible working from day one appointment.
- We intend to offer part time officer opportunities and flexible training supporting work life balance.
- We will continue to review our family friendly policies to ensure we remove barriers to increased female representation.
- We will continue to use national channels to profile our Chief Constable.





# BRITISH TRANSPORT POLICE

2022 Gender Pay Gap Report