



BRITISH
TRANSPORT
POLICE

2021 Gender Pay Gap Report



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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 fourth consecutive year, this is happening. That said, the gap remains which is not something I am proud of. We will not be complacent with the process made so far, and will continue to work towards reducing pay differences between the men and women who work for us at BTP.

Our focus for 2022 will be on increasing our recruitment, promotion and retention of women. We will do this by continuing to develop flexible ways of working and offering 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 talent through the ranks and grades at pace. I am committed to making BTP a Force that women are drawn to, supported by and flourish in – and gender pay reporting will provide welcome scrutiny for this ambition



Lucy D'Orsi
Chief Constable





Why are we reporting on our gender pay gap?

In 2021 the British Transport Police employed approximately **4832 police officers and police staff and had approximately 295 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 fourth report.

What does the data look like?

The gender balance for all our employees for the last 4 years is shown below:

	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
Male	3322 (68.7%)	3420 (68.4%)	3390 (69%)	3386 (69%)
Female	1510 (31.3%)	1498 (31.6%)	1556 (31%)	1551 (31%)
Total	4832	4738	4946	4937

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

Police Officers Gender Percentage

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

Over the four years the percentage of female officers have remained around 21%. The headcount of male police officers increased by 47 and female officers increased by 1, which would account for the slight percentage drop in female officer representation. This is the lowest female representation of all UK police forces, and we are clear that is a position we are working hard to improve upon, to be representative of the communities that we represent. Over the years we have concentrated on the core areas like recruitment, but we need to understand the barriers to female officers joining and staying at BTP.

Police Staff Gender Split Percentage

Police Officers Gender Split	2021	2020	2019	2018
Gender	Police Staff	Police Staff	Police Staff	Police Staff
Male	50.3% (861)	49.7% (826)	50.7% (935)	50.9% (932)
Female	49.7% (848)	50.3% (837)	49.3% (906)	49.1% (900)

In 2021 the balance of the gender split changed in favour of males. The increase in headcount for males was 35 in comparison to 11 for females, which would be the reason for the change.



Overall Workforce Split by Employee Groups/ Percentages

Gender Split of overall headcount	2021		2020		2019		2019	
	Police Officers	Police Staff	Police Officers	Police Staff	Police Officers	Police Staff	Police Officers	Police Staff
Male	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	13.7% (662)	17.5% (848)	14% (661)	17.7% (837)	13.1% (650)	18.4% (906)	13.2% (651)	18.2% (900)
Total	64.63%	35.37%	64.90%	35.10%	62.80%	37.20%	62.90%	37.10%

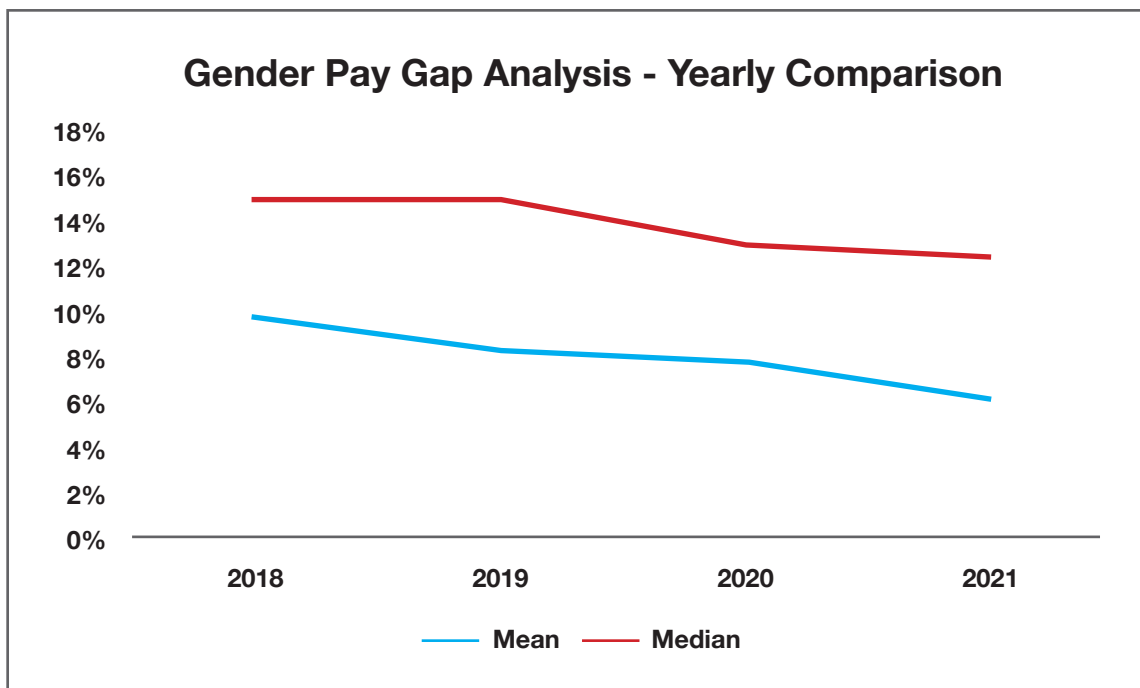
Mean and median gender pay gap

- 2021 mean (average) pay gap in hourly pay is 6%,
This is a significant improvement compared with 2020 (7.59%).
- 2021 median pay gap in hourly pay is 12.28%,
This is a good improvement from 13.03% in 2020

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	£20.01	£18.81	£1.20	6.00%
Median hourly rate	£19.71	£17.26	£2.42	12.28%

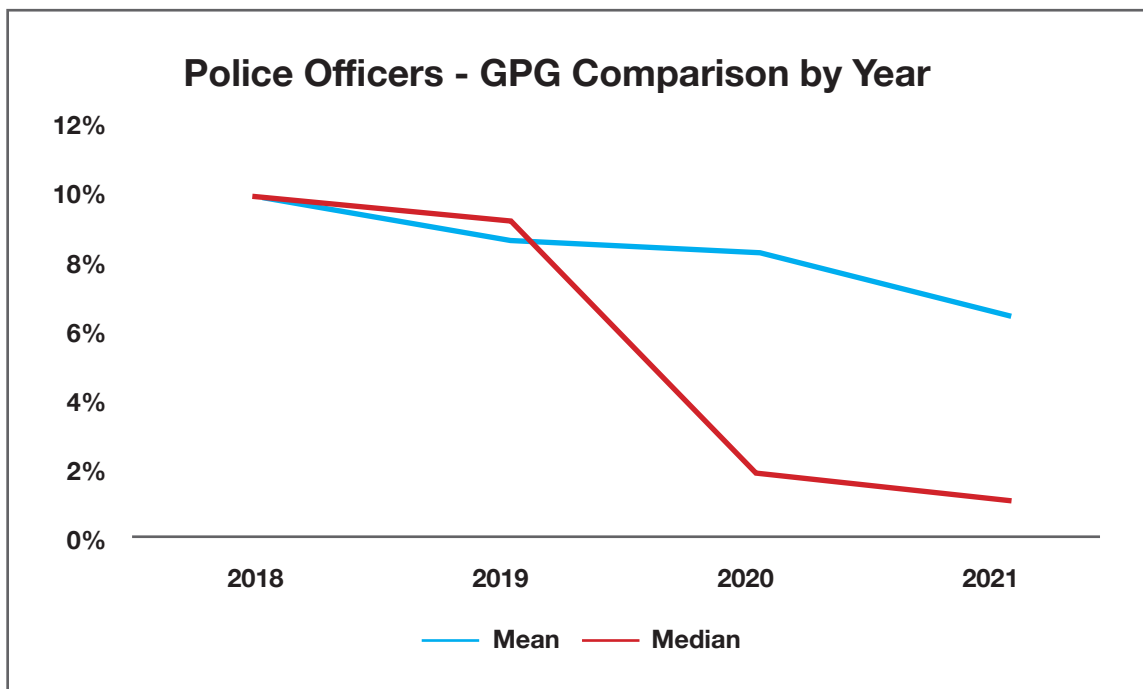
In 2021 both the mean and median for all the workforce had good decreases. The graph below shows how both the mean and median have changed over the last four years, indicating a gradual and relatively consistent reduction in the pay gaps.



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	£20.41	£19.14	£1.27	6.22%
Median hourly rate	£19.93	£19.71	£0.22	1.10%

Both the mean and median in 2021 decreased for Police Officers. When comparing the last four years, although the mean pay gap has fallen gradually, the most significant change is the median (mid-point). 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. The salaries at the midpoint for both female and male officers were the same, with the difference being that the male midpoint received an average additional bonus payment of £450. More needs to be understood about why male officers are more likely to claim such payments than female officers.

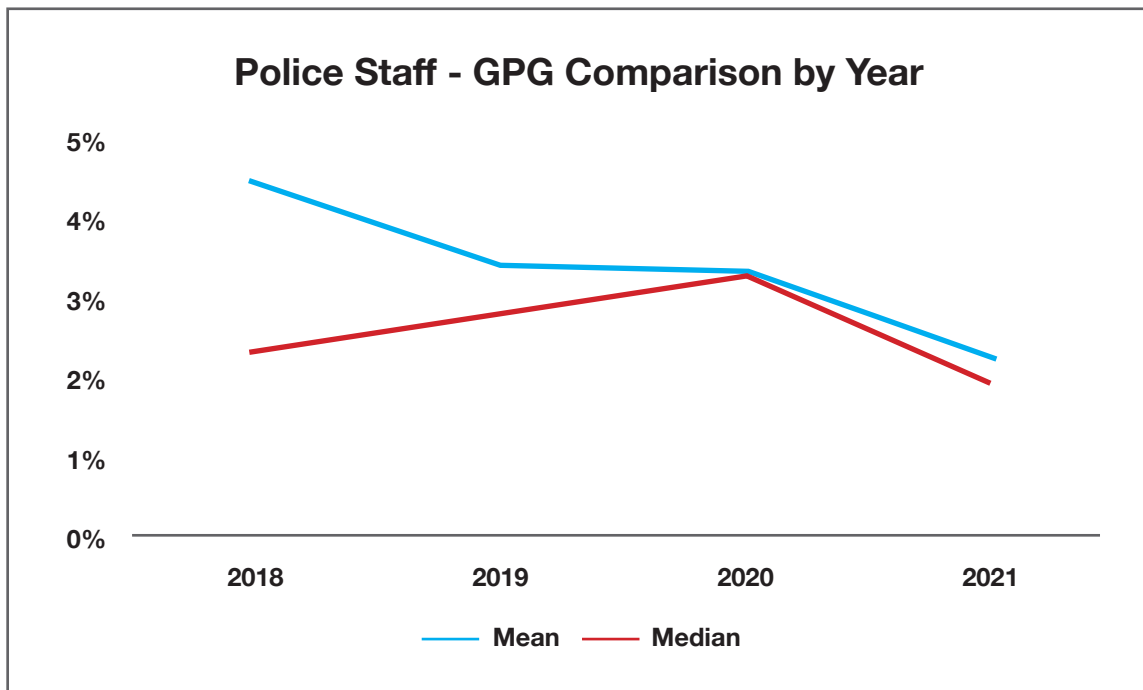


In Police Regulations bonus payments are classed as “A chief officer may award a payment of not less than £50 and not more than £2,000 to a member of their force where they are satisfied that the member concerned has performed work of an outstandingly demanding, unpleasant or important nature.” The bonus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

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	£18.87	£18.56	£0.31	1.64%
Median hourly rate	£17.18	£16.86	£0.32	1.86%

In comparison with police officers the mean pay gap for Police Staff is significantly lower. The mean (average) hourly rate for police staff is influenced by the gender split of the relevant workforce being nearly 51/49%, this also impacts the median hourly rate. The slight difference in both mean and median is because there are more males paid in the upper quartiles than females.



When comparing over the four years the mean has decreased year on year whereas the median had increased until 2021, where there has been a steep decline, due to the change in distribution of females across the pay ranges. The median is based on the salary mid-point, therefore to achieve a decrease in the pay gap indicates a shift in the distribution of females across the pay ranges. The numbers of females in the lower quartile fell by 2.9% in 2021 to 50.4%, compared to 2020 which was 53.3%, which explains the shift in the salary median. A contributing factor is the number of male PCSO's which increased by 14, with the majority (72), paid on the lowest pay point, which falls into the lower quartile.

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

The highest pay point saw the male numbers decrease by 6 to 40, compared to 46 in 2020. In contrast the overall number of female PCSO's remain at the same level, with a minor decrease of 1 to at the lower pay point and no change at the highest pay point. There is also greater female representation in the higher pay ranges, even though the upper quartile only changed marginally to 46.7%. It is not until the top 50 highest pay points that the gender split moves in favour of males. In comparison, 2020 had a very similar female representation of 46.4% but the males gender split changed at the top 30 highest pay points. Distribution changes although they appear small in terms of numbers, do have an impact.



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

For all employees the mean (average) hourly pay gap is 6%. This indicates that on average females earn 6p in the £1 per hour less than males. Females receive 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).

The factors that contribute to the gap are layered and multifaceted. A main contributing factor to the higher mean pay gap, is that most female employees are in the lower salary ranges, with 64% paid between £8.98 and £19.71 per hour, putting the mid-point between this range. In comparison, males (56%) are paid £19.71 and £90.31 per hour, in the higher pay ranges, putting their mid-point at £19.71.

Police officers have the smallest pay gap, which demonstrates that females are being paid close to their male colleagues. This is not something to get complacent about, as it can alter very quickly, especially if leavers and new starters are disproportionate. As indicated, something as small as a bonus can create a 1.1% pay gap in the median difference.

- New starters – within the dataset the number of female officers who commenced within the reporting year was 28 compared to 119 male officers. with a percentage split of 19% female and 81% male.
- Retention – based on the leavers within the time period, the total turnover of both male and female officers was 7.1% and 7.4% respectively. The number of male officers transferring to another Home Office force was 1.15% of the overall workforce, compared to 0.42% for females. Those females that moved to another force cited moving closer to home, career progression or job satisfaction as the main reasons for leaving. Males officers stated career progression and job satisfaction as leaver reasons.

	Female	Male	Total
Number of Leavers	47	182	229
Turnover	7.10%	7.40%	7.33%
Top Three Reasons % of Police Officers			
Normal Retirement	0.45%	1.79%	2.24%
Resign Other	0.61%	2.53%	3.14%
Transfer to Other HO Force	0.42%	1.15%	1.57%

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

The highest pay point saw the male numbers decrease by 6 to 40, compared to 46 in 2020. In contrast the overall number of female PCSO's remain at the same level, with a minor decrease of 1 to at the lower pay point and no change at the highest pay point. There is also greater female representation in the higher pay ranges, even though the upper quartile only changed marginally to 46.7%. It is not until the top 50 highest pay points that the gender split moves in favour of males. In comparison, 2020 had a very similar female representation of 46.4% but the males gender split changed at the top 30 highest pay points. Distribution changes although they appear small in terms of numbers, do have an impact.

Quartile Data

All Employees – quartile pay bands				
Pay quartiles	Total	Male	Female	Pay Range (£)
Upper	1208	971 (80.4%)	237 (19.6%)	23.02 - 90.39
Upper Middle	1208	896 (74.2%)	312 (25.8%)	19.71 - 23.02
Lower Middle	1208	689 (57.0%)	519 (43.0%)	15.23 - 19.71
Lower	1208	765 (63.3%)	443 (36.7%)	8.98 - 15.23

The all employees table above clearly demonstrates where employees fall within the quartile pay ranges. This demonstrates that most males are in the upper and upper middle quartiles. In contrast, females are predominantly in the lower middle and lower quartiles, which have a much narrower pay range. The top of the upper pay range is 4.5 times more than the top of the lower middle pay range. Females in the upper quartile in 2021 has fallen to 19.6% compared to 22% in 2020.

Quartile Data

Police Officers – quartile pay bands

Pay quartiles	Total	Male	Female	Pay Range (£)
Upper	780	650 (83.3%)	130 (16.7%)	23.02 - 90.39
Upper Middle	781	639 (81.8%)	142 (18.2%)	19.78 - 23.02
Lower Middle	781	600 (76.8%)	181 (23.2%)	15.77 - 19.78
Lower	781	572 (73.2%)	209 (26.8%)	11.88 - 15.75

In contrast there was an increase in the number of female police officers in the upper quartile (above), which rose to 16.7% from 15% in 2020 and a decrease in the percentage of females in the lower quartile to 26.8% from 31.3% in 2020. This has resulted in a greater concentration of females in the lower middle and upper middle, which has contributed to the reduction in the pay gap. However, within the dataset there are no female police officers in the top 10 highest hourly paid. This will change in 2022's data due to a number of female senior appointments.

Police Staff – quartile pay bands

Pay quartiles	Total	Male	Female	Pay Range (£)
Upper	428	228 (53.3%)	200 (46.7%)	20.49 - 79.19
Upper Middle	427	215 (50.4%)	212 (49.6%)	17.17 - 20.38
Lower Middle	427	205 (48.0%)	222 (52.0%)	14.56 - 17.17
Lower	427	212 (49.6%)	215 (50.4%)	8.98 - 14.56

Like police officers, the number of female police staff in the upper quartile (above) rose marginally to 46.7% from 46.4%. In contrast to police officers, the dataset shows there are 6 females 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 and more concentration in the middle regions, is welcomed, but the lack of representation in the top 10 highest hourly earners still makes this an area of concern.

We recognise that there is still significant work required to improve proportionality across all employee quartiles. Four years' data indicates that this is not something that will happen quickly and will be impacted by the slightest of changes.

Any changes to the quartile percentages needs a holistic approach, looking at many different areas, including retention, development opportunities and progression.



Bonus payments

BTP has pay parity with Home Office Forces. 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 payment. Our “Making the Difference” (MTD) scheme, rewards outstandingly 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 review (PDR).

	Bonus payments			
Pay quartiles	Male	Female	Gap	Percentage
Proportion receiving bonus	29.8% of all males	26% of all females		
Number of employees	991 791 - police officers 200 - police staff	393 179 - police officers 204 - police staff		
Mean	£211.20	£310.05	-£98.85	-46.80%
Median	£100.00	£225.00	-£125.00	-125.00%

From the initial 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 -125%.
- Although more male employees received bonus payments, the value was lower than females: male 71.6% (of all bonus payments) compared to female 28.4%.
- The range of total payments for male employees was from £50 to £1300 compared to female employees £50 to £1875.

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/Examiner and PCSO's. All employees who received bonus payments of more than £1000, were from the Scenes of Crime Team, with a gender split of 33% male and 66% female.

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

	Unpleasant Duties Payments			
Pay quartiles	Male	Female	Gap	Percentage
Proportion receiving bonus	24.8% of all males	12.6% of all females		
Number of employees	718 523 - police officers 300 - police staff	180 161 - police officers 19 - police staff		
Mean	£107.24	£112.27	-£5.03	-4.69%
Median	£100.00	£50.00	£50.00	50.00%

The highest number of employees receiving reward for unpleasant duties is male at 80% with only 20% to females. This is broadly in line with gender balance of our police officers. Unlike the overall bonus payment data, the average female payment is higher than males by a small amount of £5.03 equating to 4.69%.

Bonus payments

Other Bonus Payments				
Pay quartiles	Male	Female	Gap	Percentage
Proportion receiving bonus	10.4% of all males	15.7% of all females		
Number of employees	346 176 - police officers 170 - police staff	237 43 - police officers 194 - police staff		
Mean	£329.84	£414.56	-£84.72	-25.69%
Median	£300.00	£500.00	-£200.00	-66.67%

When the unpleasant duties payments are extrapolated, the figures still indicate that females receive higher bonus payments than males. Females receive 25.69% more on average than males, which equates to 25.6p less for males. For every £1 female bonus, a male only receives 74.4p. The median (mid-point) is even higher with males receiving 66.67% less than females, males will receive 33.23p for every £1 female bonus.

What does this tell us about our bonus payments?

- The number of employees paid bonus payments increased to 1384 compared to 1136 in 2020.
- Of the 1384 payments, the employee split was 77% police officers and 23% to police staff, which is significantly below the overall employee split.
- The overall figures are heavily skewed as most police officers' payments were for unpleasant duties.
- Females within BTP receive on average higher payments than males
- Employees receiving highest bonus payments, are normally made up of several payments.

Regular in year review of bonus payments are required to check compliance and that there is no major shift in payments.

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. We acknowledge that there is an ever-changing landscape that will influence and impact the annual outcome of the gender pay gap report.

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

- Continue with Positive Action targeted recruitment campaigns to attract under represented groups including females, hosting resourcing workshops to raise our profile as an employer.
- Continued to work 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. This included recruitment campaigns specifically aimed at women to become police officers and Special Constables, using a media campaign of existing female officers talking about their role, which was placed on social media sites with high female readership. We also affiliated with Mumsnet for placing recruitment advertising aimed at women.
- We have utilised the positive action tie-breaker principle for promotion decisions in accordance with S.159 of the Equality Act, 2010.
- Adopted where possible agile and home working, enabling more people to work flexibly to support work and home commitments during the pandemic, whilst acknowledging that certain roles, such as network policing roles, required our officers to work on the front line every day.
- We increased our allowance of family emergency leave and requests to work flexibly at short notice during covid-19, acknowledging that caring for a family member who was unwell or undertaking home schooling at short notice, placed strains on our people with caring responsibilities.
- Ongoing work to improve our recruitment process, careers site and materials to appeal to females, wider and discreet communities.
- In January 2021 we increased our maternity provision to 26 weeks full pay, from the previous 18 weeks leave, to support new parents.

What else will we do?

A priority area is our female representation, where we continue to have the lowest officer representation across the UK policing landscape.

To drive improvements, we are concentrating on the following areas:

- **Resources:** we are looking to invest and expand our Equality, Diversity, and Inclusion team, with a more senior lead and dedicated business partners, one of whom will focus on gender.
- We will work closely with the FPA (Female Police Association) who are totally committed to improving matters of representation.
- **Recruitment:** we are looking at investing in a dedicated social media recruitment officer to support the Positive Action Recruitment Team. This role will be focused on reaching out to underrepresented groups, including women on social media platforms, with dedicated content, 'day in the life' stories and other activity aimed to encourage interest in a career with BTP.
- Attracting more females is essential to improving representation. Female officer and PCSO recruitment for the calendar year 2021 is showing a 27% for both categories, a 9% increase on the previous year. However, there is a lot more to do to achieve our aspiration of 50% females on intakes.
- Our recruitment "careers" site is being revamped and launched at the end of January 2022 to reflect our new Employee Value Proposition and will seek to positively reflect the diversity of our roles.
- We are progressing our wider partnerships, linking in with Women in Rail to strengthen joint working and learn from their success in attracting females into the rail industry.
- We will continue to reach out to schools and colleges now covid restrictions are easing, to encourage early awareness of BTP and Policing as a career choice.
- We are revising our social media approach to place adverts and 'day in the life' stories in media attractive to women alongside working with Corporate Communications to align campaigns more effectively.
- We will also continue to use Instagram, Ticktock and other social media to promote our posts to females.
- Continues to work with the Specials Chief Officer, to improve Specials representation, which can also be an entry route into Officer roles.
- We plan to recruit for a direct entry detective scheme, which in other forces has proved highly attractive to females.
- We will build on the Chief Constable's high media profile as a female role model.

What else will we do?

- **Training:** New student officer training is currently 18 weeks in London. Two cohorts have completed out of London training in 2020 (during the pandemic) although this was not solely focused on female students. Data shows that 34% of prospective female applicants for C Division withdraw their interest (compared to 17% male), anecdotally aligned to when advised the training is in London. We have been unable to wait for the PEQF (Policing Education Qualification Framework) apprenticeship degree programme, which we plan to launch in 2023), to help address this blocker. We ran a pilot in autumn 2021 of a student officer programme consisting of three-week blocks in London, before returning to the home location for a three-week agile working block. If evaluated successfully, we believe this will be a positive step to attract females and carers. In the longer term, the tender for PEQF will seek bids from those who can provide a flexible and locally delivered training offering.
- Ways of working: flexible working is a hugely positive attraction and retention tool.
- For police staff we have moved to a location agnostic wherever possible advertising approach and adopting a 40/60 office/home working week in many locations.
- We are trialling a flexible working board to facilitate improved opportunity for flexible working in our London (B) division. This is not solely focused to females but will assist all officers, matching demand and personal requests in a way which stops local blockages and barriers.
- We will seek agreement to allow maternity and paternity returners to have a flexible work pattern agreed for the first 12 months if desired.
- We are currently consulting with all police officers regarding moving to a new shift pattern of 6 days on and 4 days off. This is a pattern requested by our people to provide more certainty of working, to support work life balance. The new shift pattern, if supported at the end of the consultation, will launch during 2022.
- In February 2022 we will introduce one-week paid pregnancy loss/miscarriage including termination leave, and secondly, increased paternity leave from one week's full pay and one-week statutory pay to three weeks at full pay for all new parents. This will be renamed as 'partner parental leave'. This means our partner leave offer will be better than any other police force.



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