



BRITISH  
TRANSPORT  
POLICE

# Public Sector Equality Duty Report 2023/2024



Reflecting the best of  
our communities

## **Public sector equality duty report (PSED) 2023/2024**

The 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

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

[BTP-Gender-Pay-Gap-Report-2023-including-Chiefs-Foreword\\_secure.pdf](#)

[BTP-Ethnicity-Pay-Gap-Report-2023-including-Chiefs-Foreword\\_secure.pdf](#)

Our objectives are taken from our Inclusion and Diversity strategy, which covers the 2023-2028 [BTP Inclusion and Diversity Strategy 2023\\_28](#)

This publication provides progress for 2023/2024:

### **Create an inclusive culture**

- BTP's Inclusion and Diversity strategy is being reviewed to ensure BTP is becoming as inclusive as possible and reaching our external diverse communities.
- 69% of our people feel BTP is an inclusive place to work
- 61% feel they can be their true selves at work by hosting Let's Talk sessions where people can share lived experiences and talk openly about challenges and how they can overcome those
- Allocated budget for the central procurement of software and equipment to meet the needs of our neurodiverse and disabled colleagues.
- Trialled workplace passports for neurodiverse and disabled colleagues to ensure they have access to tools and ability to request reasonable adjustments in line with the Equality Act 2010. To support this guidance documents and a framework for requesting adjustments was implemented
- Free period products rolled out at all BTP sites across the UK
- Revised BTP's Trans and Non-Binary support policy to ensure it was clear and consistent

- Created e-learning page specifically for I&D on MyLearn (our learning platform) to support the continuous learning of our people
- Launch of BTP Empower magazine (publicly available) where we hear from our diverse colleagues about what policing means to them and about their journeys to and through BTP.

### **Engaged and involve our people**

- Introduction of 92 Inclusion Champions to promote inclusive discussions, provide support locally on diversity matters and champions our inclusive values
- Established a disability and neurodiversity steering group with key stakeholders, chaired at Assistant Chief Constable level
- Reviewed the accessibility of our Intranet for our people as part of the design of a new product
- Introduced a charter to provide governance and structure for networks and make sure their voices are heard at internal forums
- Launched 3 new Staff Networks (BTPSA, BRIAN and Disability)
- Through our diverse employee support associations, BTP worked to extend our reach outside of the organisation to encourage people to report crime and incidents and build better working relationships with the community
- Talent Pools have been developed and 99.8% of employees completed Personal Development Reviews (PDRs) enabling individuals to develop and step outside of their usual roles.
- We redesigned our leadership development, including promotions, following the recommendations in the Casey review about inclusive leadership
- A new 'wellbeing hub' was launched in 2023/24 offering more resources, tools and events to support wellbeing. Given the nature of police work, we proactively ensure those who attend difficult incidents are invited to access support.
- BTP coaches and mentors were upskilled in neuro-inclusivity
- Executive leaders on the Force Executive Board received an hour I&D input each month to upskill them on creating an inclusive culture
- Education for our people on the experience of people from Black Heritage and policing, particularly Windrush and the MacPherson report relating to the murder of Stephen Lawrence

### **Improve our workforce representation**

- First Force to advertise for Part Time Officers to encourage people from different backgrounds to apply to BTP
- Embedded Positive Action Team within I&D to advance representation of our workforce and support our underrepresented groups in developing and progressing in the organisation
- Disability Confident Award – Level 1 Achieved
- Creation of the Positive Support Action Group to support the development of underrepresented employees

- A reduction in the mean pay gap for female and Black, Asian and Mixed staff evidenced in the pay gap reports
- Launched e-enabled Exit Surveys to develop our insight into the key reasons employees leave the organisation
- Working towards a formalised process for underrepresented communities to experience working in BTP.

### **Build confident, engaged and protected communities**

- Tackling violence against women and girls continues to be a priority. There was a 20% increase in violent crime against women and girls and 10% more sexual offences recorded. This does not necessarily mean an increase in occurrence of these crimes but that victims are more willing to report it because of the messaging and efforts across the network.
- Public Perception Tracker for December to February 2024 shows 74% agreed that they feel if they were to report a crime to BTP it will be taken seriously and 71% agreed that BTP is fair when using their powers
- Introduction of bimonthly public survey to hear from our communities. Each survey cycle generates circa 3,000 responses, providing a wealth of data on passenger attitudes
- Launched a virtual reality (VR) experience to help tackle all forms of sexual harassment
- A new Victim of Crime Survey was also launched. Initial work to review the feedback to determine if any changes in process are required to improve the service to victims has begun.
- A refreshed rail staff survey was launched in March 2024 with new questions focusing on what the railway staff community want from BTP and how we can best support them.
- Hate Crime Policy review completed in Jan 2024 to ensure the organisation had a tactical approach to drive improvement in the way we manage hate crimes and support victims.
- Professional Standards department completed a review of the Casey review recommendations to understand how the organisation aligns with the recommendations. This examined various areas such as our approach to stop and search, PRAP, missing persons strategy review, training for inclusivity, complaints, discrimination, how we deal with misconduct and grievances etc.
- In 2023/24 there were 218 'Speak Up' reports (2022/23: 237). Cases of gross misconduct resulted in a dismissal rate consistently of 95% at hearings in 2023/24.
- Launch of BTP's Police Race Action Plan and promoting the National Black workforce survey for our Black employees
- The Force has several internal scrutiny boards, including for custody, stop and search and the use of force, which was then bought under one umbrella within the Inclusion team to drive change and implement a robust process for external scrutiny. Data on the use of policing powers is scrutinised at key legitimacy boards, with disproportionality a key feature of the discussion as

the Force strives to either explain, or reform, through the Police Race Action Plan.

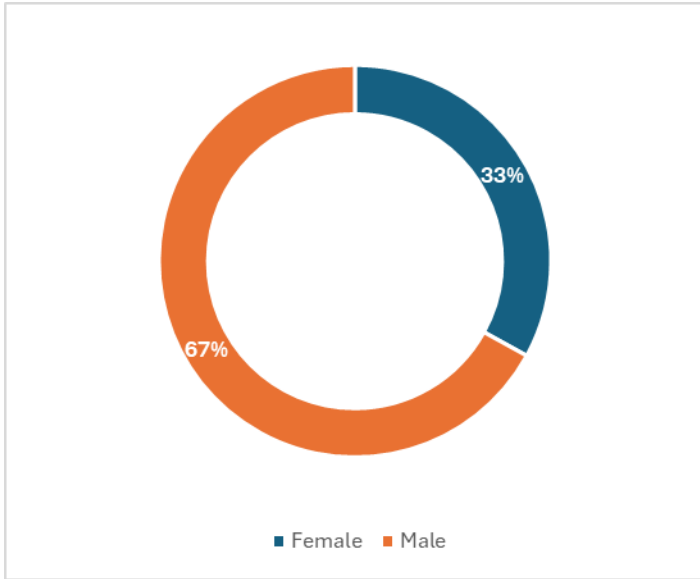
- Publication of Equality Impact Assessment Toolkit and guidance and embedded within Project Management documentation
- Equality Impact Assessment training- 2 sessions per quarter to ensure our people understand how to complete an effective impact assessment
- Supports and raise funds for lifesaving charities, building positive relationships between the community and police, as well as educating on hate and violent crimes and supporting mental health and wellbeing.
- In collaboration with the Metropolitan Police, BTP supported communities through the Kickoff@3 programme. This initiative provides youths with a platform to deviate from criminality and supports work, businesses and talents.
- Redesigned our leadership development, including promotions, following the recommendations in the Casey review about inclusive leadership
- As of the end of March 2024, there had been 146,715 downloads of the Railway Guarding app, which continues to encourage and enable reporting. There have been 1,761 Railway Guardian 61016 texts received by BTP between the app's launch in July 2022 and the end of March 2024.
- BTP developed a new out of court pathway for low level offences with a sexual harassment element. The 'Consider' course will deliver educational inputs to offenders to address first time inappropriate behaviours which are not considered a sexual offence (such as sexualised 'banter' or unwanted flirting).
- Measuring our current landscape against 15 Indicators of Racism and highlighting opportunity for change
- Introduction of Z cards to provide those that are stopped and searched with the opportunity to provide feedback
- Improved our recording of Section 163 vehicle stops to ensure we are capturing information that would help us to identify any disproportionality in the use of our powers.

**Our Data – as of March 2024***Workforce by Rank / Grade*

Rank / Grade	Number of Employees	% of total
<b>Police Officer</b>	<b>3122</b>	<b>59%</b>
ACPO	6	0%
Chief Superintendent	5	0%
Superintendent	21	0%
Chief Inspector	55	1%
Inspector	180	3%
Sergeant	521	10%
Constable	2334	44%
<b>PCSO</b>	<b>196</b>	<b>4%</b>
<b>Police Staff</b>	<b>1689</b>	<b>32%</b>
Director	2	0%
C004	10	0%
C003	9	0%
C002	35	1%
C001	63	1%
B004	69	1%
B003	145	3%
B002	93	2%
B001	244	5%
A006	374	7%
A005	343	7%
A004	210	4%
A003	25	0%
Vol	60	1%
Agency Staff	7	0%
<b>Special Officer</b>	<b>243</b>	<b>5%</b>
Special Chief Officer	1	0%
Special Superintendent	1	0%
Special Chief Inspector	1	0%
Special Inspector	10	0%
Special Sergeant	32	1%
Special Constable	198	4%
<b>Grand Total</b>	<b>5250</b>	<b>100%</b>

*Workforce by Sex*

Rank / Grade	Number of Female Employees	% of Female Employees	Number of Male Employees	% of Male Employees
<b>Police Officer</b>	<b>715</b>	<b>14%</b>	<b>2407</b>	<b>46%</b>
ACPO	1	0%	5	0%
Chief Superintendent	3	0%	2	0%
Superintendent	5	0%	16	0%
Chief Inspector	10	0%	45	1%
Inspector	43	1%	137	3%
Sergeant	85	2%	436	8%
Constable	568	11%	1766	34%
<b>PCSO</b>	<b>48</b>	<b>1%</b>	<b>148</b>	<b>3%</b>
<b>Police Staff</b>	<b>940</b>	<b>18%</b>	<b>749</b>	<b>14%</b>
Director	2	0%		0%
C004	6	0%	4	0%
C003	3	0%	6	0%
C002	16	0%	19	0%
C001	34	1%	29	1%
B004	36	1%	33	1%
B003	74	1%	71	1%
B002	52	1%	41	1%
B001	114	2%	130	2%
A006	222	4%	152	3%
A005	196	4%	147	3%
A004	140	3%	70	1%
A003	14	0%	11	0%
Vol	28	1%	32	1%
Agency Staff	3	0%	4	0%
<b>Special Officer</b>	<b>30</b>	<b>1%</b>	<b>213</b>	<b>4%</b>
Special Chief Officer		0%	1	0%
Special Superintendent		0%	1	0%
Special Chief Inspector		0%	1	0%
Special Inspector		0%	10	0%
Special Sergeant	5	0%	27	1%
Special Constable	25	0%	173	3%
<b>Grand Total</b>	<b>1733</b>	<b>33%</b>	<b>3517</b>	<b>67%</b>



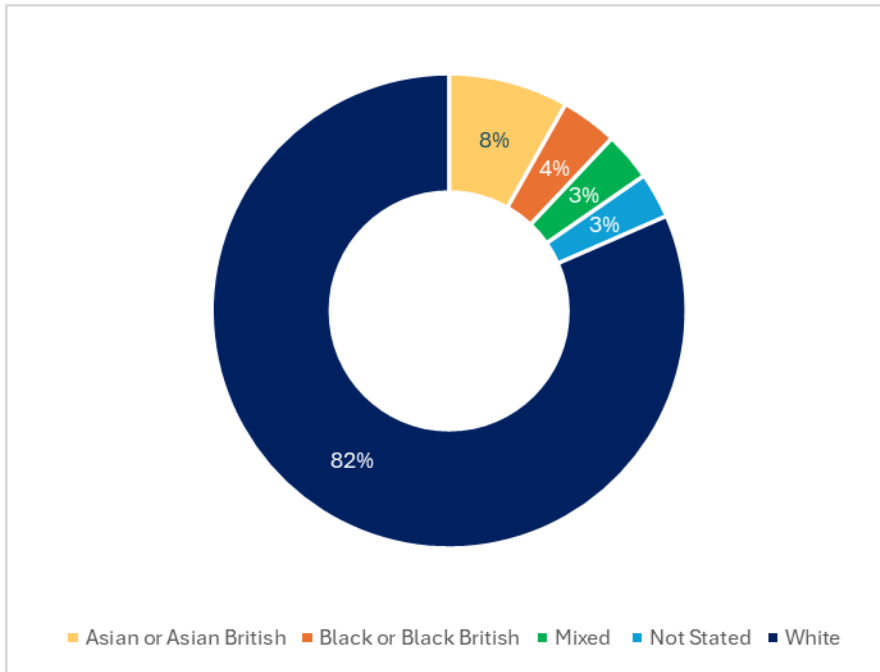
*Percentage of Workforce by Sex*

***Observations:***

- The BTP now has a workforce that is 33% female and 67% male. Female representation increased by 1% by the end of 2024. BTP's female representation, at officer level, increased by 1% during the same period.

*Workforce by Ethnicity*

Rank / Grade	Asian or Asian British	Black or Black British	Mixed	Not Stated	White
<b>Police Officer</b>	<b>161</b>	<b>76</b>	<b>93</b>	<b>110</b>	<b>2682</b>
ACPO					6
Chief Superintendent					5
Superintendent		1	2		18
Chief Inspector	2	1	1	3	48
Inspector	12	2	4	8	154
Sergeant	23	9	18	28	443
Constable	124	63	68	71	2008
<b>PCSO</b>	<b>24</b>	<b>2</b>	<b>7</b>	<b>5</b>	<b>158</b>
<b>Police Staff</b>	<b>225</b>	<b>122</b>	<b>63</b>	<b>39</b>	<b>1240</b>
Director					2
C004	1	1			8
C003	1				8
C002	5	2	2	2	24
C001	9	6	3	1	44
B004	4	3	4	3	55
B003	19	11	5	4	106
B002	16	4	3		70
B001	32	11	5	6	190
A006	46	22	13	4	289
A005	56	31	18	9	229
A004	32	22	6	8	142
A003	1	7	1	2	14
Vol	3	2	3		52
Agency Staff					7
<b>Special Officer</b>	<b>19</b>	<b>3</b>	<b>11</b>	<b>9</b>	<b>201</b>
Special Chief Officer					1
Special Superintendent					1
Special Chief Inspector					1
Special Inspector		1			9
Special Sergeant	2		2	1	27
Special Constable	17	2	9	8	162
<b>Grand Total</b>	<b>429</b>	<b>203</b>	<b>174</b>	<b>163</b>	<b>4281</b>



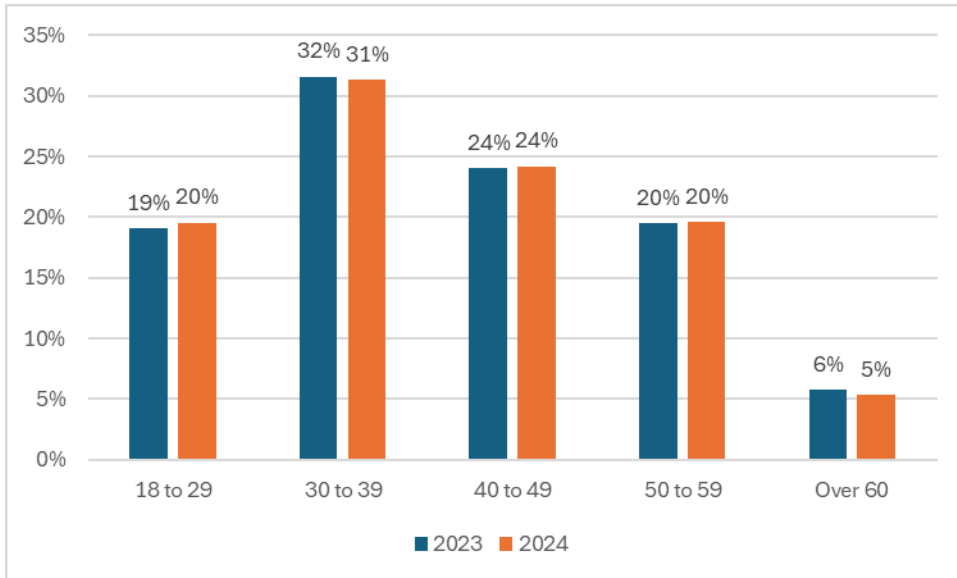
Percentage of workforce by Ethnicity

*Observations:*

There has been no change in Ethnic minority representation at a senior level (Chief Constable through to Superintendent and Police Staff equivalent). There has been an increase in Ethnic minority representation for Police staff (+28) and a reduction in Police Officer representation (-16).

*Workforce by Age*

<b>Rank / Grade</b>	<b>18 to 29</b>	<b>30 to 39</b>	<b>40 to 49</b>	<b>50 to 59</b>	<b>Over 60</b>
<b>Police Officer</b>	<b>548</b>	<b>1100</b>	<b>833</b>	<b>565</b>	<b>76</b>
ACPO				6	
Chief Superintendent		1	1	3	
Superintendent		3	7	11	
Chief Inspector		10	30	12	3
Inspector	1	35	89	51	4
Sergeant	28	210	174	96	13
Constable	519	841	532	386	56
<b>PCSO</b>	<b>87</b>	<b>37</b>	<b>31</b>	<b>27</b>	<b>14</b>
<b>Police Staff</b>	<b>286</b>	<b>445</b>	<b>353</b>	<b>399</b>	<b>206</b>
Director		1		1	
C004		3	2	5	
C003		3	3	2	1
C002		7	13	13	2
C001	4	17	22	19	1
B004	4	29	15	19	2
B003	12	36	47	36	14
B002	15	32	25	12	9
B001	39	75	59	47	24
A006	80	99	65	82	48
A005	90	89	61	71	32
A004	29	40	28	70	43
A003		2	9	8	6
Vol	13	11	4	10	22
Agency Staff		1		4	2
<b>Special Officer</b>	<b>82</b>	<b>76</b>	<b>44</b>	<b>33</b>	<b>8</b>
Special Chief Officer		1			
		1			
Special Chief Inspector			1		
Special Inspector	3	4		2	1
Special Sergeant	14	6	6	4	2
Special Constable	65	64	37	27	5
<b>Grand Total</b>	<b>1003</b>	<b>1658</b>	<b>1261</b>	<b>1024</b>	<b>304</b>

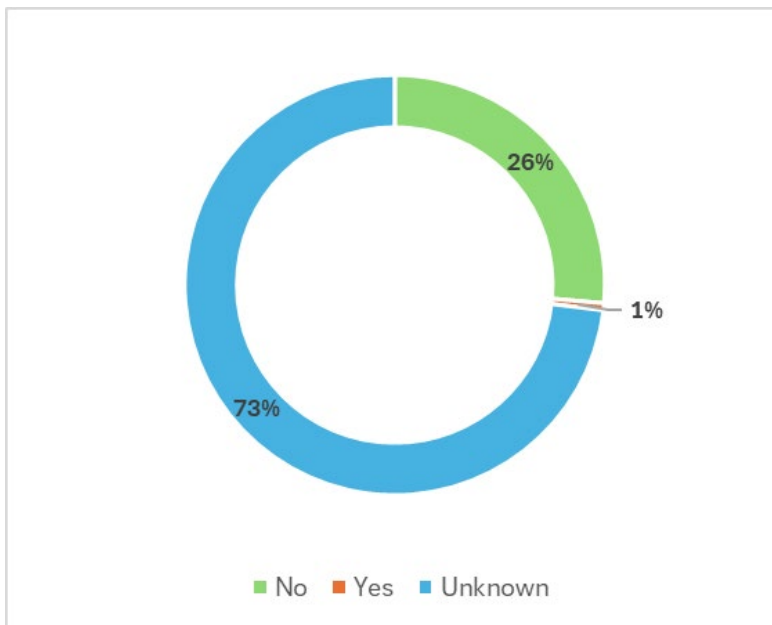


*Workforce by Age*

**Observations:**

- There has been little movement in the age profile of the workforce over the last year.

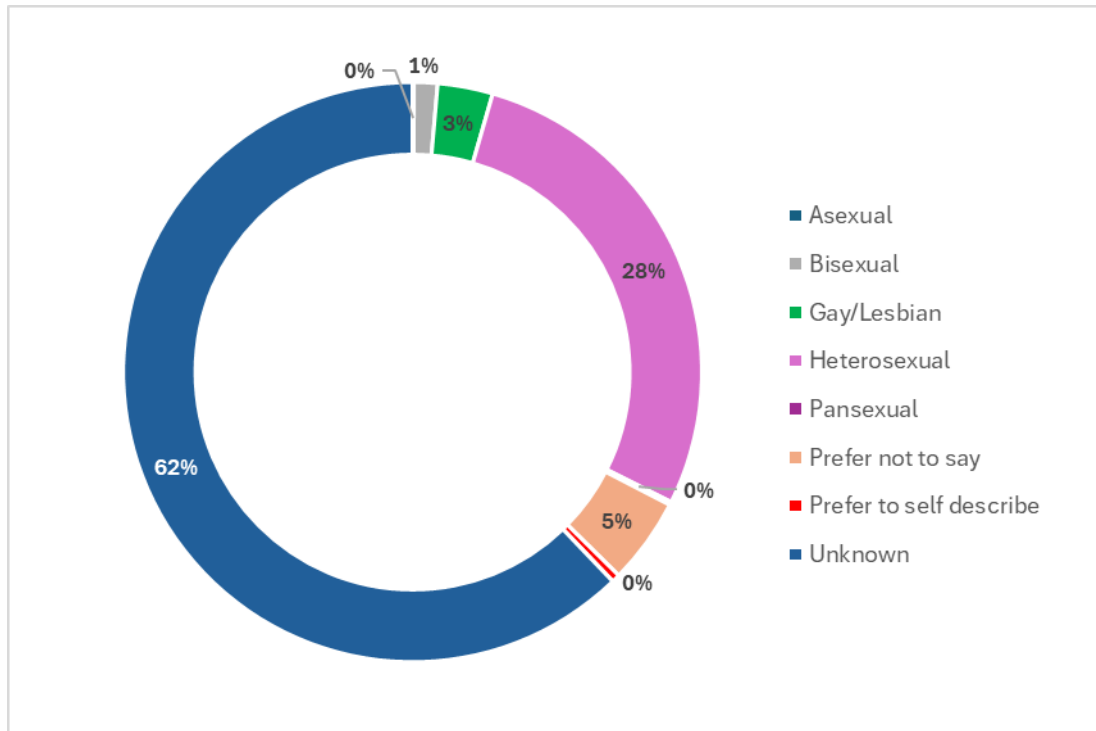
*Workforce by Disability*



*Observations:*

- There is a high percentage of BTPs workforce where it is unknown if they have a disability or note (this increased by 2% compared to 2023).
- There has been a 2% reduction in people that have declared a disability in BTP compared to last year.

*Workforce by Sexuality*



*Observations:*

- Non declaration rates for sexuality increased by 1% in 2024 with 62% of data being left blank.
- The remaining sexuality data for BTPs workforce has not changed between 2023 and 2024.

*Workforce by Religion*

<b>Buddhism</b>	<b>1%</b>
<b>Christianity - inc CoE, Catholic, Protestant and all other denominations</b>	<b>31%</b>
<b>Hinduism</b>	<b>1%</b>
<b>Islam</b>	<b>4%</b>
<b>Judaism</b>	<b>0%</b>
<b>No Religion</b>	<b>34%</b>
<b>Other</b>	<b>2%</b>
<b>Paganism</b>	<b>0%</b>
<b>Prefer Not to Say</b>	<b>7%</b>
<b>Sikhism</b>	<b>1%</b>
<b>Spiritualist</b>	<b>0%</b>
<b>Unknown</b>	<b>18%</b>

*Observations:*

- There has been a 1% increase in Buddhism, Islam, No Religion and Prefer not to say declarations
- There has been a 1% reduction in unknown declarations for religion this year



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