



BRITISH
TRANSPORT
POLICE

A close-up portrait of a smiling female British Transport Police officer. She is wearing a dark blue uniform with a checkered band on her cap and a radio on her shoulder. The background is a blurred outdoor setting.

Our people 2016/17 Workforce data

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Introduction

Having a representative workforce at all levels of the organisation is important to us. This document contains the profile of our employees across all types (officer, staff, Police Community Support Officer and Special Constable) and management structures for 2016/17. All diversity data is held confidentially.

Information in respect of age and gender is held for all employees. Ethnicity, sexual orientation, transgender status, religion or belief and disability data is self-declared by individual employees on a voluntary basis. Where a self-declaration has been made, this data is captured and held confidentially.

Data gaps may occur in this report for three reasons:

- The numbers involved in the datasets are too low for effective analysis or might risk identification of individuals
- Systems or software are not yet in place to capture the information required
- Data is reliant on individual self-declaration and levels of self-declaration remain too low to support any meaningful analysis

Workforce demographic data is produced at least monthly – and as and when required. It is reviewed by the force Diversity and Inclusion Manager, British Transport Police Authority and the Chief Officer Group.

Our current workforce

This is an overview of the our employee population according to the monitored diversity strands.

Employee profile by age

Police Officers and police staff groups both have lower representation of those under-30 (26.37% and 25.71% respectively) compared to population trends (27.4%) - however both categories have continued to increase year-on-year since 2013/14.

Special Constables (66.37%) and Police Community Support Officers (PCSOs) (47.74%) both have higher levels of employees under-30 than the population trends (27.4%).

All employee groups have lower levels of those over-60 compared to the general population (7.7%). The low rates for police officers and Special Constables could be attributed to the compulsory retirement ages applied to these roles and will mean that it is unlikely that we will be able to have a representative workforce in these categories.

Employee profile by disability

Unfortunately, due to technical issues, it has not been possible to capture data on self-reporting in this category during 2016/17. However, self-declarations have increased year-on-year since we first started capturing this data in 2014/15. For the second successive year, the number of employees choosing to make no declaration of their disability status (those shown as 'not stated') has increased substantially across all categories. For further details see the data tables in section three of this document.

All employee groups show under-representation for disability in comparison with population data. Our aim is to increase the number of employees with disabilities. In reality, however, the nature of the roles of Police Officers, Special Constables and PCSOs, prevents those who cannot meet minimum operational fitness requirements from being employed. This factor will have a disproportionate impact on the disabled community and mean that we will be unable to recruit a fully representative workforce.

Employee profile by ethnicity

Overall our Black, Asian and Minority Ethnic BAME workforce increased from 11.97% to 14.72%. Police staff and PCSOs show the highest level of BAME employees (22.38% and 16.51%), followed by Special Constables (11.80%) and Police Officers (10.02%) and all employee groups show levels higher than the general population (6.8%).

The number of employees across all roles not declaring their ethnicity has increased for the first time since records began, from 3.13% to 3.50%. The most noticeable increase in self-declaration of ethnicity has been by our PCSOs. The percentage of PCSOs not declaring ethnicity has dropped from 10.1% in 2011/12 to 3.10% in 2015/16 and again to 0.90% in 2016/17.

Employee profile by gender

Female Police Officers (19.98%), Special Constables (20.60%) and PCSOs (26.62%) are all under-represented in comparison with the population (51%), with Police Officers showing the lowest level. However, Police Officers, Special Constables and PCSOs all saw an increase in female representation, with the overall female workforce increasing from 28.97% to 30.25%.

Special Constables saw the largest increase in female representation, increasing from 14.11% in 2014/15 to 19.27% in 2015/16 and again to 20.60% in 2016/17.

There was a small drop in female police staff for the second successive year, from 51.62% to 49.45%. This is now the first time that police staff are officially under-represented within the workforce based on Labour Market Statistics (51%).

Employee profile by sexual orientation

There has been a growing number of non-declarations in this category for a number of years, with the recording of overall decreases for a third successive year since monitoring of this category was first introduced. In 2008/09, 76.2% of employees did not complete this section of self-declaration. In 2010/11 this dropped to 70.3% of employees, in 2011/12 this dropped again to 60.9% of employees and dropped further to 60.37% in 2013/14. This has subsequently started to rise again, from 62.70% in 2014/15, 66.38% in 2015/16 and to 74.41% in 2016/17. This decrease in declarations would imply that employees are less comfortable with sharing this data.

The only increases in self-declaration in this category have been the number of Police Officers declaring their sexual orientation as bisexual (0.64%, increasing from 0.62%) and PCSOs declaring themselves as gay/lesbian (2.65%, increasing from 2.48%).

The total number of employees declaring their sexual orientation as heterosexual also decreased across all employee groups for the second successive year from 26.02% to 19.68% in 2016/17. However, with the parallel increase in the number of non-declarations (those who do not complete this section at all) it is unlikely that this is evidence of an actual decrease in the number of heterosexual employees.

2.85% of the total workforce declared themselves as gay/lesbian or bisexual, which is considerably lower than the national estimated population level of 6%; and a further decrease on the 2015/16 total workforce figures (3.19%). This is the second successive year's drop in this category.

Data tables

Unless otherwise noted, all data has been sourced from our HR Data Warehouse and Management System, ORIGIN. All data is for the performance year running from 1 April 2016 to 31 March 2017 inclusive.

Overview – all employees

Employee profile by age

Age profile	Police Officer	Special Constable	Police Staff	PCSO	Workforce total	Population ¹ (Britain)
<30	26.37%	66.37%	25.71%	47.74%	31.55%	27.4%
30–44	46.38%	26.72%	36.04%	36.04%	40.33%	35.3%
45–59	26.80%	6.62%	31.87%	14.67%	25.66%	29.6%
60+	0.45%	0.29%	6.38%	1.55%	2.47%	7.7%

Employee profile by disability

Disabled	Police Officer	Special Constable	Police Staff	PCSO	Workforce total	Population ² (Britain)
Yes	1.32%	1.18%	1.47%	2.00%	1.40%	19%
No	51.23%	16.12%	45.39%	37.38%	44.92%	81%
Not stated	47.45%	82.70%	53.14%	60.62%	53.68%	–

Employee profile by ethnicity

Ethnic origin	Police Officer	Special Constable	Police Staff	PCSO	Workforce total	Population ³ (Britain)
White	87.02%	77.19%	74.98%	82.59%	81.77%	93.2%
Mixed	2.83%	1.19%	2.71%	3.54%	2.68%	0.8%
Asian or Asian British	4.28%	6.97%	11.55%	6.86%	7.12%	3.4%
Black or Black British	2.37%	3.04%	7.09%	5.32%	4.20%	1.8%
Chinese/Other ethnic group	0.54%	0.60%	1.03%	0.79%	0.72%	0.8%
Not stated	2.97%	11.01%	2.63%	0.90%	3.50%	–

Employee profile by gender

Gender	Police Officer	Special Constable	Police Staff	PCSO	Workforce total	Population ⁴ (Britain)
Male	80.02%	79.40%	50.55%	73.38%	69.75%	49%
Female	19.98%	20.60%	49.45%	26.62%	30.25%	51%

Employee profile by sexual orientation

Sexual Orientation	Police Officer	Special Constable	Police Staff	PCSO	Grand total	Population ⁵ (Britain)
Bisexual	0.64%	0.15%	0.10%	1.30%	0.46%	–
Gay/Lesbian	2.64%	2.35%	1.97%	2.65%	2.39%	6%
Heterosexual	19.40%	5.88%	24.65%	17.38%	19.68%	94%
Prefer not to say	4.13%	0.74%	2.32%	2.05%	3.06%	–
Not stated	73.19%	90.88%	70.95%	76.62%	74.41%	–

¹ Population data estimates based on Labour Market Statistics

² Population data estimates provided by the Business Disability Forum

³ Population data estimates based on Labour Market Statistics

⁴ Population data estimates based on Labour Market Statistics

⁵ Population data estimates provided by Stonewall

Police Officer profile

Police Officer management profile by age

Age profile	Executive	Manager	Supervisor	Worker	Workforce total
<30	0.00%	0.00%	1.77%	30.96%	26.37%
30-44	14.44%	33.66%	52.55%	46.65%	46.38%
45-59	85.56%	65.09%	44.54%	22.06%	26.80%
60+	0.00%	1.25%	1.13%	0.33%	0.45%

Police Officer management profile by disability

Disabled	Executive	Manager	Supervisor	Worker	Workforce total
Yes	0.00%	0.00%	0.93%	1.45%	1.32%
No	37.00%	40.08%	56.06%	51.37%	51.23%
Not stated	63.00%	59.92%	43.01%	47.18%	47.45%

Police Officer management profile by ethnicity

Ethnic origin	Executive	Manager	Supervisor	Worker	Workforce total
White	87.88%	92.47%	87.60%	86.67%	87.02%
Mixed	0.00%	2.51%	1.83%	3.00%	2.83%
Asian or Asian British	0.00%	0.49%	3.50%	4.61%	4.28%
Black or Black British	0.00%	1.38%	2.92%	2.38%	2.37%
Chinese/Other ethnic group	0.00%	1.02%	0.00%	0.58%	0.54%
Not stated	12.12%	2.13%	4.15%	2.76%	2.97%

Police Officer management profile by gender

	Executive	Manager	Supervisor	Worker	Workforce total
Male	94.14%	83.40%	86.80%	78.87%	80.02%
Female	5.86%	16.60%	13.20%	21.13%	19.98%

Police Officer management profile by sexual orientation

	Executive	Manager	Supervisor	Worker	Workforce total
Bisexual	0.00%	0.00%	0.70%	0.67%	0.64%
Gay/Lesbian	0.00%	6.50%	1.36%	2.64%	2.64%
Heterosexual	25.16%	33.33%	30.28%	17.33%	19.40%
Prefer not to say	2.88%	6.73%	7.54%	3.61%	4.13%
Not stated	71.97%	53.44%	60.12%	75.76%	73.19%

Police staff profile

Police staff management profile by age

Age profile	Executive	Manager	Supervisor	Worker	Workforce total
<30	2.11%	8.04%	24.59%	31.94%	25.71%
30-44	36.62%	47.58%	38.62%	31.42%	36.04%
45-59	54.68%	39.73%	31.03%	29.41%	31.87%
60+	6.60%	4.65%	5.77%	7.23%	6.38%

Police staff management profile by disability

Disabled	Executive	Manager	Supervisor	Worker	Workforce total
Yes	0.00%	0.49%	1.42%	1.82%	1.47%
No	37.23%	41.86%	52.49%	41.23%	45.39%
Not stated	62.77%	57.65%	46.09%	56.95%	53.14%

Police staff management profile by ethnicity

Ethnic origin	Executive	Manager	Supervisor	Worker	Workforce total
White	84.95%	73.19%	78.39%	72.19%	74.98%
Mixed	6.68%	2.15%	2.43%	2.83%	2.71%
Asian or Asian British	4.31%	10.21%	10.97%	12.72%	11.55%
Black or Black British	1.38%	9.19%	4.90%	8.62%	7.09%
Chinese/Other ethnic group	0.00%	2.41%	0.86%	0.91%	1.03%
Not stated	2.69%	2.85%	2.45%	2.73%	2.63%

Police staff management profile by gender

	Executive	Manager	Supervisor	Worker	Workforce total
Male	67.30%	61.17%	52.71%	45.52%	50.55%
Female	32.70%	38.83%	47.29%	54.48%	49.45%

Police staff management profile by sexual orientation

	Executive	Manager	Supervisor	Worker	Workforce total
Bisexual	0.00%	0.00%	0.08%	0.14%	0.10%
Gay/Lesbian	2.54%	1.43%	2.59%	1.59%	1.97%
Heterosexual	16.13%	31.44%	26.99%	21.82%	24.65%
Prefer not to say	7.35%	2.84%	1.77%	2.34%	2.32%
Not stated	73.98%	64.29%	68.56%	74.12%	70.95%

New starters to BTP

New starters by age

Age profile	Police Officer	Special Constable	Police Staff	PCSO	Total	Population ⁶ (Britain)
<30	62.69%	77.46%	40.84%	75.64%	58.65%	27.4%
30-44	28.06%	20.60%	27.56%	21.89%	25.67%	35.3%
45-59	9.25%	1.93%	29.98%	2.47%	15.06%	29.6%
60+	0.00%	0.00%	1.61%	0.00%	0.62%	7.7%

New starters by disability

Disabled	Police Officer	Special Constable	Police Staff	PCSO	Total	Population ⁷ (Britain)
Yes	0.00%	0.00%	0.00%	0.00%	0.00%	19%
No	0.00%	0.00%	0.00%	0.00%	0.00%	81%
Not stated	100.00%	100.00%	100.00%	100.00%	100.00%	-

New starters by ethnicity

Ethnic origin	Police Officer	Special Constable	Police Staff	PCSO	Total	Population ⁸ (Britain)
White	82.74%	77.46%	74.92%	85.42%	78.61%	93.2%
Mixed	5.08%	1.28%	3.64%	0.00%	3.28%	0.8%
Asian or Asian British	8.13%	5.20%	11.28%	2.47%	3.28%	3.4%
Black or Black British	3.03%	3.23%	8.12%	12.11%	5.63%	1.8%
Chinese/Other ethnic group	0.52%	1.30%	1.62%	0.00%	1.10%	0.8%
Not Stated	0.51%	11.53%	0.41%	0.00%	3.11%	-

New starters by gender

Gender	Police Officer	Special Constable	Police Staff	PCSO	Total	Population ⁹ (Britain)
Male	73.99%	75.45%	57.52%	63.50%	67.30%	49%
Female	26.01%	24.55%	42.48%	36.50%	32.70%	51%

New starters by sexual orientation

	Police Officer	Special Constable	Police Staff	PCSO	Total	Population ¹⁰ (Britain)
Bisexual	0.00%	0.00%	0.00%	0.00%	0.00%	-
Gay/Lesbian	0.52%	0.00%	0.00%	0.00%	0.16%	6%
Heterosexual	0.51%	0.00%	0.00%	0.00%	0.15%	94%
Prefer not to say	0.00%	0.00%	0.00%	0.00%	0.00%	-
Not stated	8.97%	100.00%	100.00%	100.00%	99.69%	-

⁶ Population data estimates based on Labour Market Statistics

⁷ Population data estimates provided by the Business Disability Forum

⁸ Population data estimates based on Labour Market Statistics

⁹ Population data estimates based on Labour Market Statistics

¹⁰ Population data estimates provided by Stonewall

Employees leaving BTP

Leavers by age

Age profile	Police Officer		Special Constable		Police Staff		PCSO		Total
	Leavers	BTP population	Leavers	BTP population	Leavers	BTP population	Leavers	BTP population	
<30	29.22%	26.37%	65.66%	66.37%	26.12%	25.71%	68.08%	47.74%	37.02%
30-44	33.96%	46.38%	27.44%	26.72%	34.04%	36.04%	26.94%	36.04%	32.33%
45-59	31.66%	26.80%	6.90%	6.62%	33.14%	31.87%	4.97%	14.67%	26.03%
60+	5.16%	0.45%	0.00%	0.29%	6.70%	6.38%	0.00%	1.55%	4.62%

Leavers by disability

Disability	Police Officer		Special Constable		Police Staff		PCSO		Total
	Leavers	BTP population	Leavers	BTP population	Leavers	BTP population	Leavers	BTP population	
Yes	2.53%	1.32%	1.89%	1.18%	1.83%	1.47%	2.22%	2.00%	2.07%
No	52.85%	51.23%	38.92%	16.12%	34.51%	45.39%	66.05%	37.38%	43.80%
Not stated	44.62%	47.45%	59.19%	82.70%	63.67%	53.14%	31.73%	60.62%	54.13%

Leavers by ethnicity

Ethnic origin	Police Officer		Special Constable		Police Staff		PCSO		Total
	Leavers	BTP population	Leavers	BTP population	Leavers	BTP population	Leavers	BTP population	
White	90.39%	87.02%	85.92%	77.19%	69.14%	74.98%	78.91%	82.59%	78.33%
Mixed	2.65%	2.83%	3.17%	1.19%	2.83%	2.71%	4.50%	3.54%	3.02%
Asian or Asian British	2.67%	4.28%	6.21%	6.97%	13.75%	11.55%	10.22%	6.86%	9.30%
Black or Black British	1.22%	2.37%	1.51%	3.04%	9.04%	7.09%	3.35%	5.32%	5.24%
Chinese/ other ethnic group	0.36%	0.54%	0.00%	0.60%	1.15%	1.03%	1.15%	0.79%	0.78%
Not stated	2.70%	2.97%	3.19%	11.01%	4.08%	2.63%	1.88%	0.90%	3.33%

Leavers by gender

Gender	Police Officer		Special Constable		Police Staff		PCSO		Total
	Leavers	BTP population	Leavers	BTP population	Leavers	BTP population	Leavers	BTP population	
Male	80.26%	80.02%	71.12%	79.40%	55.77%	50.55%	72.54%	73.38%	66.47%
Female	19.74%	19.98%	28.88%	20.60%	44.23%	49.45%	27.46%	26.62%	33.53%

Leavers by sexual orientation

Sexual orientation	Police Officer		Special Constable		Police Staff		PCSO		Total
	Leavers	BTP Population	Leavers	BTP Population	Leavers	BTP population	Leavers	BTP population	
Bisexual	0.18%	0.64%	0.96%	0.15%	0.00%	0.10%	0.69%	1.30%	0.25%
Gay/Lesbian	2.56%	2.64%	3.14%	2.35%	1.01%	1.97%	1.04%	2.65%	1.72%
Heterosexual	21.47%	19.40%	16.50%	5.88%	16.73%	24.65%	20.50%	17.38%	18.44%
Prefer not to say	5.54%	4.13%	0.75%	0.74%	0.77%	2.32%	1.87%	2.05%	2.22%
Not stated	70.26%	73.19%	78.61%	90.88%	81.49%	70.95%	75.90%	76.62%	77.37%

British Transport Police

and the British Transport Police Authority
welcome your feedback.

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