

Gender Pay Gap Report 2020



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Foreword

We are really pleased to report that for the third consecutive year, there has been a reduction in both our mean and median Gender Pay Gap. However, we cannot be complacent and we must continue to take further action to improve.

Our focus remains on attracting and retaining female police officers, and staff, by offering interesting and stretching career paths and support whilst working. We were therefore very pleased to announce an increase in full maternity pay from 18 weeks to 26 weeks from 4 January 2021.

Gender Pay Gap reporting deadlines in 2020 were suspended and 2021 timescales have been extended to October 2021. We have delayed the report slightly to allow for my input and consideration.

We will:

- Focus on increasing the number of female police officers to be more representative of the overall workforce
- Build a strong pipeline of female talent, whilst developing those with the potential
- Be creative and innovative in how we support employees with part time, agile and flexible working

I confirm that the information and data reported is accurate as at the snapshot date of 31 March 2020.



Lucy D'Orsi
Chief Constable

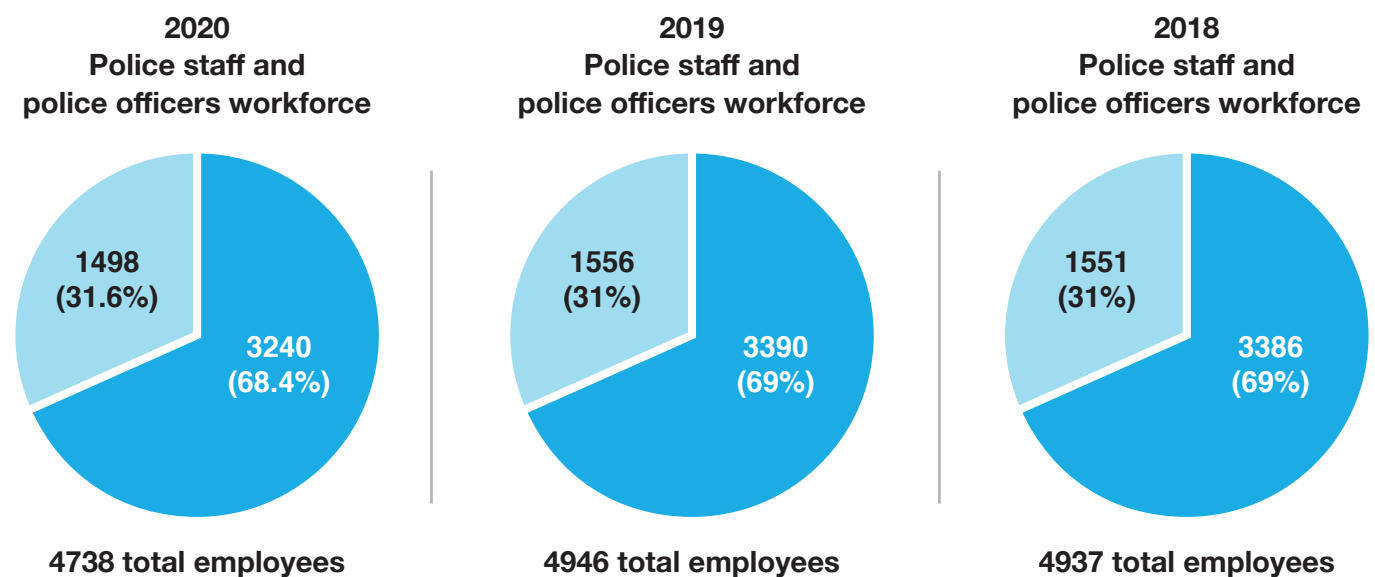


Why are we reporting on our gender pay gap?

In 2020 British Transport Police employed approximately **4750 police officers and police staff** and had just under **300 Special Constables**, who are unpaid volunteers. Under the Equality Act 2010, employers in Great Britain with more than 250 staff are required to report on gender pay differences within their organisation. This is our third report.

What does the data look like?

The gender balance of our employees for the last 3 years is shown below:



Key

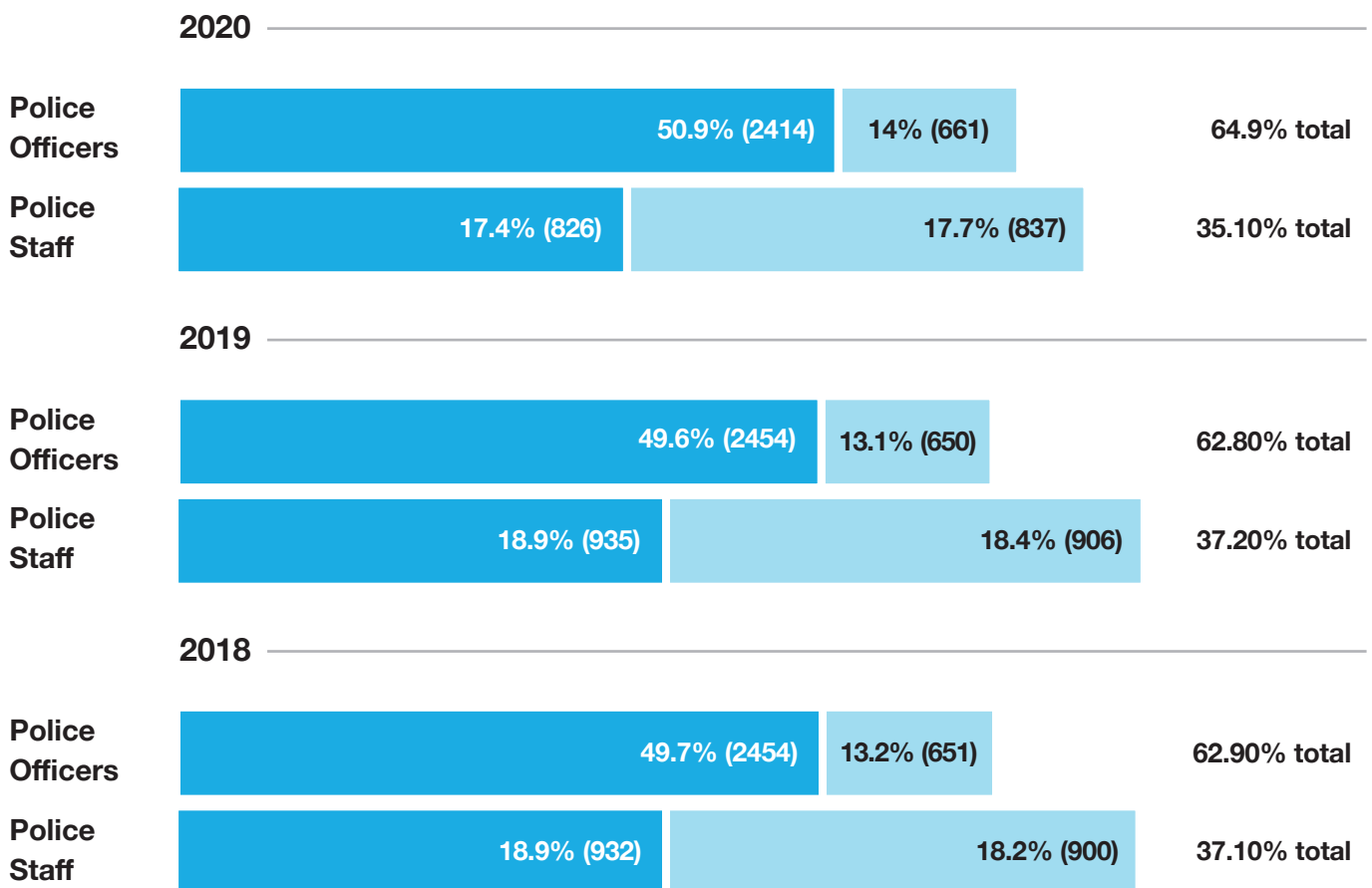


Male



Female

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

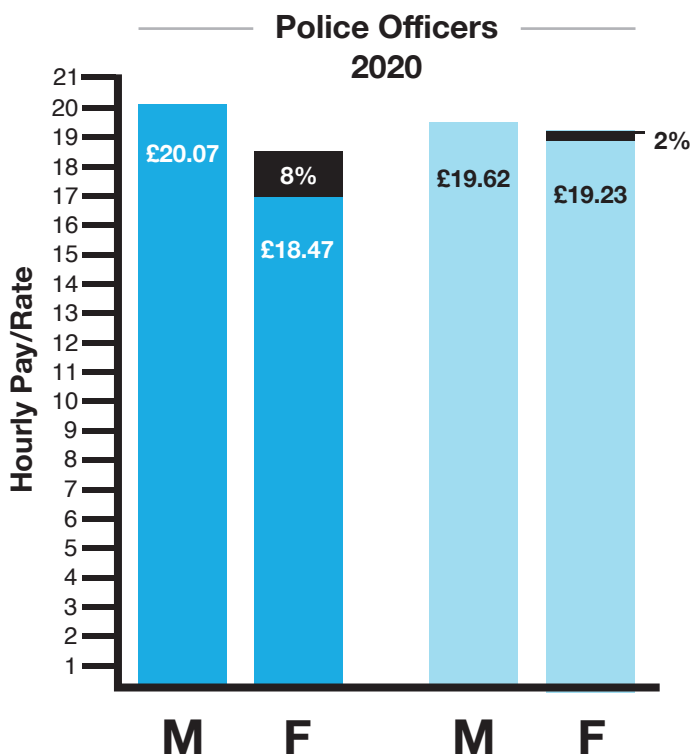
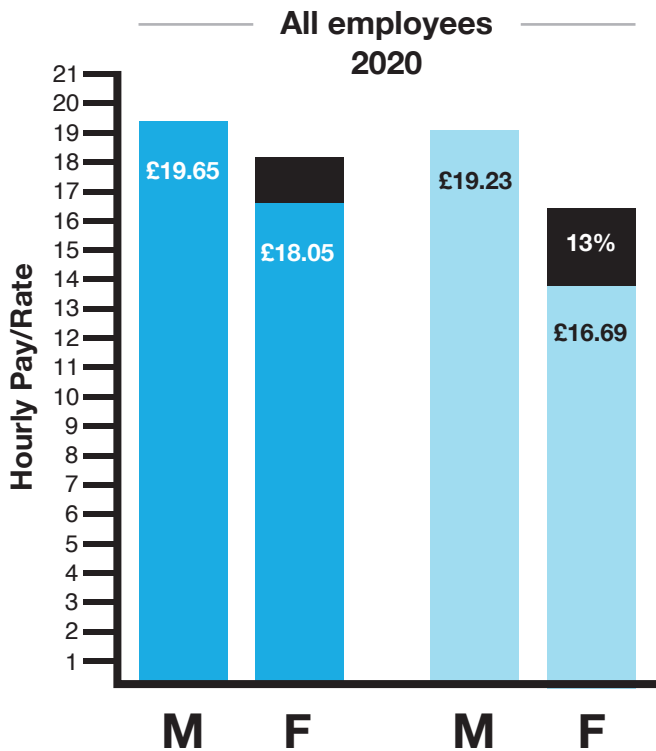


The new 2020 data indicates that representation of female police officers is the only group of employees that has increased, since the last report. We apply Positive Action in order to increase the representation of female officers in the workforce, as well as to address the under-representation of female officers in senior ranks or leadership roles. This is to ensure that we represent the community we serve and attract and support talent, irrespective of race (ethnicity), sexuality, faith, gender, disability or any other background.

Key

Male
 Female

Mean and Median Gender Pay Gap



Our mean (average) pay gap in hourly pay is 7.89%, which has dropped 0.68% from 8.57% in 2019.

Our median pay gap in hourly pay is 13.05%, which has dropped 1.98%, this is a significant improvement from 15.03% in 2019.

Key

- Mean Hourly Rate
- Median Hourly Rate
- Gap by percentage

What does this tell us about our gender pay gap?

The mean (average) gender pay gap in hourly pay decrease to 7.89%, this indicates that on average females earn 8p per pound less than males. This is because 64% of females are paid between £8.76 and £19.23. In comparison 57% of males are paid between £19.23 and £107.35. There are far less females in senior ranks.

Some of the factors that influence this gap are:

- Females usually take on family and caring responsibilities slowing down career progression
- Females will take on part time work or fit work around family and caring responsibilities which impacts on allowances and payments for example: higher shift allowances paid for night work

The biggest change was in the median pay gap which reduced to 13.21%. This is lower than the national average of 15.5% reported in the ASHE UK Gender Pay Gap report 2020. Our reduction is attributed to the significant decrease in the median Gender Pay Gap value for police officers, which reduced to 1.99% from 9.96% in 2019. This was attributed

to a combination of factors, incremental progression and senior recruitment. We are pleased with this improvement, **but there is still more to do.**

Recruitment

Increase of the number of female officers in the year, compared with a decrease in male officers.

Retention

The number of female officers leaving was less than males. Within the period 60 female officers left (9% of all female police officers), whereas 268 males left (11.1% of male police officers).

In contrast, police staff results show an increase in the median pay gap to 3.22% from 2.64%, this is despite the recruitment of female employees into some high-level roles. These were counteracted by several male appointments at similar levels. Other factors contributing to this increase were a reduction in the number of employees across police staff (decrease of 178 employees compared with 2019) due to the transformation programme. Although females represent 50.4% of police staff, the majority are still paid at the lower end of the pay ranges, as indicated in the **quartile data on page 7.**

All new police officers join at the bottom of the pay scale, regardless of gender.

Quartiles

What is a quartile?

Quartile information is an organisation's data proportionately divided into four equal bands, figures shows as a proportion of male and female pay relevant employees in four pay bands (upper, upper middle, lower middle and lower).

All employees

			Pay range (£)
Upper	924 (78%)	261 (22%)	22.51-107.35
Upper Middle	909 (76.8%)	275 (23.2%)	19.23-22.51
Lower Middle	713 (60.2%)	472 (39.8%)	14.86-19.23
Lower	694 (58.6%)	490 (41.4%)	8.76-14.86

Police Officers

			Pay range (£)
Upper	654 (85%)	115 (15%)	22.51-107.35
Upper Middle	601 (81.2%)	139 (18.8%)	19.28-22.51
Lower Middle	631 (79.1%)	167 (20.9%)	15.92-19.28
Lower	528 (68.8%)	240 (31.3%)	10.01-15.92

Police Staff

			Pay range (£)
Upper	223 (53.6%)	193 (46.4%)	19.71-70.31
Upper Middle	211 (50.8%)	204 (49.2%)	16.31-19.71
Lower Middle	197 (47.2%)	220 (52.8%)	14.19-16.31
Lower	194 (46.7%)	221 (53.3%)	8.76-14.14

Key

Male
 Female

What does this tell us about our quartile pay bands?

Although there has been very little change in the percentage distribution of the employees across the quartiles, each quartile is not representative of the gender split. The majority of employees in the upper quartile are male (higher earners), in comparison to females being the majority in the lower quartiles (lower earners).

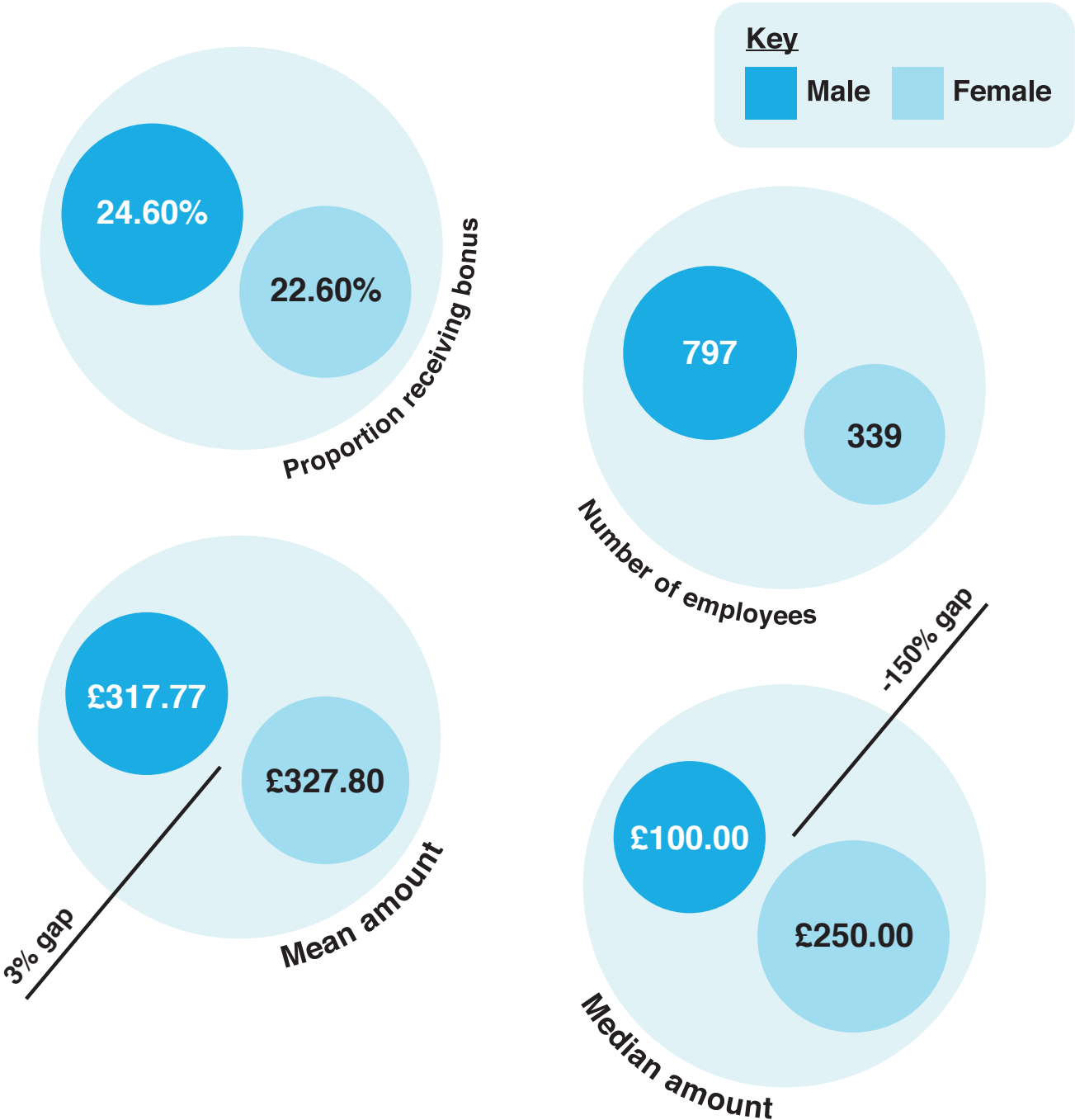
Though it is natural to look at the overall figures and assume progress is being made, it is important to investigate deeper. Of the 571 new employees in the period between April 2019 and March 2020, only 3.8% (7) new females entered at the upper quartile in comparison to 7.4% (25) of new males.

During the reporting period, we experienced significant change and restructure. Internal movements/changes can impact the gender pay gap. In 2020 this was highlighted as an area to monitor, as there were more male movement in the higher grades than females.

It is important that any future impact of restructuring continues to be documented in the equality impact assessment and disproportionality is identified and minimised where possible, taking into consideration for impact on the gender pay gap.

Bonus Payments

As we have pay relative to Home Office forces (recommended by the Wright Report), Police Regulations allow for bonus payments to police officers of between £50 and £500. 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 receive a £500 bonus payment, in addition to the same Making the Difference and unpleasant tasks payments. Chief Officers do not receive bonuses.



What does this tell us about our bonus payments?

There has been a marked increase in the number of employees receiving bonus payments in the date range, an overall increase of 32% from 2019.

The number of employees receiving a bonus was 1136, which is 24% of the overall workforce. This is an increase of nearly 7% compared to 2019, but it needs to be noted that our workforce in 2020 is 4% smaller.

In 2020 there were 209 employees who received an exceptional performance payments from the annual Professional Development Review, this represented a 31% increase from 2019. Police officers receiving a bonus payment increased to 799 in 2020 compared to 505 in 2019. Police officer bonus payments are not performance related, but relates to specific tasks and duties.

The gender split for the payments was 70% male, 30% female, which is a slight increase on 2019.

The number of male and female employees receiving a bonus payment in 2020 was 23.3% and 22.6% respectively. Both are considerably higher than 2019, which was between 17% and 18%.



What have we done to address the gender pay gap so far?

We have continued to work in reducing the gender pay gap, but we are realistic that it is a long-term commitment.

There is an acknowledgement that there will be different situations, like organisational change, that may influence and impact the annual outcomes.

Recruitment

Although we have a clear and agnostic approach to resourcing employees, it has still been necessary to:

- Continue with targeted recruitment campaigns to attract under-represented groups including females, hosting resourcing workshops to raise our profile as an employer
- Continue to assess individuals fairly and recruit based on merit, whilst applying positive action in pre and post appointing. This includes targeting and promoting the Force to under-represented groups, awareness raising of roles, local community activities and working with our partners.

Retention and Progression

We have been working on retaining female employees within the organisation:

- Continued to offer the Springboard initiative, a development programme specifically for women to kick start their journey to positive change
- Funded six places at Inspector/Chief Inspector/Civilian Equivalent level on the 'Accelerating Women into Leadership Roles' programme
- Maintained female representation on all promotion panels
- Continued with 'ethical dilemmas' training for all employees, focused on a conversation calling out sexual harassment, supported by a poster campaign 'let's talk about... sexual harassment'
- Introduced a programme of reverse mentoring
- Appointed a Gender Champion

What have we done to address the gender pay gap so far? continued

Partnership Developments

We have continued to work with our partners to:

- Launch the Inclusion and Diversity Strategy
- Continue to review our policies and look to make more changes to support new parents
- Add menopause absence to our absence reasons
- Launch a new Menopause Policy with the Female Police Association, including guidance for managers to support women going through the menopause
- Support International Women's Day in partnership with the Female Police Association
- Become a signatory of the HeForShe Campaign in Policing, with ACC Charlie Doyle as our Male Champion for Women
- Feed back to the College of Policing review of the Job-Related Fitness Test, regarding the impact this has on women, particularly those going through menopause
- Launch a programme called Head, Heart and Brain focused on female development




No smoking
It is against the law to smoke in these premises

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What else will we do?

Although our gender pay gap has decreased each year since 2017, we are not complacent and are committed to continuing to reduce the gap further. In the next year we will:

- Extend paid maternity and adoption leave from January 2021, increasing the right for paid leave from 18 to 26 weeks for both police officers and police staff
- Review our approach to talent, using coaching and mentoring principles and the impact on females
- Work collaboratively with the Female Police Association, the NPCC and other leading women and leadership programmes to identify best practice and initiatives that will increase female recruitment and retention
- Identify and introduce more part time and job share police officer roles force-wide
- Review our employee value proposition
- Introduce agile/flexible working, enabling more people to work flexibly to support work and home commitments
- Ensure that equality is a key consideration of our transformation and change programmes
- Focus on increasing the numbers of female officers in specialist roles
- Refresh our recruitment material and recruitment process to ensure it is gender neutral and sets out our commitment to recruit, retain and progress female officers within the organisation

We are delighted that on 22 March 2021 our first female Chief Constable joined us. This will make the balance of our Chief Officer Group four men and three women.

A close-up photograph of a rectangular patch on a light-colored fabric uniform. The patch has a dark background with white text and a crest. The text reads "BRITISH TRANSPORT" in a smaller font above the word "POLICE" in a large, bold font. To the left of the text is a circular crest featuring a crown on top and a shield below. The patch is secured with a white border and visible stitching.

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