



BRITISH
TRANSPORT
POLICE

Public Sector Equality Duty Report 2024/2025



Reflecting the best of
our communities

BTP PUBLIC SECTOR EQUALITY DUTY 2024-25

The Public Sector Equality Duty (PSED) has three aims. It requires public bodies to have due regard to the need to:

- Eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Act
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it
- Foster good relations between people who share a protected characteristic and people who do not share it

Having due regard to the need to advance equality of opportunity involves considering the need to:

- Remove or minimise disadvantages suffered by people due to their protected characteristics
- Meet the needs of people with protected characteristics
- Encourage people with protected characteristics to participate in public life or in other activities where their participation is low.

To support the Public Sector Equality Duty during 2024, BTP conducted a review of the Inclusion and Diversity strategy. The refreshed strategy has a strong focus on belonging and inclusion for all our people. It ensures the communities that we work with feel engaged, protected and confident in the policing service BTP provide and that we enable equitable opportunities for people who share a protected characteristic and people who do not share it. This is facilitated through a new communications strategy and working alongside Wellbeing, staff networks and associations to promote a positive culture where everyone feels valued, heard and cared for. The term ‘equality’ has been replaced with ‘equity’, which strives to understand what people need to create equal opportunities, recognising that everyone has different needs. The strategy is underpinned by a performance framework to enable an evidence-based approach to inclusion, providing the organisation with the ability to monitor and evidence progress.

THEME	OBJECTIVES	DELIVERABLES
INCLUSIVE CULTURE & REPRESENTATION	Engage and involve our people, public and partners	All our people to feel involved in improving our culture
		Through Staff Networks understand the challenges different people face and give our people a voice that is heard
		Enhancing sense of belonging for all our people, involvement and psychological safety
	Improve our workforce representation and equity	Increase interest, applications and recruitment for underrepresented groups (URGs) and communities into BTP
		Improve retention rates of underrepresented employees
		Understand the make-up of our force
Embed continuous learning and awareness for our people.	Improve I&D awareness through a pilot programme of mandated 4 hours learning for I&D	
	Through ethical debate identify potential discrimination and provide a forum for people to raise and challenge ethical issues	
TRUSTED & ENGAGED COMMUNITIES	Build confident, engaged and protected communities	Enhanced and appropriate external scrutiny
		Improve procedural justice when we use our powers
		Improve the confidence of Black and Black Heritage employees and communities
		Support the commitment against the 15 indicators of institutional racism
		Understand the impact of policing on URG and communities and any gaps in trust & confidence

The BTP refreshed strategy and Gender and Ethnicity Pay Gap reports can be found here:

[I&D Strategy 2024 - 2029.](#)

[BTP Gender Pay Gap Report-2024.](#)

[BTP Ethnicity Pay Gap Report 2024.](#)

This publication provides progress for 2024/2025:

[Engage and involve our people, public and partners](#)

All our people to feel involved in improving our culture

Through Staff Networks understand the challenges different people face and give our people a voice that is heard

Enhancing a sense of belonging for all our people, involvement and psychological safety.

- Staff Networks at BTP have gone from strength to strength in the last 12 months. In 2024/25 BTP had 11 Staff Networks:
 - Association of Muslim Police (AMP)
 - BRIAN (Neurodiversity)
 - BTP Sikh Association (BTPSA)
 - Christian Police Association (CPA)
 - DisAbility Network
 - Female Police Association (FPA)
 - Gypsy, Roma, Traveller Police Association (GRTPA)
 - Hindu Police Association (HPA)
 - Jewish Police Association (JPA)
 - Rainbow Network
 - Support Association for Minority Ethnic Employees (SAME)
- Membership for the Christian Police Association (CPA) has doubled since April 2024 alone.
- Used listening circles to engage with over 400 employees to understand how global events can impact both internal and external communities.
- Invited Staff Networks to observe our Strategic I&D Board for transparency and accountability.
- A Staff Networks video was created in collaboration with internal communications in 2024 and will be played at Recruit Training, Staff Inductions and is available both internally and on our external website.
- Supported public engagement and recruitment through community events such as Eid on the Square, with a footfall of over 40,000 people.
- Implemented new Operating Principles providing our networks with robust governance and structures in line with the HMICFRS Activism & Impartiality report.
- Led a programme of Faith in Policing sessions for over 500 people across multiple forces.

Our Professional Standards Pledge

In July 2024 our Professional Standards Department launched an updated pledge using a trauma informed approach for victims and witnesses to build psychological safety and encourage people to report unprofessional, discriminatory behaviour. This pledge puts the victim at the heart of everything we do and reiterates that they will be:

- Listened to without judgement
- Taken seriously
- Treated with respect
- Kept informed

A victim contract has also been developed so that people are treated according to their individual needs and preferences.

Improve our workforce representation and equity

Increase interest, applications and recruitment for underrepresented groups (URGs) and communities into BTP

- Despite continued focus on improving representation and work to attract female candidates, BTP remains an outlier for female officer representation (23.1% up 1% from the previous year).
- Progress was made with ethnic minority officer representation reaching 11.2%, the second highest among UK forces.
- Key activity to improve representation in BTP included use of a geo-targeting tool for recruitment advertising and continuation of engagement initiatives such as 'Thinking of Joining Us' Sessions.
- Thinking of Joining Us (TOJU) sessions designed to increase awareness of opportunities, highlighting BTP's unique national role, entry requirements for officers and staff roles, and detailed insights into the application process. By targeting areas with lower diversity in policing but higher potential candidate interest, ensured a strategic and resource-efficient approach to outreach. Eight sessions were undertaken between April 2024 and September 2024 with an average of 24 participants, which were aimed at female and ethnic minority candidates to improve representation based on the data which highlighted gaps in our representation for these groups.
- The Talent Team launched a Black Talent Programme to encourage development of colleagues from black backgrounds.
- Introduced a new Applicant Tracking System (ATS) to improve candidate experience, streamline processes and enhance data collection.
- Development of a Youth Engagement Strategy to build stronger relationships with younger communities and improve long-term representation outcomes.

- This year BTP strengthened its approach to supporting colleagues with disabilities, long-term health conditions and neurodivergent needs through the introduction of an updated Reasonable Adjustments Policy and Guidance. The Policy was published in line with the launch of an updated Workplace Adjustments Passport (WAP) and the introduction of a Workplace Needs Assessment (WNA) process for colleagues with neurodiverse conditions. These updates ensure a more consistent, and transparent approach to identifying and recording adjustments.
- To complement these developments, BTP has refreshed its Workplace Adjustments Hub pages, providing clear, accessible guidance for both colleagues and line managers. The pages outline the end-to-end process for requesting adjustments, arranging assessments, and accessing assistive technology, as well as practical resources to support inclusive management. These updates aim to improve understanding and accountability in managing workplace adjustments across the organisation.
- Workplace Adjustment Passports have been a helpful resource when submitted as part of a reasonable adjustment request when applicants have applied for internal promotions processes. They provide information that the officer would otherwise need to repeat, helping to streamline the process and reduce the burden on the individual. These passports allow us to understand the adjustments currently in place for the officer's existing role and offer some insight into what additional support may be beneficial during the promotion process. By having this information upfront, we can ensure a more informed, and supportive approach to meeting the officer's needs throughout their career progression.

Improve retention rates of underrepresented employees

- As of 31st March 2025, Female workforce (Police Officers, Police Staff and Special Constables) turnover has been falling significantly since 2022/23, from 12.7% to 8% in 2024/25.
- Ethnic minority workforce turnover was 8%, compared to those who self-define their ethnicity which was 9.8%. It also shows a year-on-year positive trend; turnover of ethnic minority workforce falling.
- Black Talent Development Programme: Since the programme started last year, we have seen a 72% increase in engagement. Data captured both prior to the programme commencing and upon completion evidenced that:
 - Confidence has increased by 10.19%
 - Assertiveness has increased by 23.66%
 - The belief that BTP is committed to improving representation has increased by 15%
- Hybrid Coaching and Mentoring qualifications: A 62% increase in the number of Females training to be a qualified coach and a 45% increase in the number of Black and Ethnic Minority employees training to become a qualified coach from 2023/24 to 2024/25. Whilst Coaching is a skill, regardless of gender or race, we are committed to building a pool of diverse coaches from a range of backgrounds and lived experiences for our people to select from as this can really support psychological safety and breakdown limited self-belief for coachees.

- **Fast Track Promotion Programme:** Compared to our 2023/24 programme, we are seeing an increase of 75% in our ethnic minority employee's success in our 2024/25 programme. This is fundamental with regards to building a modern and inclusive workforce that reflects the best of our communities.
- **Annual Inclusive Talent Development Framework:** Compared to our 2023/24 programme, we have seen an overall 17% increase in people opting into their 2024/25 Talent Pool. Of which our Black and Ethnic Minority female engagement increased by 14%. This fosters that accountability and ownership towards self-development.

Understand the make-up of our force

BTP launched the Count Me In campaign in March 2025 to encourage voluntary declaration of diversity information. The campaign resulted in:

- 167 more people updated their disability data
- 181 more people updated their sexuality data
- 257 more people updated their religion data

This is yet to be reflected in our Workforce Data (2024/25) below, but it shows a positive start as we look to encourage more colleagues to feel psychologically safe to record their demographics, and we envision this will continue to have a positive effect on 2025/26 data.

Embed continuous learning and awareness for our people

Improve I&D awareness through a pilot programme of mandated 4 hours learning for I&D

The Inclusion & Diversity Learning Awareness Programme – Pilot Scheme ran for 6 months from Jan 2025 and included a cross section of the organisation from range of departments and frontline policing. Participants were able to choose from 20 different topics to help improve their I&D awareness based on their personal requirements. The options were varied based on different learning styles with the aim to equip and empower colleagues with right information, awareness and learning opportunities to allow them to conduct their roles inclusively while providing an equitable, fair and inclusive policing service in line with our Inclusion and Diversity Strategy. Participation results are currently being analysed to assist a decision regarding whether to extend this pilot further.

Through ethical debate identify potential discrimination and provide a forum for people to raise and challenge ethical issues

Ethical Debate sessions are 90-minute sessions using topical discussion points, to illustrate to delegates the far-reaching implications of societal and legal pressures on policing and how they affect every level of the organisation. Two sessions were held in 2024/25.

Ethics panels are one day training sessions on difficult policing issues, where employees debate the ethics of topical situations, thereby giving them the opportunity to develop their critical thinking and decision-making skills on a diverse range of topics.

Promoting Respect in Action (PRiA)

Our Professional Standards department collaborated with RISE Mutual, a not-for-profit organisation specialising in out-of-court resolutions, to deliver an online intervention targeting misogynistic and discriminatory behaviours in the workplace. These sessions were facilitated by an external expert from RISE, ensuring impartiality and increasing authentic engagement.

The pilot project, funded by the Proceeds of Crime Act (PoCA), saw all planned sessions delivered and upon completion, we shifted our focus to measuring success and gathering feedback from various stakeholders. This included representatives from Staff Networks, the Police Federation, and other colleagues who had been invited to observe the content. Additionally, full delegates directed to the course due to misconduct proceedings were asked to provide feedback.

The opinions of all participants were crucial in evaluating the effectiveness of the programme. Feedback indicated an overwhelming consensus that the course would be ideal for all force employees.

Put Yourself in the Picture

Bite-size animated learning tools enhance retention and engagement by breaking down information into small, visually appealing chunks. They offer flexibility, allowing learners to access content any time, and they are cost-effective. These tools are particularly appealing to new generations of officers, who often prefer dynamic learning methods.

The PSD team have collaborated closely with our Digital Trainers to commission a series of online learning content that addresses emerging behavioural trends in UK policing, such as problematic use of WhatsApp and sexual harassment in the workplace. By using technology, we can deploy learning solutions in real-time, ensuring that we address problems while they are still current and relevant. This approach enhances our ability to respond effectively to emergent threats to professionalism.

Bespoke Interventions

In May 2024, the PSD team delivered our 'What's Appropriate?' package to teams after reports of misuse of the messaging application involving malicious gossip that contradicted the authority, respect and courtesy Standard of Behaviour. A total of 74 members of staff were addressed, the delivery sparking impactful discussion around acceptable behaviour.

In November 2024, in conjunction with representatives from the Inclusion & Diversity team and the Leadership Academy, they facilitated coaching circle conversations with over 30 officers in discussing issues related to poor workplace culture.

Build confident, engaged and protected communities

Enhanced and appropriate external scrutiny

New Policy Implementation

A revised Independent Advisory Group (IAG) and external scrutiny policy was introduced in 2024 after thorough consultation and an equality impact assessment. It aims to boost community confidence and improve policing practices. Across all divisions, 10 meetings have been held

which have resulted in feedback on stop and search, the Police Race Action Plan including the launch of BTP's plan, improvements to recording IAG activity and BTP's search position following the supreme court ruling.

Lived Experience Advisory Group (LEAG):

Established to remove vetting and governance barriers, ensuring more inclusive external scrutiny. This has resulted in improved membership in stop and search and use of force scrutiny as well as live scrutiny for Notting Hill Carnival. 29 new members have been added to our scrutiny network with 46.2% from Black and Asian backgrounds.

Youth Independent Advisory Group (YIAG):

Launched in May 2025 with 15 members aged 13–25. It amplifies youth voices in strategic policing forums through feedback into the respective boards as well as the Inclusion and diversity board where appropriate. YIAG members are also invited to consult on BTP policy. A link to the Duke of Edinburgh volunteering scheme has been established through the YIAG which counts towards volunteering hours to encourage younger membership through national schemes.

Diverse Recruitment Focus:

Targeted efforts led to increased diverse representation in IAGs, addressing trust and confidence gaps. Membership grew from 40 to 82, including:

- 38 IAG members
- 29 LEAG members
- 15 YIAG members

Current IAG Demographics:

- 31% Ethnic minority
- 52% Female
- 12% LGBTQ+
- 15% Disabled (including neurodivergent/sensory conditions)
- Notable increases: +9% Black, +7% Asian members

Data-Driven IAG Recruitment:

An IAG dashboard helps identify gaps and target future recruitment to ensure diverse representation.

Governance and Feedback Loop:

A new process ensures feedback from scrutiny panels is recorded, acted upon, and reported back. Fifty-five feedback items have influenced operational improvements.

Legitimacy Scoring:

Introduced to measure public confidence in policing activities (e.g., stop and search). These scores now inform strategic legitimacy risk reporting and enable us to understand how the public feel about our policing practices.

Improve procedural justice when we use our powers

Disproportionality Action Plan:

Approved in January 2025 to address the disproportionate use of police powers on Black communities. Managed via the Stop and Search Board and feeds into the I&D Strategic Board.

Focus on Procedural Justice:

Procedural justice refers to the principle that our policing should be carried out in a fair, respectful and impartial way. The approach was introduced to build trust, legitimacy and allow public voice. Research shows this approach reduces racial disproportionality and improves cooperation.

Training and Development:

- Procedural Justice Training: Now part of the Inclusion & Diversity learning Pilot, especially for interactions with vulnerable groups. Emphasises empathy, communication and fairness.
- Scenario-Based Learning: Officers practice real-life situations to apply procedural justice principles.
- Case Studies: Used to illustrate effective application of these principles.

Ongoing continuous professional development (CPD) for Stop and Search:

- Monthly self-service CPD sessions available to all officers.
- Covers legal standards, procedural justice and 18 indicators of a just stop and search.
- Topics include handcuffing, use of force, reasonable grounds and body-worn video.
- 125 officers trained through 11 online learning sessions.
- Targeted interventions at underperforming locations to improve legitimacy and reduce disproportionality.

Improve the confidence of Black and Black Heritage employees and communities

Plan Refresh and Awareness:

- The Police Race Action Plan (PRAP) was refreshed and relaunched in January 2025 following internal and external consultation.
- Force awareness of PRAP improved from 46% (2023) to 58% (2025) in the All-People Survey.

Internal Engagement:

- 15 PRAP awareness sessions delivered across various departments and teams between Jan–Apr 2025.
- Over 100 staff engaged in PRAP via the All People call and divisional I&D meetings.

Ongoing Awareness Initiatives:

- PRAP Lending Library launched, with 20+ books loaned in six months.
- Collaboration with Support Association Minority and Ethnic employees (SAME) and Open University to raise awareness of Black history in policing. An on-line learning product on Black history with policing is being developed and will aim to launch in Autumn 2025.
- A PRAP Hub created to share updates, learning resources, and action plan progress.

Community Engagement via Mainzworld:

- Partnered with Mainzworld to connect with Black communities using the railway.
- Officers exposed to lived experiences in Stratford, Manchester, and Bristol.
- Action plans developed for each area; future work planned in Cardiff, Birmingham and Glasgow.

- Supports recruitment for IAG, YIAG, and LEAG and enhances feedback from high-disproportionality areas.

Accountability and Measurement:

- A framework of 29 KPIs developed with NPCC and SAME to track progress.
- Key performance indicators feed into a new NPCC maturity matrix which enables community scrutiny groups to hold us to account against progress on our PRAP.
- BTP is held accountable by community members and networks through IAG meetings where our progress is presented and discussed and through a community reference group who assess our quantitative and qualitative data and provide feedback.

Support the commitment against the 15 indicators of institutional racism

It is important that as part of the strategy the organisation continues to assess performance in being actively anti-racist and has a way of identifying risk, patterns and trends. The 15 indicators of institutional racism includes all ethnic minority representation and assesses levels of disproportionality across our strategy and performance metrics.

Workforce Representation	Attraction, Recruitment & Retention	Representation in Specialist Positions	Representation in Senior Ranks & Grades	Community Engagement
Internal Engagement	Disproportionality in Grievance & Employment Tribunal	Disproportionality in the disciplinary process and performance procedures	Race Discrimination	Stop and Search is disproportionate compared to the Black, Asian and other ethnically diverse representation in the area
Police Federation or Unison	Training Department	Human Resources (HR)	Professional Standards Department/Bureau	Black Policing History

Tackling Violence and Intimidation Against Women and Girls (VIAWG)

Our VIAWG strategy has been refreshed to align with the NPCC VAWG National Framework for Delivery 2024-2027, which sets out the ‘4 P’ approach to tackling VAWG – Prepare, Protect, Pursue and Prevent and identifies 5 critical threats: Rape and Serious Sexual Offences (RASSO), Domestic Abuse, Stalking or Harassment, Child Sexual Abuse and Exploitation, and Online & Tech-enabled VAWG. It now brings together all these areas under one over-arching umbrella and incorporates all sexual offences and sexual harassment.

The ‘prepare’ pillar aligns with our Force strategic objective of building a modern and inclusive workforce, supporting the PSED by:

- Ensuring BTP Officers and staff have the both the capability and capacity to provide a high-quality response and subsequent investigations to VIAWG offences.
- Empowering BTP officers and staff to have the confidence to report instances of VIAWG in the workplace, ensuring suitable support mechanisms are in place.
- Providing an internal safeguarding policy and referral process, highlighting the specific support available for a range of topics, including domestic abuse.

Our Workforce Data

The below information represents workforce representation data for BTP as of **31st March 2025**, based on **headcount** figures. Headcount reflects the actual number of individuals employed, regardless of working hours, and is used to assess representation across protected characteristics.

While this report does not directly compare BTP data to national averages, readers should be aware that national datasets (e.g. Home Office or ONS) often use **Full-Time Equivalent (FTE)** measures. These differ from headcount and may affect comparability. Any external benchmarking should take this into account.

Volunteer and agency staff are excluded from this analysis to ensure consistency and accuracy in reporting.

To note:

- Disclosure rates vary across characteristics. Where 'Unknown' or 'Prefer Not to Say' responses are high, representation figures may not fully reflect the diversity of the workforce.
- Commentary in this report highlights areas where data confidence may impact interpretation and outlines steps being taken to improve disclosure.

Workforce by Rank/Grade

As of 31st March 2025, the composition by employment across the workforce is largely consistent with last year:

Table 3. Workforce by Rank/Grade (2024/25)

Rank / Grade	Employee Count	% of total
Police Officer	3057	61.7%
Chief Officers	5	0.1%
Chief Superintendent	6	0.1%
Superintendent	20	0.4%
Chief Inspector	54	1.1%
Inspector	173	3.5%
Sergeant	504	10.2%
Constable	2295	46.3%
PCSO	206	4.2%
Police Staff	1691	34.1%
Directors (Chief Officers)	2	0.0%
C004	12	0.2%
C003	9	0.2%
C002	37	0.7%
C001	60	1.2%
B004	70	1.4%

B003	152	3.1%
B002	106	2.1%
B001	294	5.9%
A006	415	8.4%
A005	306	6.2%
A004	204	4.2%
A003	24	0.5%
Grand Total	5184	100%

Table 4. Workforce by Role (2023/24* vs 2024/25)

Role Type	2023/24	2024/25	% Change
Police Officer	63.2%	61.7%	-1.5%
PCSO	4.0%	4.2%	+0.2%
Police Staff	32.8%	34.1%	+1.9%

*Excluding Volunteer and Agency Staff

Sex

BTP’s workforce is 34.6% female and 65.4% male, an almost 1% increase in female representation since March 2024:

Table 5. Workforce Rank and Grade by Sex (2024/25)

Rank / Grade	Number of Female	% of Female	Number of Male	% of Male
Police Officer	710	14.3%	2347	47.4%
Chief Officer	1	0.0%	4	0.1%
Chief Superintendent	2	0.0%	4	0.1%
Superintendent	4	0.1%	16	0.3%
Chief Inspector	11	0.2%	43	0.9%
Inspector	41	0.8%	132	2.7%
Sergeant	83	1.7%	421	8.5%
Constable	568	11.5%	1727	34.9%
PCSO	47	0.9%	159	3.2%
Police Staff	959	19.4%	732	14.8%
Director	2	0.0%	0	0.0%
C004	6	0.1%	6	0.1%
C003	3	0.1%	6	0.1%
C002	19	0.4%	18	0.4%
C001	30	0.6%	30	0.6%
B004	36	0.7%	34	0.7%
B003	79	1.6%	73	1.5%
B002	56	1.1%	50	1.0%
B001	148	3.0%	146	2.9%
A006	253	5.1%	162	3.2%
A005	176	3.6%	130	2.6%
A004	137	2.8%	67	1.4%

A003	14	0.3%	10	0.2%
Grand Total	1716	34.6%	3238	65.4%

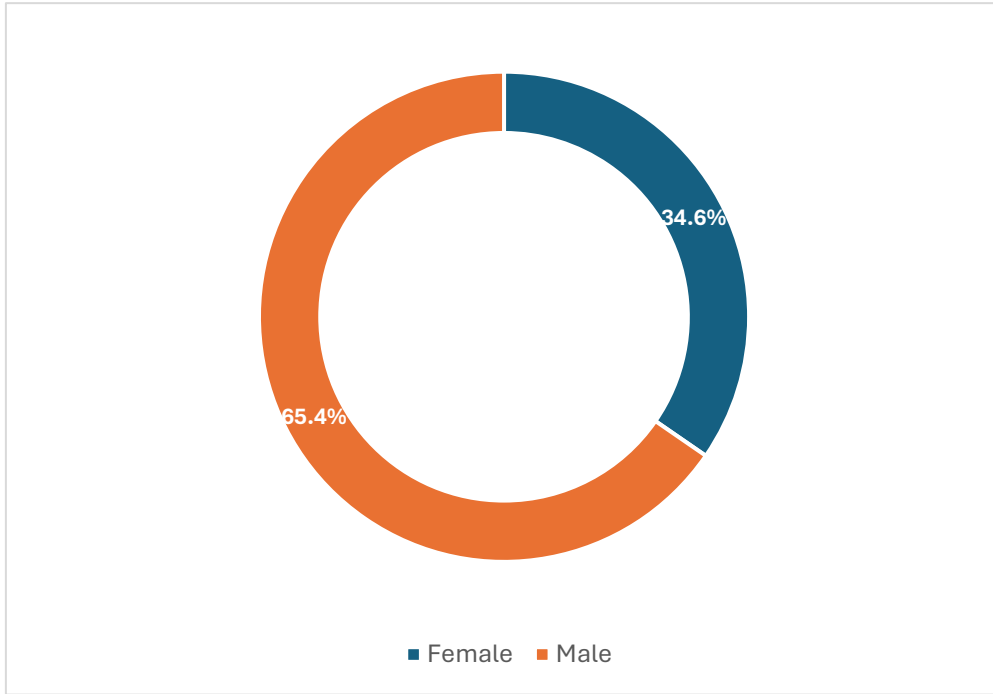


Figure 1. Percentage Workforce by Sex (2024/25)

Table 6. Workforce Change by Sex (2023/24* vs 2024/25)

Role Type	Female (2023/24)	Female (2024/25)	% Female Change	Male (2023/24)	Male (2024/25)	% Male Change
Total Workforce	33.8%	34.6%	+0.8%	66.2%	65.4%	-0.8%
Police Officer	14.5%	14.3%	-0.2%	48.7%	47.4%	-1.3%
PCSO	1.0%	0.9%	-0.1%	3.0%	3.2%	-0.2%
Police Staff	18.4%	19.4%	+1.0%	14.4%	14.8%	+0.4%

*Excluding Volunteer and Agency Staff

Key Observations

Female representation across the workforce has increased to **34.6%**, with notable growth in police staff roles. However, female police officer representation remains at **23.2%**, below the national average. Women continue to be underrepresented in senior and operational roles. BTP is committed to improving gender balance through targeted recruitment and support initiatives

Ethnicity 19.3% of BTP’s workforce identified as being from an ethnic minority background (Asian, Black Mixed, or Other) which is a 0.8% increase from 2023/24 (18.5%):

Table 7. Workforce by Ethnicity (2024/25)

Rank / Grade	Asian or Asian British	Black or Black British	Mixed	Not Stated	White
Police Officer	156	79	106	109	2607
Chief Officers	0	0	0	0	5
Chief Superintendent	0	0	0	0	6
Superintendent	0	1	2	0	17
Chief Inspector	2	1	1	2	48
Inspector	9	2	4	9	149
Sergeant	20	9	19	23	433
Constable	125	66	80	75	1949
PCSO	24	5	7	8	162
Police Staff	235	121	61	46	1228
Director	0	0	0	0	2
C004	1	1	0	0	10
C003	1	0	1	0	7
C002	6	2	0	2	27
C001	7	6	3	1	43
B004	5	3	2	2	58
B003	20	12	6	4	110
B002	16	5	4	1	80
B001	38	15	7	8	226
A006	51	27	18	5	314
A005	56	25	15	12	198
A004	33	18	5	9	139
A003	1	7		2	14
Grand Total	415	205	174	163	3997

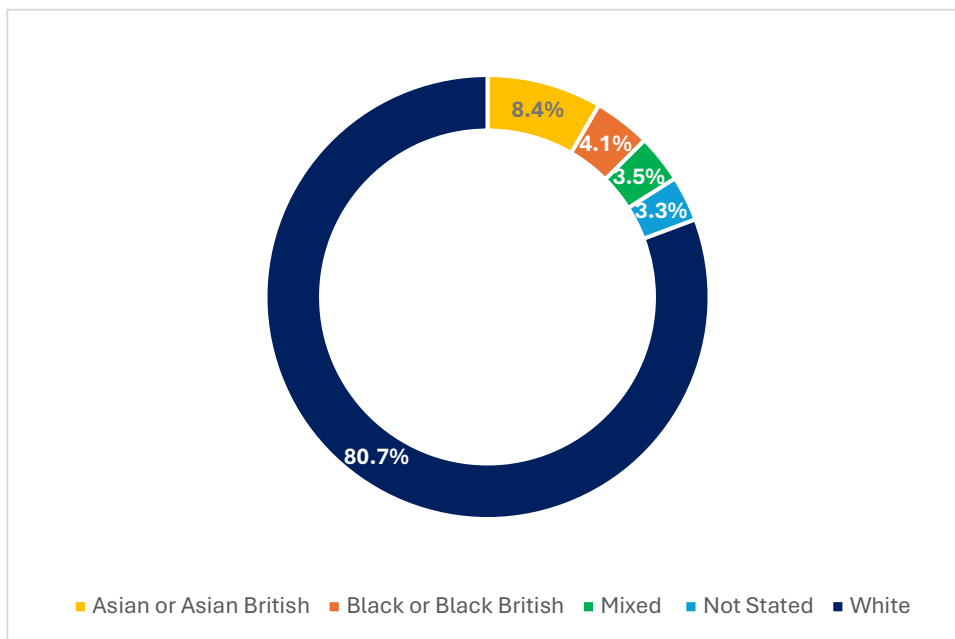


Figure 2. Percentage Workforce by Ethnicity (2024/25)

Table. 8 Workforce Change by Ethnicity (2023/24* vs 2024/25)

Ethnicity	2023/24	2024/25	% Change
Asian or Asian British	8.2%	8.4%	+0.2%
Black or Black British	4.0%	4.1%	+0.1%
Mixed	3.2%	3.5%	+0.3%
Not Stated	3.1%	3.3%	+0.2%
White	81.4%	80.7%	-0.7%

*Excluding Volunteer and Agency Staff

Key Observations

Ethnic minority representation stands at **19.3%**, with police officer representation at **11.2%**, above the national average. While overall numbers have increased, a decline in ethnic minority constables and stagnation in leadership roles highlight challenges in retention and progression. BTP is reviewing internal culture and career pathways to address these gaps.

Age

As of 31st March 2025, BTP's workforce age profile remains largely consistent with the previous years. Across the total workforce of 5,184 people:

Table 9. Workforce by Age Band (2024/25)

Rank / Grade	18 to 29	30 to 39	40 to 49	50 to 59	Over 60
Police Officer	499	1059	859	544	96
Chief Officers	0	0	1	3	1
Chief Superintendent	0	0	1	5	0
Superintendent	0	2	13	4	1
Chief Inspector	0	9	30	13	2
Inspector	1	32	90	46	4
Sergeant	32	192	178	88	14
Constable	466	824	546	385	74
PCSO	94	31	37	28	16
Police Staff	287	458	364	389	193
Director	0	1	0	0	1
C004	0	2	3	6	1
C003	0	3	4	2	0
C002	0	6	15	13	3
C001	1	18	22	18	1
B004	8	22	18	20	2
B003	7	50	42	38	15
B002	14	32	35	16	9
B001	50	90	61	65	28
A006	86	122	69	89	49
A005	90	70	60	54	32
A004	31	40	28	60	45

A003	0	2	7	8	7
Grand Total	880	1548	1260	961	305

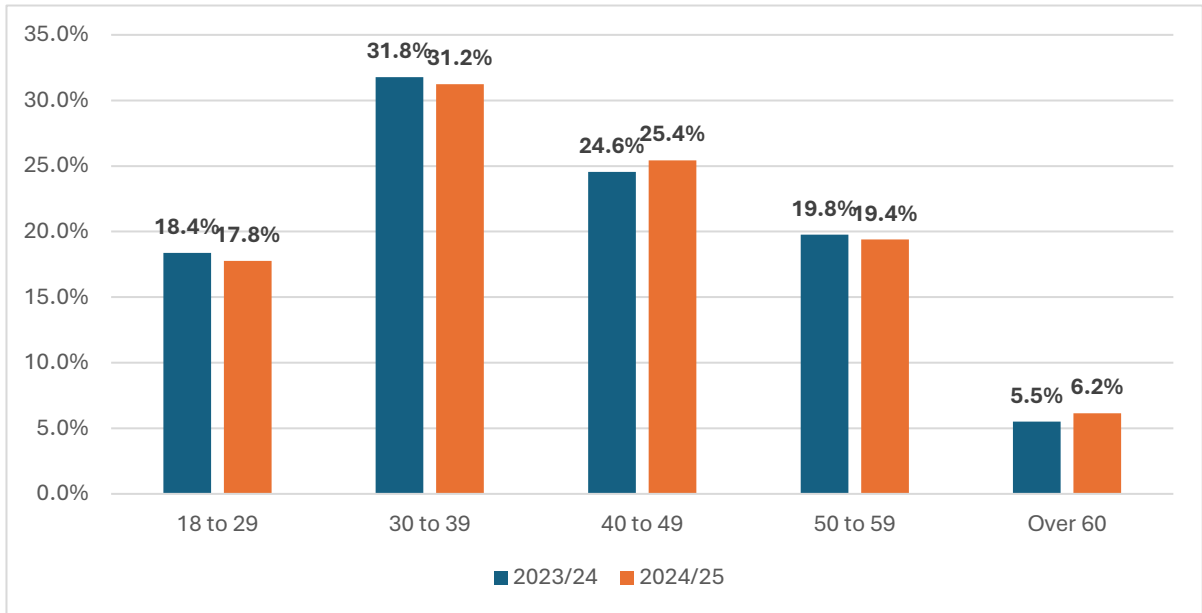


Figure 3. Percentage Workforce by Age from 2023/24 vs 2024/25

Key Observations

The workforce is predominantly aged **30–39** (31.2%), with a growing proportion aged **60+** (6.2%). Representation of younger employees (18–29) has declined to **17.8%**, reflecting national trends. BTP is developing a Youth Engagement Strategy to improve attraction and support for younger applicants.

Disability

As of 31st March 2025, disability representation in BTP’s workforce is as follows:

Table 10. Workforce by Disability Status (2024/25)

Employee Type	Recorded not having a disability (No)	Recorded they have a disability (Yes)	Disability data not recorded (Unknown)
Police Officer	881	15	2161
PCSO	22	0	184
Police Staff	382	8	1301
Grand Total	1285	23	3646

Table. 11 Workforce Change by Disability (2023/24* vs 2024/25)

Disability	2023/24	2024/25	% Change
Recorded not having a disability (No)	27.5%	25.9%	-1.6%
Recorded they have a disability (Yes)	0.5%	0.5%	>0.1%
Disability data not recorded (Unknown)	72.5%	73.6%	+1.1%

*Excluding Volunteer and Agency Staff

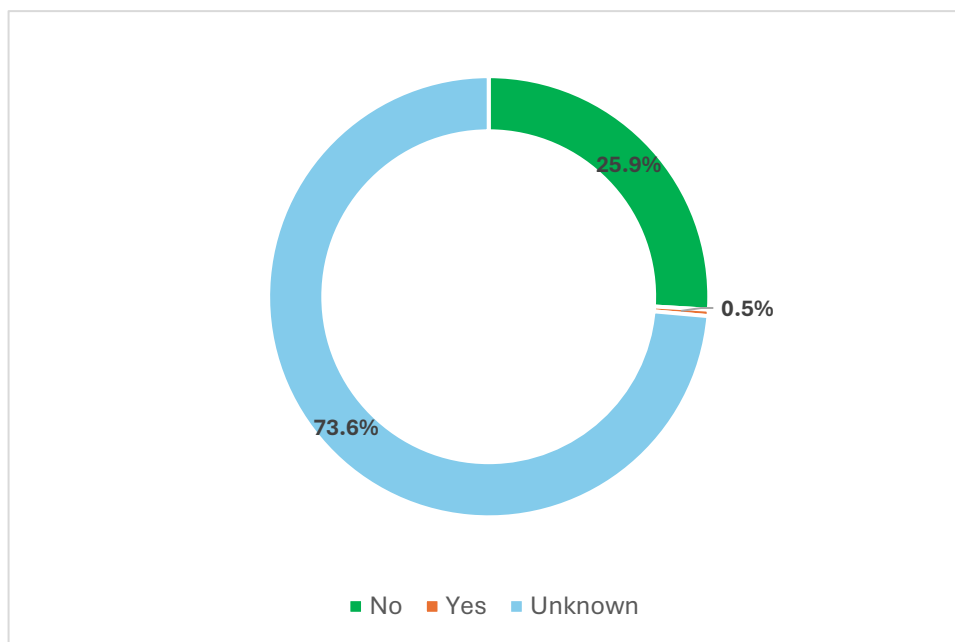


Figure 4. Percentage Workforce by Disability Status (2024/25)

Key Observations

Only **0.5%** of employees have declared a disability, significantly below the national average of **24%**. A high proportion (**73.6%**) have not disclosed disability status, suggesting low data confidence. BTP is promoting the use of reasonable adjustment passports and fostering a culture of trust to improve disclosure.

Sexual Orientation

BTP’s sexual orientation profile is as follows:

Table 12. Workforce Change by Sexual Orientation (2023/24* vs 2024/25)

Sexual Orientation	2023/24	2024/25	Change
Asexual	0.1%	0.1%	>0.1%
Bisexual	1.3%	1.4%	+0.1%
Gay/Lesbian	3.0%	3.1%	+0.1%
Heterosexual	29.2%	29.8%	+0.6%
Pansexual	0.2%	0.2%	>0.1%

Prefer not to say	5.0%	5.0%	>0.1%
Prefer to self-describe	0.5%	0.5%	>0.1%
Unknown (blank)	60.8%	60.0%	-0.8%

*Excluding Volunteer and Agency Staff

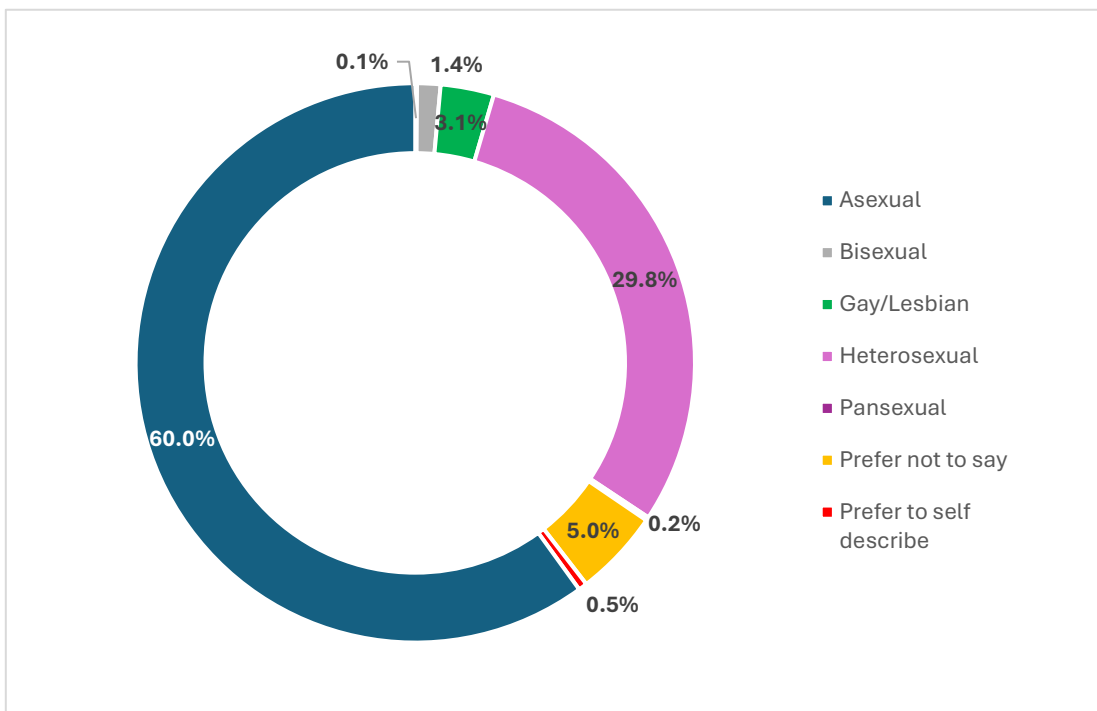


Figure 5. Percentage Workforce by Sexual Orientation (2024/25)

Key Observations

Disclosure rates remain low, with **39.6%** of employees recording their sexual orientation and **4.8%** identifying as LGBTQIA+. A slight decrease in ‘Unknown’ responses suggests improving data confidence. BTP continues to support inclusive practices and encourages safe disclosure.

Gender Reassignment

As of 31st March 2025, the majority of BTP employees identify as either female or male. A small number of colleagues have identified as non-binary, transgender, or have used self-described gender terms. Due to the low number of responses in these categories, disaggregated data is not published to protect individual privacy and prevent the risk of identification.

Religion or Belief

The religious and belief profile of BTP’s workforce is as follows:

Table 13. Workforce by Religion or Belief (2024/25)

Buddhism	0.6%
Christianity – inc. CoE, Catholic, Protestant and all other denominations	31.3%
Hinduism	1.4%
Islam	3.9%
Judaism	0.4%
No Religion	35.6%
Other	2.0%
Paganism	0.2%
Prefer Not to Say	7.7%
Sikhism	1.4%
Spiritualist	0.1%
Unknown	15.6%

Table 14. Workforce Change by Religion or Belief (2023/24* vs 2024/25)

Religion or Belief	2023/24	2024/25	% Change
Buddhism	0.5%	0.6%	+0.1%
Christianity – inc. CoE, Catholic, Protestant and other denominations	31.7%	31.3%	+0.4%
Hinduism	1.2%	1.4%	+0.2%
Islam	3.6%	3.9%	+0.3%
Judaism	0.4%	0.4%	>0.1%
No Religion	34.0%	35.6%	+1.6%
Other	2.2%	2.0%	-0.2%
Paganism	0.2%	0.2%	>0.1%
Prefer Not to Say	7.5%	7.7%	+0.2%
Sikhism	1.4%	1.4%	>0.1%
Spiritualist	0.1%	0.1%	>0.1%
Unknown	17.2%	15.6%	-1.6%

**Excluding Volunteer and Agency Staff*

Key Observations

The largest declared category is 'No Religion' at **35.6%**, followed by Christianity at **31.3%**. Disclosure rates have improved slightly, with a decrease in 'Unknown' responses. Faith group representation remains stable. BTP supports religious inclusion through workplace adjustments and cultural awareness.



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